

# H DAUGAARD AS (GROUP)

Kolding - Denmark | Other transportation support activities  
 Company size: **M** | Assessment scope: **Group**

Overall score  
 ↗ **62**/100

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Percentile  
**63rd**



## Scorecard

Publication date: 11 Dec 2025 Valid until: 11 Dec 2026

### Overall score

Percentile  
**63rd**

↗ **62**/100



### Environment

Impact on score ●●○○



### Labor & Human Rights

Impact on score ●●●●



### Ethics

Impact on score ●○○○



### Sustainable Procurement

Impact on score ●○○○



## Environment

Impact on score ●●○○

↗ **67**/100

### Environment | Policies

Impact on score ●●●●

→ **25**/100

A policy is a set of objectives that addresses specific sustainability issues. It shows a company's intention to reduce impact, mitigate risk or improve performance.

#### Strengths

Quantitative objectives set on energy consumption & GHGs

Environmental policy on energy consumption & GHGs

#### Improvement areas

Medium priority Inconclusive documentation for policies on waste

Medium priority Basic environmental policies: lacks details on specific issues

### Environment | Endorsements

Impact on score ●○○○

→ **0**/100

Endorsements are your company's public adherence or commitment to meeting objectives and principles defined by a recognized third-party organization.

#### Improvement areas

Low priority No conclusive information on endorsement of external initiatives or principles on environmental issues

### Environment | Measures

Impact on score ●●●●

↗ **75**/100

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

#### Strengths

Training employees to safely handle and manage hazardous substances

Purchase and/or generation of renewable energy

Training of employees on energy conservation/climate actions

Reduction of energy consumption of lighting systems

Actions for labeling, storing, handling and transporting hazardous substances

Environmental emergency measures in place

Use of efficient HVAC (heating, ventilation, and air conditioning) equipment

**Improvement areas**

Medium priority Declares measures on waste management, but no supporting documentation available

**Environment | Certifications**

Impact on score ●●●○

● → 100/100

Certifications confirm your compliance with international standards (for example, ISO 14001, ISO 45001, ISO 37001, SA8000 or FSC Chain of Custody). They must be issued by an external certification body.

**Strengths**

ISO 14001 certified

**Environment | Reporting**

Impact on score ●●●○

● ↗ 50/100

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

**Strengths**

Standard reporting on environmental issues

Reporting on total weight of waste recovered

Reporting on total gross Scope 1 GHG emissions

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

Total gross Scope 1 reporting value confirmed in supporting documentation

Reporting on total energy consumption

Company communicates progress towards the Sustainable Development Goals (SDGs)

Materiality analysis in sustainability reporting

Reporting on total amount of renewable energy consumed

**Improvement areas**

Low priority

No supporting evidence of reporting on the total gross Scope 3 GHG emissions

Low priority

No supporting evidence of reporting on the total gross Scope 3 downstream GHG emissions

Low priority

Total gross Scope 2 reporting value not confirmed in supporting documentation

Low priority

No supporting evidence of external assurance or verification of the sustainability reporting

Low priority

No supporting evidence of reporting aligned with a sustainability reporting standard (such as GRI, ESRS, IFRS)

Low priority

Declares reporting on total weight of hazardous waste, but no supporting documentation available

Low priority

Declares reporting on total weight of non-hazardous waste, but no supporting documentation available

**Environment | 360° Watch**

Impact on score ●●●●

● → 75/100

The 360° Watch Findings indicator is scored based on the data we gather by scanning thousands of sources in the public domain. This allows us to get a broader overview of your company's sustainability management.

**Strengths and improvement areas**

No recommendations yet

**News that impacted your score (1)**

News stories about your company we found in public databases.

**No records found for this company on Compliance Database**

05 Nov 2025

**360° Watch**

Impact on Score

**Neutral**

Severity

**N/A**

valid from Nov 2025 to Nov 2030

**Labor & Human Rights**

Impact on score ●●●●

● ↗ 66/100

**Labor & Human Rights | Policies**

Impact on score ●●●●

● ↗ 75/100

A policy is a set of objectives that addresses specific sustainability issues. It shows a company's intention to reduce impact, mitigate risk or improve performance.

**Strengths**

Comprehensive policy on a majority of labor or human rights issues

Labor & human rights policy on social dialogue

Quantitative objectives set on employee health & safety

Labor & human rights policy on career management & training

Labor & human rights policy on employee health & safety

Labor & human rights policy on preventing discrimination and harassment

**Improvement areas**

Medium priority Inconclusive documentation for policies on working conditions

**Labor & Human Rights | Endorsements**

Impact on score ●○○○

● → 0/100

Endorsements are your company's public adherence or commitment to meeting objectives and principles defined by a recognized third-party organization.

**Improvement areas**

Low priority No conclusive information on endorsement of external initiatives or principles on labor and human rights issues

**Labor & Human Rights | Measures**

Impact on score ●●●●

● → 75/100

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

**Strengths**

Communication to all employees of remuneration process (e.g. salary grid, procedure for salary advancement)
Health care coverage of employees in place
Compensation for extra or atypical working hours
Collective bargaining agreement on working hours, overtime, or leaves
Actions to ensure equal pay for equal work
Collective bargaining agreement on preventing discrimination and harassment
Collective bargaining agreement on career management & training
Actions to prevent discrimination during recruitment phase
Employee representatives or employee representative body (e.g. works council)
Family Friendly programs (FFPs) implemented (e.g. parental or care leaves, childcare services or allowances)
Flexible organization of work (eg. remote work, flexi-time)
Collective bargaining agreement on employees' health & safety
Individual development and career plan for all employees
Actions to manage working hours and overtime
Actions to promote equal opportunities for all in the workplace
Provision of skills development training
Regular assessment of individual performance
Actions to improve workstation ergonomics
Employee health and safety emergency action plan
Employee health & safety risk assessment

**Improvement areas**

Low priority Further develop your grievance mechanism on discrimination and harassment issues

**Labor & Human Rights | Certifications** Impact on score ●●●○

● → 0/100

Certifications confirm your compliance with international standards (for example, ISO 14001, ISO 45001, ISO 37001, SA8000 or FSC Chain of Custody). They must be issued by an external certification body.

**Improvement areas**

Medium priority No information regarding certification of a labor and human rights management system

**Labor & Human Rights | Reporting** Impact on score ●●●○

● → 25/100

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

**Strengths**

Reporting on the percentage of women employed in relation to the whole organization

Report on average unadjusted gender pay gap

Company communicates progress towards the Sustainable Development Goals (SDGs)

Materiality analysis in sustainability reporting

Reporting on ratio of the annual total compensation of the highest paid individual, to the median annual total compensation for all employees

**Improvement areas**

High priority Insufficient reporting on labor and human rights issues

Low priority No supporting evidence of external assurance or verification of the sustainability reporting

Low priority No supporting evidence of reporting aligned with a sustainability reporting standard (such as GRI, ESRS, IFRS)

Low priority Declares reporting on number of recordable work-related ill health, but no supporting documentation available

Low priority Declares reporting on average training hours per employee, but no supporting documentation available

**Labor & Human Rights | 360° Watch** Impact on score ●●●●

● → 75/100

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**Strengths and improvement areas**

No recommendations yet

**News that impacted your score (1)**

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**No records found for this company on Compliance Database**

05 Nov 2025

**360° Watch**

Impact on Score

**Neutral**

Severity

**N/A**

valid from Nov 2025 to Nov 2030

**Ethics** Impact on score ●○○○

● → 60/100

**Ethics | Policies** Impact on score ●●●●

● → 50/100

A policy is a set of objectives that addresses specific sustainability issues. It shows a company's intention to reduce impact, mitigate risk or improve performance.

**Strengths**

Policies on corruption
Disciplinary sanctions to deal with policy violations
Standard policy on a majority of ethics issues
Policy on information security
Policy on conflict of interest
Dedicated responsibility for ethics issues

**Improvement areas**

<span>Low priority</span> Inconclusive documentation for policies on fraud
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**Ethics | Endorsements** Impact on score ●○○○

● → 0/100

Endorsements are your company's public adherence or commitment to meeting objectives and principles defined by a recognized third-party organization.

**Improvement areas**

<span>Low priority</span> No conclusive information on endorsement of external initiatives or principles on ethics issues
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**Ethics | Measures** Impact on score ●●●●

● → 50/100

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

**Strengths**

Awareness training to prevent information security breaches
Specific approval procedure for sensitive transactions (e.g. gifts, travel)
Implementation of a records retention schedule

**Improvement areas**

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

**Ethics | Certifications**

Impact on score ●●●○

● → 25/100

Certifications confirm your compliance with international standards (for example, ISO 14001, ISO 45001, ISO 37001, SA8000 or FSC Chain of Custody). They must be issued by an external certification body.

**Strengths and improvement areas**

No recommendations yet

**Ethics | Reporting**

Impact on score ●●●○

● → 25/100

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

**Strengths**

- Company communicates progress towards the Sustainable Development Goals (SDGs)
- Materiality analysis in sustainability reporting

**Improvement areas**

- High priority Insufficient reporting on ethics issues
- Low priority No supporting evidence of external assurance or verification of the sustainability reporting
- Low priority No supporting evidence of reporting aligned with a sustainability reporting standard (such as GRI, ESRS, IFRS)

**Ethics | 360° Watch**

Impact on score ●●●●

● → 75/100

The 360° Watch Findings indicator is scored based on the data we gather by scanning thousands of sources in the public domain. This allows us to get a broader overview of your company's sustainability management.

**Strengths and improvement areas**

No recommendations yet

**News that impacted your score (1)**

News stories about your company we found in public databases.

**No records found for this company on Compliance Database**

05 Nov 2025

**360° Watch**

Impact on Score

**Neutral**

Severity

**N/A**

valid from Nov 2025 to Nov 2030

**Sustainable Procurement**

Impact on score ●○○○

● ↗ **40**/100

**Sustainable Procurement | Policies**

Impact on score ●●●●

● → **0**/100

A policy is a set of objectives that addresses specific sustainability issues. It shows a company's intention to reduce impact, mitigate risk or improve performance.

**Improvement areas**

**High priority** Inconclusive documentation on sustainable procurement policies

**Sustainable Procurement | Endorsements**

Impact on score ●○○○

● → **0**/100

Endorsements are your company's public adherence or commitment to meeting objectives and principles defined by a recognized third-party organization.

**Strengths and improvement areas**

**No recommendations yet**

**Sustainable Procurement | Measures**

Impact on score ●●●●

● ↗ **25**/100

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

**Strengths**

Supplier sustainability code of conduct in place

**Improvement areas**

**High priority** No supporting evidence of the integration of social and environmental clauses into supplier contracts

**Medium priority** No supporting evidence of supplier assessment on environmental and social practices

**Medium priority** No supporting evidence of the training of buyers on social and environmental issues within the supply chain

**Medium priority** No supporting evidence of on-site audits of suppliers on environmental and social issues

**Medium priority** No supporting evidence of a risk assessment of adverse sustainability impacts in the supply chain

**Sustainable Procurement | Certifications**

Impact on score ●●●○

● → **0**/100

Certifications confirm your compliance with international standards (for example, ISO 14001, ISO 45001, ISO 37001, SA8000 or FSC Chain of Custody). They must be issued by an external certification body.

**Strengths and improvement areas**

No recommendations yet

**Sustainable Procurement | Reporting**

Impact on score ●●●○

● → 0/100

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

**Strengths**

Company communicates progress towards the Sustainable Development Goals (SDGs)

Materiality analysis in sustainability reporting

**Improvement areas**

**High priority** No supporting evidence of reporting on sustainable procurement issues

**Low priority** No supporting evidence of reporting on the total gross Scope 3 upstream GHG emissions

**Low priority** No supporting evidence of external assurance or verification of the sustainability reporting

**Low priority** No supporting evidence of reporting aligned with a sustainability reporting standard (such as GRI, ESRS, IFRS)

**Sustainable Procurement | 360° Watch**

Impact on score ●●●●

● → 75/100

The 360° Watch Findings indicator is scored based on the data we gather by scanning thousands of sources in the public domain. This allows us to get a broader overview of your company's sustainability management.

**Strengths and improvement areas**

No recommendations yet

**News that impacted your score (1)**

News stories about your company we found in public databases.

**No records found for this company on Compliance Database**

05 Nov 2025

**360° Watch**

Impact on Score

**Neutral**

Severity

**N/A**

valid from Nov 2025 to Nov 2030

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