

SNACKS DEVELOPPEMENT SAS (GROUP)

ST DENIS LA CHEVASSE - France | Manufacture of other food products
Company size: L | Assessment scope: Group

Overall score
↗ 71/100
Percentile
78th



Scorecard

Publication date: 24 Sep 2026 (Revised:14 Oct 2026) Valid until: 24 Sep 2027

Overall score

Percentile
78th

↗ 71/100



Environment

Impact on score ●●●○

↗ 67/100



Labor & Human Rights

Impact on score ●●●●

→ 71/100



Ethics

Impact on score ●○○○

↗ 75/100



Sustainable Procurement

Impact on score ●●○○

↗ 76/100

Environment

Impact on score ●●●○

↗ 67/100

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 scope of application specified
Dedicated responsibility for environmental policy
Environmental policy on customer health and safety
Exceptional policy on major environmental issues
Environmental policy on energy consumption and GHGs
Quantitative targets set on energy consumption and GHGs
Quantitative targets set on customer health and safety
Environmental policy on air pollution
Environmental policy on water
Environmental policy on product end-of-life
Environmental policy on materials, chemicals, and waste
Quantitative targets set on water
Quantitative targets set on materials, chemicals, and waste
Quantitative targets set on product end-of-life

Improvement areas

Low priority

No supporting evidence of quantitative target set on air pollution

Environment | Endorsements

Impact on score ●○○○

● ↗ 25/100

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 Science Based Targets initiative - Committed

Improvement areas

Low priority

Current endorsement of external initiatives or principles on environmental topics lacks a broad scope of criteria and do not impose sufficient mandatory reporting or performance requirements on participants

Environment | Measures

Impact on score ●●●●

● → 100/100

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

Strengths

Regular noise measuring campaign (site boundary noise measurements undertaken)
Provision of information on proper disposal of packaging to promote circular material flow
Company specific actions to avoid road congestions
Training of employees on energy conservation/climate actions
Provision of information on product composition
Control of pesticide residue
Water risk assessments performed
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

Improvement areas

Low priority	No supporting evidence of the implementation of a climate change recovery and adaptation plan for the company's operations
Low priority	No supporting evidence of fuel switch to achieve higher energy efficiency or lower carbon emission intensity
Low priority	No supporting evidence of the execution of a climate change physical risk and impact assessment for the company's operations
Low priority	No supporting evidence of a water audit

Environment | Certifications

Impact on score ●●●○

● ↗ 75/100

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

Specific environmental certification
IFS Food certified
External sustainability audit from a site of Group: no non-compliance found on environment

Improvement areas

Medium priority	No supporting evidence of ISO 14001/EMAS certification
-----------------	--

Environment | 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 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

Total gross Scope 3 GHG emissions reporting value confirmed in supporting documentation
Reporting on total water consumption
Reporting on total gross Scope 3 GHG emissions
Reporting on total gross Scope 1 GHG emissions
Reporting on total gross Scope 2 GHG emissions (market or location based)
Total gross Scope 2 GHG emissions reporting value confirmed in supporting documentation
Total gross Scope 1 GHG emissions reporting value confirmed in supporting documentation
Reporting on total gross Scope 3 downstream GHG emissions
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	No supporting evidence of external assurance or verification of the sustainability reporting
Low priority	Total gross Scope 3 downstream GHG emissions reporting value not confirmed in supporting documentation
Low priority	No supporting evidence of reporting on the total amount of water recycled and reused
Low priority	No supporting evidence of reporting on the 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 materials, chemicals and/or waste.
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 (5)

News stories about your company we found in public databases.

Food companies ordered to pay over £265,000 for severe sewer abuse offences

www.watermagazine.co.uk | 18 Dec 2024

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

360° Watch

Impact on Score

Negative ↘

Severity

Major ●●●

valid from Sep 2022 to Oct 2027



Résumé du rappel de produit : Boules BIO à la Tomate 60g (Europe Snacks / Biocoop)

rappel.conso.gouv.fr | 09 Nov 2023

Le 9 novembre 2023, un rappel a été émis pour le produit « BIOCOOP BOULE TOMATE BIO 60G » (GTIN : 3760020822057, lot 291 AS, DDM : 19/04/2024), fabriqué pour Biocoop par Europe Snacks et distribué dans toute la France. Ce rappel fait suite à une suspicion de présence de corps étrangers métalliques dans les sachets, ce qui entraîne des risques de blessures ou d'effets indésirables en cas d'ingestion. Par précaution, il est recommandé aux consommateurs de ne pas consommer ce produit et de le rapporter au point de vente pour obtenir un remboursement. La procédure s'est achevée le 9

360° Watch

Impact on Score

Severity

Neutral

valid from Nov 2023 to Dec 2028



Rappel de produit : Mix Crackers Bouton d'Or par Europe Snacks

assets.ctfassets.net | 20 Jan 2023

La société Europe Snacks procède au rappel du produit Mix crackers 85g de la marque Bouton d'Or (code EAN : 3250392556617, DDM : 22/08/2023). Bien que l'ensemble du lot concerné soit retiré de la commercialisation, certains produits ont été vendus avant la mise en place de cette mesure. Il est demandé aux consommateurs détenant ce produit de ne pas le consommer et de le rapporter à leur point de vente habituel afin de bénéficier d'un remboursement.

360° Watch

Impact on Score

Severity

Neutral

valid from Aug 2023 to Sep 2028



Summary of Europe Snacks S.A. Profile and DitchCarbon Score

ditchcarbon.com | 01 Mar 2026

Europe Snacks S.A. is a France-headquartered manufacturer of savoury snacks, including crisps, popcorn, and extruded snacks. Founded in 1996, the company operates across Europe and expands its reach through strategic acquisitions. In terms of sustainability, Europe Snacks S.A. holds a DitchCarbon score of 6, which is 11 points below the industry average and lower than 28% of its peers in the carbon-intensive Food Product Manufacturing sector. The company has not publicly disclosed specific carbon emissions data (Scope 1, 2, or 3), Scope 3 category breakdowns, or formal 2030 and 2050 climate goals.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Mar 2026 to Mar 2031



No records found for this company on Compliance Database

11 Aug 2026

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from Aug 2026 to Aug 2031

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

Dedicated responsibility for labor and human rights policy
Labor and human rights policy scope of application specified
Formal mechanisms to review and amend labor and human rights policy
Exceptional policies on major labor and human rights issues
Labor and human rights policy on social dialogue
Quantitative targets set on working conditions
Quantitative targets set on employee health and safety
Quantitative targets set on career management and training
Labor and human rights policy on career management and training
Labor and human rights policy on preventing discrimination and harassment
Quantitative targets set on preventing discrimination and harassment
Labor and human rights policy on working conditions
Labor and human rights policy on employee health and safety
Labor and human rights policy on child labor, forced labor, and human trafficking

Improvement areas

Low priority	No supporting evidence of quantitative target set on living wage
--------------	--

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 supporting evidence of an endorsement of external initiatives or principles on labor and human rights topics
--------------	---

Labor & Human Rights | Measures

Impact on score ●●●●

● → 100/100

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

Strengths

Remediation procedure in place for victims of discrimination and/or harassment
Remediation procedure in place for identified victims of child labor, forced labor and/or human trafficking
Monitoring of internal controls and effectiveness of actions taken to prevent child labor, forced labor and/or human trafficking
Actions in place to prevent excessive use of force and limitation of freedom of movement of employees by security forces
Actions to manage working hours and overtime
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	No supporting evidence of process to prevent the retention of employee identification documents
Low priority	No supporting evidence of actions regarding living wage

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.

Strengths

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

Improvement areas

Low priority	No supporting evidence of 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 direct employees covered by a living wage benchmarking analysis
Reporting on the number of identified discrimination or harassment incidents or corrective actions
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	No supporting evidence of external assurance or verification of the sustainability reporting
Low priority	No supporting evidence of reporting on the 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 (9)

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

© 2026 EcoVadis SAS

10/18

Accord d'entreprise chez Frandex

www.maitredata.com | 26 Feb 2026

Cet accord d'entreprise sur la Négociation Annuelle Obligatoire (NAO) 2026 concerne le personnel en CDI d'Europe Snacks (UES Ouest) justifiant de 6 mois d'ancienneté au 1er mars 2026. Applicable dès cette date, il prévoit pour les non-cadres une augmentation générale de 1 % et un budget d'augmentations individuelles de 0,5 %, tandis que les cadres bénéficient de 1,3 % d'augmentations individuelles et de l'extension d'un bonus annuel sur objectifs. Une enveloppe de 0,2 % est également allouée à l'égalité femmes/hommes et à l'ajustement des grilles salariales. L'accord revalorise les tickets

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Feb 2026 to Feb 2031



L'index égalité professionnelle pour Frandex (Frandex) pour 2026

egapro.travail.gouv.fr | 01 Jan 2026

Frandex (Frandex) a reçu une note de 98 sur 100 sur l'index de l'égalité professionnelle entre les femmes et les hommes pour 2026.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Jan 2024 to Feb 2029



2025-26 Gender pay gap report for Burts Snacks Limited

gender-pay-gap.service.gov.uk | 05 Apr 2025

The 2025–2026 Gender Pay Gap Report for Burts Snacks Limited reveals that women’s median hourly pay is 5.1% lower than men’s, equating to 95p earned for every £1 men receive, with a mean hourly pay gap of 7.5%. Overall, women make up 27.8% of the workforce, representing 22.0% of employees in the upper (highest paid) pay quarter, 19.0% in the upper middle quarter, and 35.0% in both the lower middle and lower (lowest paid) quarters. Regarding bonus pay, 72.3% of women received a bonus compared to 85.4% of men, with women's median bonus pay being 8.35% lower (92p for every £1 men

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Apr 2025 to Apr 2030



2025-26 Gender pay gap report for Kolak Snack Foods Limited

gender-pay-gap.service.gov.uk | 05 Apr 2025

According to the 2025 to 2026 gender pay gap report for Kolak Snack Foods Limited, women's median hourly pay was 5.9% lower than men's, meaning women earned 94p for every £1 earned by men, while the mean hourly pay gap showed women earning 15.1% less. Neither male nor female employees received bonus pay. Overall, women comprised 35.3% of the total workforce, but their representation varied significantly across job levels, decreasing as pay increased: women made up 65.0% of employees in the lowest-paid quarter, 32.0% in the lower-middle quarter, 25.0% in the upper-middle quarter, and

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Apr 2025 to Apr 2030



USO logra un acuerdo de beneficios laborales en CYL Ibersnacks S.L.

usoindustria.org | 11 Mar 2025

Tras la demanda de conflicto colectivo presentada por USO contra CCOO, UGT y la empresa CYL Ibersnacks S.L., las partes alcanzaron un acuerdo favorable para la plantilla. Se garantizan cinco días de permiso retribuido por enfermedad grave o hospitalización de familiares. Además, la empresa compensará a los trabajadores afectados con hasta tres días adicionales de vacaciones o pagos en la nómina según los permisos no disfrutados. Este avance laboral consolida los derechos sociales de los empleados tras el proceso judicial.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Mar 2025 to Mar 2030



Intoxication collective dans une usine Europe Snacks en Vendée

www.20minutes.fr | 04 Oct 2024

En Vendée, les salariés d'une usine de biscuits apéritifs appartenant au groupe Europe Snacks ont été victimes d'une intoxication collective. L'incident a provoqué des symptômes soudains chez plusieurs employés sur leur lieu de travail, nécessitant l'intervention des services de secours et de santé. Une enquête a été ouverte pour identifier l'origine exacte de cette contamination, qu'elle soit liée à la nourriture consommée, à l'eau ou à un facteur environnemental dans l'usine. La direction de l'entreprise et les autorités locales ont pris des mesures de précaution afin d'assurer la sécurité du

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Oct 2024 to Nov 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

11 Aug 2026

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from Aug 2026 to Aug 2031

Ethics

Impact on score ●○○○

● ↗ 75/100

Ethics | 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 ethics issues
Formal mechanisms to review and amend ethics policy
Ethics policy scope of application specified
Detailed examples available regarding ethics issues
Policies on corruption
Policy on fraud
Disciplinary sanctions to deal with policy violations
Quantitative targets set on ethics
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 supporting evidence of an endorsement of external initiatives or principles on ethics

Ethics | Measures

Impact on score ●●●●

● → 100/100

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

Strengths

Other actions to ensure information security
Specific approval procedure for sensitive transactions (e.g. gifts, travel)
Corruption risk assessments performed
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 supporting evidence of an anti-corruption due diligence program on third parties
Low priority	No supporting evidence of 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, ISO 45001, ISO 37001, SA8000 or FSC Chain of Custody). They must be issued by an external certification body.

Strengths

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

Improvement areas

Medium priority	No supporting evidence of ISO 27001 certification
Medium priority	No supporting evidence of ISO 37001 certification

Ethics | 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 ethics actions or certification throughout company operations
-----------------	---

Ethics | Reporting

Impact on score ●●●○

● ↗ 75_{/100}

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

Strengths

Reporting on the number of reports related to whistleblower procedure
Reporting on the number of confirmed information security incidents
Comprehensive reporting on ethics issues
Reporting on the percentage of employees trained on business ethics
Reporting on the number of confirmed corruption incidents
Reporting on other ethics-related metrics
Reporting in accordance with SASB
Company communicates progress towards the Sustainable Development Goals (SDGs)
Materiality analysis in sustainability reporting

Improvement areas

Medium priority

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

Low priority

No supporting evidence of reporting on the percentage of all sites assessed or audited internally on a specific business ethics issue

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 (2)

News stories about your company we found in public databases.

Sanctions DGCCRF – Délais de paiement

rubypayeur.com

23 Nov 2023

La Direction générale de la concurrence, de la consommation et de la répression des fraudes (DGCCRF) est chargée de contrôler le respect des règles du code de commerce relatives aux délais de paiement. Les articles L. 441-6 et L. 443-1 du code de commerce prévoient la sanction du non-respect des règles légales relatives aux délais de paiement par une amende administrative d'un montant maximal de 75 000 euros pour une personne physique et 2 millions d'euros pour une personne morale. En 2023, Europe Snacks a payé une amende de 10 000 euros.

360° Watch

Impact on Score

Severity

Neutral

valid from Nov 2023 to Dec 2033



No records found for this company on Compliance Database

11 Aug 2026

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from Aug 2026 to Aug 2031

Sustainable Procurement

Impact on score ●●○○

● ↗ 76/100

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

Formal mechanisms to review and amend sustainable procurement policy

Dedicated responsibility for sustainable procurement policy

Sustainable procurement policy scope of application specified

Exceptional policy on sustainable procurement issues

Quantitative targets set on sustainable procurement

Sustainable Procurement | Endorsements

Impact on score ●○○○

● ↗ 25/100

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 Science Based Targets initiative - Committed

Improvement areas

Low priority

Current endorsement of external initiatives or principles on sustainable procurement lacks a broad scope of criteria and do not impose sufficient mandatory reporting or performance requirements on participants

Sustainable Procurement | Measures

Impact on score ●●●●

● ↗ 100/100

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

Strengths

Sustainable procurement objectives integrated into buyer performance reviews
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
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 supporting evidence of on-site audits of suppliers on environmental and social issues

Sustainable Procurement | Certifications

Impact on score ●●●○

● → 50/100

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

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

Improvement areas

Low priority

No supporting evidence of certification regarding the sustainable procurement theme

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

Reporting on total gross Scope 3 upstream GHG emissions
Reporting on the percentage or number of audited or assessed suppliers engaged in corrective actions or capacity building
Reporting on the percentage of targeted suppliers with contracts that include clauses on environmental, labor, and human rights requirements
Reporting on the percentage or number of targeted suppliers covered by a sustainability assessment
Reporting on the percentage or number of targeted suppliers covered by a sustainability on-site audit
Reporting on the percentage or number of all buyers who received training on sustainable procurement
Reporting on the percentage of targeted suppliers who have signed the supplier code of conduct
Reporting on other sustainable procurement-related metrics
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

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

Total gross Scope 3 upstream GHG emissions reporting value not confirmed in supporting documentation

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 11 Aug 2026	360° Watch Impact on Score Neutral Severity N/A valid from Aug 2026 to Aug 2031
--	---

The below disclaimers apply to you if you have no contractual relationship with EcoVadis:

1. This Scorecard has a validity of twelve (12) months from the issue date. The rating and this Scorecard have been prepared based on information provided by the rated company and in accordance with best industry practices and EcoVadis methodology, which may differ from those used by other companies conducting similar assessments. EcoVadis disclaims any liability for any actions and/or decisions taken by a third party, including any investment decision, based on the ratings and/or this Scorecard.
2. This Scorecard is based on the disclosed information and news resources available to EcoVadis at the time of assessment. Should any information or circumstances change materially during the period of the Scorecard validity, EcoVadis reserves the right to place the Scorecard on hold and, if considered appropriate, to re-assess and possibly issue a revised Scorecard.
3. This Scorecard is the intellectual property of EcoVadis and must not be: (i) copied, modified, translated, published, reproduced and/or (ii) used as part of or in connection with any other CSR/ESG assessment, unless agreed otherwise in a written agreement signed with EcoVadis.
4. This Scorecard is the confidential information of EcoVadis. Unless agreed otherwise in a written agreement signed with EcoVadis, this Scorecard and the rating must not be used by a third party as part of or in connection with any activity related to revenue generation and shared any further; it may be used only for a third party’s internal purposes.
5. Only a Scorecard of a rated company having a Select subscription can be used for the purpose of ESG – linked loans and similar products offered by any financial institution outside of the EcoVadis solution.
6. The rating and this Scorecard have been prepared based on information provided by the rated company and in accordance with best industry practices and EcoVadis methodology, which may differ from those used by other companies conducting similar assessments. EcoVadis disclaims any liability for any actions and/or decisions taken by a third party, including any investment decision, based on the ratings and/or this Scorecard.