

BECHTLE HOLDING BV (GROUP)

Maastricht - Netherlands | Computer programming, consultancy and related activities
Company size: **M** | Assessment scope: **Group**

Overall score
85_{/100}

Percentile
99th



Scorecard

Publication date: 27 Sep 2025 (Revised:29 Oct 2025) Valid until: 27 Sep 2026

Overall score

Percentile
99th

85

/100

Environment

Impact on score ●●○○

90

/100

Labor & Human Rights

Impact on score ●●●●

85

/100

Ethics

Impact on score ●○○○

80

/100

Sustainable Procurement

Impact on score ●○○○

79

/100

Environment Impact on score ●●○○● 90/100

Environment | Policies Impact on score ●●●●● 100/100

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

Environmental policy on waste
Exceptional policy on major environmental issues
Quantitative objectives set on energy consumption & GHGs
Environmental policy on energy consumption & GHGs

Environment | Endorsements Impact on score ●○○○● 100/100

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

Strengths

Endorsement of the United Nations Global Compact (UNGC)
Endorsement of the Science Based Targets initiative - Targets Set

Environment | Measures Impact on score ●●●●● 75/100

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

Strengths

Purchase of verified carbon offset credits
Reduction of energy consumption of IT infrastructure
Training of employees on energy conservation/climate actions
Reduction of internal wastes through material reuse, recovery or repurpose
Internal sorting & disposal of waste according to waste streams
Purchase and/or generation of renewable energy

Environment | Certifications

Impact on score ●●●○

● 100/100

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

Strengths

ISO 14001 certified
Specific environmental certification

Environment | Reporting

Impact on score ●●●○

● 75/100

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

Strengths

External assurance or verification of sustainability reporting
Reporting on total gross Scope 3 GHG emissions
Total gross Scope 3 GHG emissions reporting value confirmed in supporting documentation
Reporting on total gross Scope 1 GHG emissions
Reporting on total gross Scope 2 GHG emissions (market or location based)
Reporting in accordance with ESRS Set 1
Comprehensive reporting on environmental issues
Company communicates progress towards the Sustainable Development Goals (SDGs)
Company reports to CDP
Reporting on total weight of hazardous waste
Materiality analysis in sustainability reporting
Reporting on total weight of non-hazardous waste
Reporting on total gross Scope 3 downstream GHG emissions
Reporting on total amount of renewable energy consumed
Reporting on total energy consumption
Total gross Scope 3 downstream GHG emissions value confirmed in supporting documentation
Total gross Scope 2 reporting value confirmed in supporting documentation
Total gross Scope 1 reporting value confirmed in supporting documentation

Improvement areas

Low priority

 Declares reporting on total weight of waste recovered, 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

24 Sep 2025

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from Sep 2025 to Sep 2030

Labor & Human Rights

Impact on score ●●●●

● 85/100

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
Labor & human rights policy on working conditions
Labor & human rights policy on employee health & safety
Quantitative objectives set on working conditions
Quantitative objectives set on career management & training
Labor & human rights policy on career management & training
Labor & human rights policy on preventing discrimination and harassment

Labor & Human Rights | Endorsements

Impact on score ●○○○

● 100/100

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

Strengths

Endorsement of a diversity charter
Endorsement of the United Nations Global Compact (UNGC)

Labor & Human Rights | Measures

Impact on score ●●●●

● 100/100

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

Strengths

Actions to prevent discrimination in professional development and promotion processes
Communication to all employees of remuneration process (e.g. salary grid, procedure for salary advancement)
Employee satisfaction survey
Provision of skills development training
Actions to ensure equal pay for equal work
Actions to promote the inclusion of employees with disabilities
Grievance mechanism on discrimination and/or harassment issues
Employee resource or support groups open to all
Actions to prevent discrimination during recruitment phase
Actions to promote internal mobility
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)
Awareness training on discrimination and harassment
Actions to prevent workplace harassment
Actions to address stress and psychological wellbeing in the workplace
Actions to ensure adequate wages
Flexible organization of work (eg. remote work, flexi-time)
Regular assessment of individual performance
Individual development and career plan for all employees
Training of employees on health and safety risks and best working practices
Actions to improve workstation ergonomics
Employee health and safety emergency action plan
Employee health & safety risk assessment
Actions in place to ensure health and safety of non-employee workers and other contracted workers on premises
Grievance mechanism on working conditions
Actions to promote equal opportunities for all in the workplace

Labor & Human Rights | Certifications

Impact on score ●●●○

50

/100

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

Strengths

Specific labor or human rights certification

Labor & Human Rights | Reporting

Impact on score ●●●○

● 75

/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
External assurance or verification of sustainability reporting
Reporting on number of recordable work-related ill health
Reporting in accordance with ESRS Set 1
Comprehensive reporting on labor and human rights issues
Report on average unadjusted gender pay gap
Company communicates progress towards the Sustainable Development Goals (SDGs)
Report on percentage of women within the organization's board
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
Reporting on number of average training hours per employee
Reporting on the percentage of women at top management level

Labor & Human Rights | 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 (4)

News stories about your company we found in public databases.

Accord d'entreprise BECHTLE DIRECT www.maitredata.com 16 Apr 2025 Le présent accord en faveur de l'égalité professionnelle entre les femmes et les hommes s'applique à tous les salariés de BECHTLE DIRECT, quelques soient leurs statuts, leurs âges et leurs sexes et s'applique plus généralement à toutes personnes liées à BECHTLE DIRECT par un contrat de travail.	360° Watch Impact on Score Neutral Severity Neutral valid from Apr 2025 to May 2030    
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L'index égalité professionnelle pour BECHTLE COMSOFT pour 2025

egapro.travail.gouv.fr | 01 Jan 2025

BECHTLE COMSOFT a reçu une note de 99 sur l'index de l'égalité professionnelle entre les femmes et les hommes pour 2025.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Jan 2025 to Feb 2030



L'index égalité professionnelle pour BECHTLE DIRECT pour 2025

egapro.travail.gouv.fr | 01 Jan 2025

BECHTLE DIRECT a reçu une note de 76 sur l'index de l'égalité professionnelle entre les femmes et les hommes pour 2025.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Jan 2025 to Feb 2030



No records found for this company on Compliance Database

24 Sep 2025

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from Sep 2025 to Sep 2030

Ethics

Impact on score ●○○○

80/100

Ethics | 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 policies on ethics issues
Policies on corruption
Policy on fraud
Disciplinary sanctions to deal with policy violations
Policy on information security
Policy on money laundering
Policy on conflict of interest
Dedicated responsibility for ethics issues

Ethics | Endorsements

Impact on score ●○○○

50/100

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

Strengths

Endorsement of the United Nations Global Compact (UNGC)

Ethics | Measures

Impact on score ●●●●

100/100

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

Strengths

Corruption risk assessments performed
Implementation of a records retention schedule
Information security risk assessments performed
Whistleblower procedure for stakeholders to report information security concerns
Awareness training to prevent information security breaches
Whistleblower procedure for stakeholders to report corruption and bribery
Measures for gaining stakeholder consent regarding the processing, sharing and retention of confidential information
Training of employees on corruption and bribery prevention
Audits of control procedures to prevent corruption
Audits of control procedures to prevent information security breaches
Incident response procedure (IRP) to manage breaches of confidential information
Measures to protect third party data from unauthorized access or disclosure

Improvement areas

Low priority	No conclusive documentation on approval procedure for sensitive transactions (e.g. gifts, entertainment)
Low priority	No conclusive documentation regarding an anti-corruption due diligence program on third parties

Ethics | Certifications

Impact on score ●●●○

75/100

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

Strengths

Specific certification on ethics
ISO 27001 certified (certification of information security management system)

Ethics | Reporting

Impact on score ●●●○

50/100

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

Strengths

Standard reporting on ethics issues
External assurance or verification of sustainability reporting
Reporting in accordance with ESRS Set 1
Company communicates progress towards the Sustainable Development Goals (SDGs)
Materiality analysis in sustainability reporting

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 24 Sep 2025	360° Watch Impact on Score Neutral Severity N/A valid from Sep 2025 to Sep 2030
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Sustainable Procurement

Impact on score ●○○○

● 79/100

Sustainable Procurement | 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 sustainable procurement policies on both social and environmental factors

Sustainable Procurement | Endorsements

Impact on score ●○○○

● 75/100

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

Strengths

Endorsement of the United Nations Global Compact (UNGC)

Sustainable Procurement | Measures

Impact on score ●●●●

75/100

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

Strengths

On-site audits of suppliers on environmental and social issues
Integration of social and environmental clauses into supplier contracts
Supplier sustainability code of conduct in place
Supplier assessment on environmental and social practices
Risk assessment of adverse sustainability impacts in the supply chain

Improvement areas

Medium priority	No conclusive documentation on the training of buyers on social and environmental issues within the supply chain
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Sustainable Procurement | Certifications

Impact on score ●●●●○

75/100

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

Strengths

Specific certification on sustainable procurement

Sustainable Procurement | Reporting

Impact on score ●●●●○

50/100

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

Strengths

Standard reporting on sustainable procurement issues
Reporting on total gross Scope 3 upstream GHG emissions
External assurance or verification of sustainability reporting
Total gross Scope 3 upstream GHG emissions value confirmed in supporting documentation
Reporting in accordance with ESRS Set 1
Company communicates progress towards the Sustainable Development Goals (SDGs)
Materiality analysis in sustainability reporting

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 24 Sep 2025	360° Watch Impact on Score Neutral Severity N/A valid from Sep 2025 to Sep 2030
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