

# TECHSTEP ASA (GROUP)

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

Overall score  
→ **76**<sub>/100</sub>

Percentile  
**94th**



## Scorecard

Publication date: 21 Aug 2025   Valid until: 21 Aug 2026

Overall score

Percentile  
**94th**

→ **76**<sub>/100</sub>

Environment

Impact on score ●●○○

↘ **87**<sub>/100</sub>

Labor & Human Rights

Impact on score ●●●●

↗ **72**<sub>/100</sub>

Ethics

Impact on score ●○○○

↘ **78**<sub>/100</sub>

Sustainable Procurement

Impact on score ●○○○

↗ **71**<sub>/100</sub>

Environment

Impact on score ●●○○

● ↘ **87**<sub>/100</sub>

Environment | Policies

Impact on score ●●●●

● → **100**<sub>/100</sub>

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**<sub>/100</sub>

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

Environment | Measures

Impact on score ●●●●

● → **75**<sub>/100</sub>

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

### Strengths

Use of efficient HVAC (heating, ventilation, and air conditioning) equipment
Reduction of energy consumption of lighting systems
Internal sorting & disposal of waste according to waste streams
Refurbishing and internal reuse of IT hardware
Training of employees on energy conservation/climate actions
Reduction of energy consumption of IT infrastructure
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
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Environment | 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 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)
Company reports to CDP
Total gross Scope 2 reporting value confirmed in supporting documentation
Total gross Scope 1 reporting value confirmed in supporting documentation
Comprehensive reporting on environmental issues
Reporting on total energy consumption
Reporting in accordance with GRI Universal Standards
Company communicates progress towards the Sustainable Development Goals (SDGs)
Materiality analysis in sustainability reporting
Reporting on total amount of renewable energy consumed
Reporting on total weight of non-hazardous waste
Reporting on total weight of hazardous waste

Improvement areas

Low priority	No information on reporting on total gross Scope 3 downstream GHG emissions
Low priority	Undertake external assurance or verification of your sustainability reporting
Low priority	No information related to reporting on total weight of waste recovered

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

07 Jul 2025

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from Jul 2025 to Jul 2030

Labor & Human Rights

Impact on score ●●●●

● ↗ 72/100

Labor & Human Rights | 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

Labor & human rights policy on working conditions
Labor & human rights policy on employee health & safety
Standard policy on a majority of labor or human rights issues
Labor & human rights policy on career management & training
Labor & human rights policy on preventing discrimination and harassment

Improvement areas

Medium priority	Inconclusive documentation for policies on social dialogue
Low priority	No quantitative target on labor and human rights issues

Labor & Human Rights | 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 (UNGCC)

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
- Employee satisfaction survey
- 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
- Grievance mechanism on discrimination and/or harassment issues
- 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)
- Actions to prevent workplace harassment
- Actions to address stress and psychological wellbeing in the workplace
- Flexible organization of work (eg. remote work, flexi-time)
- Provision of skills development training
- Actions to promote internal mobility
- 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
- Employee health and safety emergency action plan
- Employee health & safety risk assessment

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.

Improvement areas

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

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
Report on percentage of women within the organization's board
Reporting on the percentage of women at top management level
Reporting in accordance with GRI Universal Standards
Reporting on number of recordable work-related ill health
Comprehensive reporting on labor and human rights issues
Company communicates progress towards the Sustainable Development Goals (SDGs)
Materiality analysis in sustainability reporting

Improvement areas

Low priority	Undertake external assurance or verification of your sustainability reporting
Low priority	No information on average hours of training per employee
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
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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	360° Watch
07 Jul 2025	Impact on Score
	Neutral
	Severity
	N/A
	valid from Jul 2025 to Jul 2030

Ethics

Impact on score ●○○○

● ↘ 78/100

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 ●○○○

● → 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)
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Ethics | Measures

Impact on score ●●●●

● ↘ 75/100

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
Implementation of a records retention schedule
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 information security breaches
Incident response procedure (IRP) to manage breaches of confidential information

Improvement areas

High priority	No conclusive documentation regarding information security risk assessments
Low priority	No conclusive documentation on audits of control procedures to prevent corruption
Low priority	No conclusive documentation regarding an anti-corruption due diligence program on third parties

Ethics | Certifications

Impact on score ●●●○

● → 75<sub>/100</sub>

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

Strengths

ISO 27001 certified (certification of information security management system)
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Ethics | Reporting

Impact on score ●●●○

● → 75<sub>/100</sub>

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

Strengths

Comprehensive reporting on ethics issues
Reporting in accordance with GRI Universal Standards
Company communicates progress towards the Sustainable Development Goals (SDGs)
Materiality analysis in sustainability reporting

Improvement areas

Low priority	Undertake external assurance or verification of your sustainability reporting
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Ethics | 360° Watch

Impact on score ●●●●

● → 75<sub>/100</sub>

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
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News that impacted your score (1)

News stories about your company we found in public databases.

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Sustainable Procurement

Impact on score ●○○○

● ↗ 71<sub>/100</sub>

Sustainable Procurement | Policies

Impact on score ●●●●

● → 75<sub>/100</sub>

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<sub>/100</sub>

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

Strengths

Endorsement of external initiative on sustainable procurement issues

Endorsement of the United Nations Global Compact (UNGC)

Sustainable Procurement | Measures

Impact on score ●●●●

● → 75<sub>/100</sub>

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

Strengths

Risk assessment of adverse sustainability impacts in the supply chain

Training of buyers on social and environmental issues within the supply chain

Supplier sustainability code of conduct in place

Supplier assessment on environmental and social practices

Improvement areas

High priority No conclusive documentation on the integration of social and environmental clauses into supplier contracts

Medium priority No conclusive documentation on on-site audits of suppliers on environmental and social issues

Sustainable Procurement | Certifications

Impact on score ●●●○

● → 50<sub>/100</sub>

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 | Reporting

Impact on score ●●●○

● → 25<sub>/100</sub>

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



Strengths

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

Improvement areas

High priority	Insufficient reporting on sustainable procurement issues
Low priority	No information on reporting on total gross Scope 3 upstream GHG emissions
Low priority	Undertake external assurance or verification of your sustainability reporting

Sustainable Procurement | 360° Watch

Impact on score ●●●●

→ 75<sub>/100</sub>

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
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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>07 Jul 2025</div>	<div>360° Watch</div> <div>Impact on Score</div> <div>Neutral</div> <div>Severity</div> <div>N/A</div> <div>valid from Jul 2025 to Jul 2030</div>
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