

SNACKS DEVELOPPEMENT SAS (GROUP)

ST DENIS LA CHEVASSE - France | Manufacture of other food products

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

Overall score

↗ 65/100

Percentile

74th



Scorecard

Publication date: 25 Sep 2025 Valid until: 25 Sep 2026

Overall score

Percentile

74th

↗ 65/100

Environment

Impact on score ●●●○

↗ 54/100

Labor & Human Rights

Impact on score ●●●●

↗ 71/100

Ethics

Impact on score ●○○○

↗ 59/100

Sustainable Procurement

Impact on score ●●○○

↗ 72/100

Environment

Impact on score ●●●○

↗ 54/100

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 customer health & safety
Exceptional policy on major environmental issues
Environmental policy on energy consumption & GHGs
Quantitative objectives set on energy consumption & GHGs
Quantitative objectives set on customer health & safety
Environmental policy on air pollution
Environmental policy on water
Environmental policy on product end-of-life
Environmental policy on materials, chemicals & waste
Quantitative objectives set on water
Quantitative objectives set on materials, chemicals & waste
Quantitative objectives set on product end-of-life

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 ●●●●

● ↗ 100/100

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

Strengths

Company implementation of HACCP (Hazard Analysis and Critical Control Points) methodology
Provision of products adapted to people with special needs
Use of efficient HVAC (heating, ventilation, and air conditioning) equipment
Implementation of a rainwater harvesting system
Procedures in place to ensure traceability of raw materials
Reduction of carbon emissions in transportation
Company-specific emergency preparedness and response procedure regarding customer health and safety
Technologies or practices to recycle or reuse water
Water network maintenance or leakage detection
Actions to prevent emissions of atmospheric pollutants and other environmental nuisances (e.g. noise, odor, vibration, road and light)
Work processes or technologies implemented to mitigate emissions of dust and/or particulate matter
Use of biofilters to minimize odor generated in plant operations
Reduction of material consumption through process optimization
Recovery and reuse of materials from company operations
Repurposing organic waste into biofertilizers, biomaterials or biogas in own operations or through external partnerships
Mapping of waste streams
Other actions to manage water efficiency or wastewater discharge
Other actions to ensure safe management of hazardous substances
Collaboration with external stakeholders for packaging end-of-life management
Optimization of primary packaging for dimension and weight reduction or material mix simplification
Packaging free of toxic chemicals
Work processes or technologies implemented to mitigate noise
Work processes or technologies implemented to mitigate odor
Use of eco-friendly or bio-based process materials
Improvement of perishable materials management through an inventory management system
Training of employees on waste reduction and sorting
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
Provision of products to prevent nutritional diseases (e.g. cholesterol) or fight malnutrition
Other actions on customer health & safety management
Use of resealable and returnable packaging
Wastewater quality assessment
Energy and/or carbon audit

Improvement of energy efficiency through technology or equipment upgrades

Environment | Certifications

Impact on score ●●●○

● → 0/100

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

Strengths

External sustainability audit from a site of Group: no non-compliance found on environment

Improvement areas

Medium priority

No information on ISO 14001/EMAS certification

Environment | Coverage

Multiplying factor

● 25/100

Coverage means the level of deployment of measures and certifications throughout your company. It's a multiplying factor. The higher it is, the higher score will be given to the Measures and Certifications indicators.

Improvement areas

High priority

Supporting documents show a low level of coverage of environmental actions or certification throughout company operations

Environment | Reporting

Impact on score ●●●○

● ↗ 75/100

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

Strengths

- Comprehensive reporting on environmental issues
- Reporting on total weight of waste recovered
- Declares none of the sites/operations located in or near biodiversity-sensitive areas (not verified)
- Reporting in accordance with SASB
- 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 amount of renewable energy consumed
- Reporting on total energy consumption

Improvement areas

Medium priority	Undertake external assurance or verification of your sustainability reporting
Low priority	Declares reporting on total water consumption, but no supporting documentation available
Low priority	No information on reporting on total gross Scope 3 GHG emissions
Low priority	No information on reporting on total gross Scope 3 downstream GHG emissions
Low priority	Declares reporting on total amount of water recycled and reused, but no supporting documentation available
Low priority	Declares reporting on total gross Scope 2 GHG emissions (market or location based), but no supporting documentation available
Low priority	Declares reporting on total gross Scope 1 GHG emissions, but no supporting documentation available
Low priority	No information on reporting on total weight of air pollutants

Environment | 360° Watch

Impact on score ●●●●

● ↘ 25/100

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.

Improvement areas

Medium priority	The 360° Watch has identified at least one significant adverse report regarding water management.
Medium priority	The 360° Watch has identified at least one significant controversy, fine or penalty regarding environmental issues in the last five years (see news with red downward arrow in the 360° Watch section).

News that impacted your score (3)

News stories about your company we found in public databases.

<div><div>Food companies ordered to pay over £265,000 for severe sewer abuse offences</div><div><div>www.watermagazine.co.uk</div><div>18 Dec 2024</div></div><div><p>Kolak Snack Foods Limited has been fined £152,000 for breaching industrial waste discharge regulations, following a prosecution by Thames Water. The food company was found to have knowingly disposed of partially treated effluent, containing food solids and fats, into the public sewer system in September 2022. This action caused a blockage that led to pollution in the River Brent. In addition to the fine, Kolak Snack Foods was ordered to pay £16,000 to Thames Water to cover legal and operational costs. The Environment Agency also issued a warning letter to the company. Thames</p></div></div>	<div><div>360° Watch</div><div>Impact on Score</div><div>Negative ↘</div><div>Severity</div><div>Major ●●●</div><div>valid from Sep 2022 to Oct 2027</div><div><div>🌿</div><div>👥</div><div>⚖️</div><div>🔗</div></div></div>
<div><div>Europe Snacks, un fabricant de snacks, a lancé un rappel de plusieurs produits de crackers de la marque Bouton d'Or. Ce rappel a été émis après la découverte d'une teneur en oxyde d'éthylène (un pesticide) supérieure à la limite réglementaire dans les graines de sésame utilisées. Les produits concernés incluent les crackers sésame et pavot, les mix crackers et les assortiments de crackers, tous identifiés par des codes-barres et des numéros de lot spécifiques. Il est recommandé aux consommateurs</div><div><div>www.processalimentaire.com</div><div>30 Nov 2020</div></div><div><p>Europe Snacks, un fabricant de snacks, a lancé un rappel de plusieurs produits de crackers de la marque Bouton d'Or. Ce rappel a été émis après la découverte d'une teneur en oxyde d'éthylène (un pesticide) supérieure à la limite réglementaire dans les graines de sésame utilisées. Les produits concernés incluent les crackers sésame et pavot, les mix crackers et les assortiments de crackers, tous identifiés par des codes-barres et des numéros de lot spécifiques. Il est recommandé aux consommateurs ayant acheté ces produits de ne pas les consommer en raison de la contamination.</p></div></div>	<div><div>360° Watch</div><div>Impact on Score</div><div>Severity</div><div>Neutral</div><div>valid from Nov 2020 to Dec 2025</div><div><div>🌿</div><div>👥</div><div>⚖️</div><div>🔗</div></div></div>

No records found for this company on Compliance Database

16 Sep 2025

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from Sep 2025 to Sep 2030

Labor & Human Rights

Impact on score ●●●●

● ↗ 71/100

Labor & Human Rights | 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

Exceptional policies on major labor and human rights issues
Labor & human rights policy on social dialogue
Quantitative objectives set on working conditions
Quantitative objectives set on employee health & safety
Quantitative objectives set on career management & training
Labor & human rights policy on career management & training
Labor & human rights policy on preventing discrimination and harassment
Quantitative objectives set on preventing discrimination and harassment
Labor & human rights policy on working conditions
Labor & human rights policy on employee health & safety
Labor & human rights policy on child labor, forced labor & human trafficking

Improvement areas

Low priority	Declares that no commitment or review has been conducted regarding payment of living wage
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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
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Labor & Human Rights | Measures

Impact on score ●●●●

● ↗ 100/100

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

Strengths

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
Grievance mechanism on discrimination and/or harassment issues
Collective bargaining agreement on career management & training
Employee representatives or employee representative body (e.g. works council)
Awareness training on discrimination and harassment
Flexible organization of work (eg. remote work, flexi-time)
Communication to all employees of remuneration process (e.g. salary grid, procedure for salary advancement)
Training of employees on health and safety risks and best working practices
Training of employees on child labor, forced labor and human trafficking
Collective bargaining agreement on employees’ health & safety
Age verification of candidates before hiring
Health care coverage of employees in place
Employee satisfaction survey
Compensation for extra or atypical working hours
Family Friendly programs (FFPs) implemented (e.g. parental or care leaves, childcare services or allowances)
Actions to promote internal mobility
Grievance mechanism on working conditions
Actions to ensure adequate wages
Collectively bargained wages
Equipment safety inspections or audits
Preventive actions for repetitive strain injury (RSI)
Actions to address stress and psychological wellbeing in the workplace
Employee health & safety risk assessment
Actions to prevent noise exposure
Employee health and safety emergency action plan
Complaints procedure in place for employees to report on occupational health and safety issues
Actions in place to ensure health and safety of non-employee workers and other contracted workers on premises
Actions to promote equal opportunities for all in the workplace
Actions to prevent discrimination in professional development and promotion processes
Actions to promote the inclusion of employees with disabilities
Actions to prevent discrimination during recruitment phase
Actions to prevent workplace harassment

Skills development program tailored to employee needs
Grievance mechanism on child labor, forced labor and/or human trafficking issues
Regular assessment of individual performance
Individual development and career plan for all employees

Improvement areas

Low priority

Further develop your remediation procedure for identified victims of child labor, forced labor, or human trafficking

Labor & Human Rights | Certifications

Impact on score ●●●○

● → 0/100

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

Strengths

External sustainability audit from a site of Group: no non-compliance found on labor or human rights

Improvement areas

Low priority

No information on ISO 45001 certification

Labor & Human Rights | Coverage

Multiplying factor

● 50/100

Coverage means the level of deployment of measures and certifications throughout your company. It’s a multiplying factor. The higher it is, the higher score will be given to the Measures and Certifications indicators.

Improvement areas

Medium priority

Supporting documents show a medium level of coverage of labor and human rights actions or certification throughout company operations

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
Reporting on number of average training hours per employee
Comprehensive reporting on labor and human rights issues
Reporting in accordance with SASB
Report on average unadjusted gender pay gap
Company communicates progress towards the Sustainable Development Goals (SDGs)
Reporting on the percentage of employees from minority and/or vulnerable groups in the whole organization
Report on percentage of women within the organization's board
Materiality analysis in sustainability reporting
Reporting on number of days lost to work-related injuries, fatalities and ill health
Reporting on number of recordable work-related accidents
Reporting on the percentage of women at top management level

Improvement areas

Medium priority	Undertake external assurance or verification of your sustainability reporting
Low priority	No information on reporting on ratio of the annual total compensation of the highest paid individual, to the median annual total compensation for all employees

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.

HSE Improvement Notice served against Kolak Snack Foods Limited


resources.hse.gov.uk | 01 Jul 2024

In July 2024, Kolak Snack Foods Limited was served with an Improvement Notice for exposing its employees to noise such that their daily personal exposure is likely to be at or above the upper exposure action value. The company has also failed to establish and implement a programme of organisational and technical measures to reduce their exposure to noise to as low a level as is reasonably practicable.

360° Watch

Impact on Score

Severity
Neutral
valid from Jul 2024 to Aug 2029



L'index égalité professionnelle pour Frandex (Frandex) pour 2025

egapro.travail.gouv.fr | 01 Jan 2025

Frandex (Frandex) a reçu une note de 98 sur 100 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 2024 to Feb 2029



2023/24 Gender pay gap report Kolak Snack Foods Limited

gender-pay-gap.service.gov.uk | 05 Apr 2023

In this organisation, women earn 89p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 10.9% lower than men's. When comparing mean (average) hourly pay, women's mean hourly pay is 18.1% lower than men's.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Apr 2023 to May 2028



No records found for this company on Compliance Database

16 Sep 2025

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from Sep 2025 to Sep 2030

Ethics Impact on score ●○○○

● ↗ 59/100

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
Quantitative objectives set on some relevant issues
Policy on information security
Policy on money laundering
Policy on conflict of interest
Dedicated responsibility for ethics issues

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

Low priority

No conclusive information on endorsement of external initiatives or principles on ethics issues

Ethics | Measures

Impact on score ●●●●

● ↗ 100/100

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

Strengths

Specific approval procedure for sensitive transactions (e.g. gifts, travel)
Corruption risk assessments performed
Anti-corruption due diligence program on third parties in place
Implementation of a records retention schedule
Information security risk assessments performed
Training of employees on corruption and bribery prevention
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
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 audits of control procedures to prevent corruption

Ethics | 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

External sustainability audit from a site of Group: no non-compliance found on ethics

Ethics | Coverage

Multiplying factor

● 25/100

Coverage means the level of deployment of measures and certifications throughout your company. It’s a multiplying factor. The higher it is, the higher score will be given to the Measures and Certifications indicators.

Improvement areas

High priority

 Supporting documents show a low level of coverage of ethics actions or certification throughout company operations

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
Reporting in accordance with SASB
Company communicates progress towards the Sustainable Development Goals (SDGs)
Materiality analysis in sustainability reporting

Improvement areas

Medium priority

 Undertake external assurance or verification of your 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.

<div>No records found for this company on Compliance Database</div> <div>16 Sep 2025</div>	<div>360° Watch</div> <div>Impact on Score</div> <div>Neutral</div> <div>Severity</div> <div>N/A</div> <div>valid from Sep 2025 to Sep 2030</div>
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Sustainable Procurement

Impact on score ●●○○

● ↗ 72/100

Sustainable Procurement | 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

Exceptional policy on sustainable procurement issues
Quantitative objectives set on sustainable procurement policy

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 ●●●●

● ↗ 75/100

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

Strengths

Supplier assessment on environmental and social practices
Risk assessment of adverse sustainability impacts in the supply chain
Training of buyers on social and environmental issues within the supply chain
Global inclusive sourcing program in place
Actions to prevent discrimination and harassment in the workforce of suppliers
Integration of social and environmental clauses into supplier contracts
Supplier sustainability code of conduct in place

Improvement areas

Medium priority	No conclusive documentation on on-site audits of suppliers on environmental and social issues
Low priority	No conclusive documentation on capacity building of suppliers on risks of sustainability adverse impacts
Low priority	No conclusive documentation on incentive programs for suppliers based on their environmental and social performances
Low priority	No conclusive documentation on sustainable procurement objectives integrated into buyer performance reviews

Sustainable Procurement | 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 and improvement areas

No recommendations yet

Sustainable Procurement | Coverage

Multiplying factor

● 50/100

Coverage means the level of deployment of measures and certifications throughout your company. It’s a multiplying factor. The higher it is, the higher score will be given to the Measures and Certifications indicators.

Improvement areas

Medium priority

Supporting documents show a medium level of coverage of sustainable procurement actions throughout company operations or supplier base

Sustainable Procurement | Reporting

Impact on score ●●●○

● ↗ 75/100

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

Strengths

- Comprehensive reporting on sustainable procurement issues
- Reporting in accordance with SASB
- Company communicates progress towards the Sustainable Development Goals (SDGs)
- Materiality analysis in sustainability reporting

Improvement areas

- Medium priority
- Undertake external assurance or verification of your sustainability reporting

Low priority

No information on reporting on total gross Scope 3 upstream GHG emissions

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

16 Sep 2025

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from Sep 2025 to Sep 2030

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