TECHSTEP ASA (GROUP)

oslo - Norway Computer programming, consultancy and related activities

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

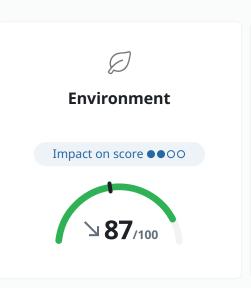
Overall score **→ 76**/100 Percentile 94th



Scorecard

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



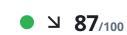












Environment | Policies Impact on score ••••

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 •000

 \rightarrow 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 Science Based Targets initiative - Targets Set

Endorsement of the United Nations Global Compact (UNGC)

Environment | Measures Impact on score ••••

→ 75/100

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

Environment | Certifications Impact on score ••••

Purchase and/or generation of renewable energy

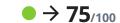
 \rightarrow 100/100

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

Strengths

ISO 14001 certified

Environment | Reporting Impact on score ••••



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

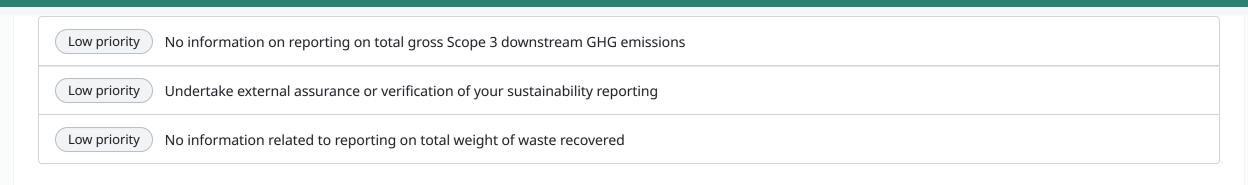
Reporting on total amount of renewable energy consumed

Reporting on total weight of non-hazardous waste

Reporting on total weight of hazardous waste

Improvement areas

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Environment | 360° Watch Impact on score ••••

 $\rightarrow 75_{/100}$

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

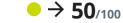
N/A

valid from Jul 2025 to Jul 2030

Labor & Human Rights Impact on score ••••

72/100

Labor & Human Rights | Policies | Impact on score ••••



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

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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)

Labor & Human Rights | Measures Impact on score ••••

 \bullet \rightarrow 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

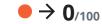
Individual development and career plan for all employees

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 ●●●○



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

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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

No information on reporting on ratio of the annual total compensation of the highest paid individual, to the median annual total compensation for all Low priority 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 (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

Ethics Impact on score •000

□ 78/100

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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

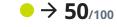
Policy on information security

Policy on money laundering

Policy on conflict of interest

Dedicated responsibility for ethics issues

Ethics | Endorsements Impact on score •000

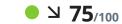


Endorsements are your company's public adherence or commitment to meeting objectives and principles defined by a recognized third-party organization.

Strengths

Endorsement of the United Nations Global Compact (UNGC)

Ethics | Measures Impact on score ••••



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

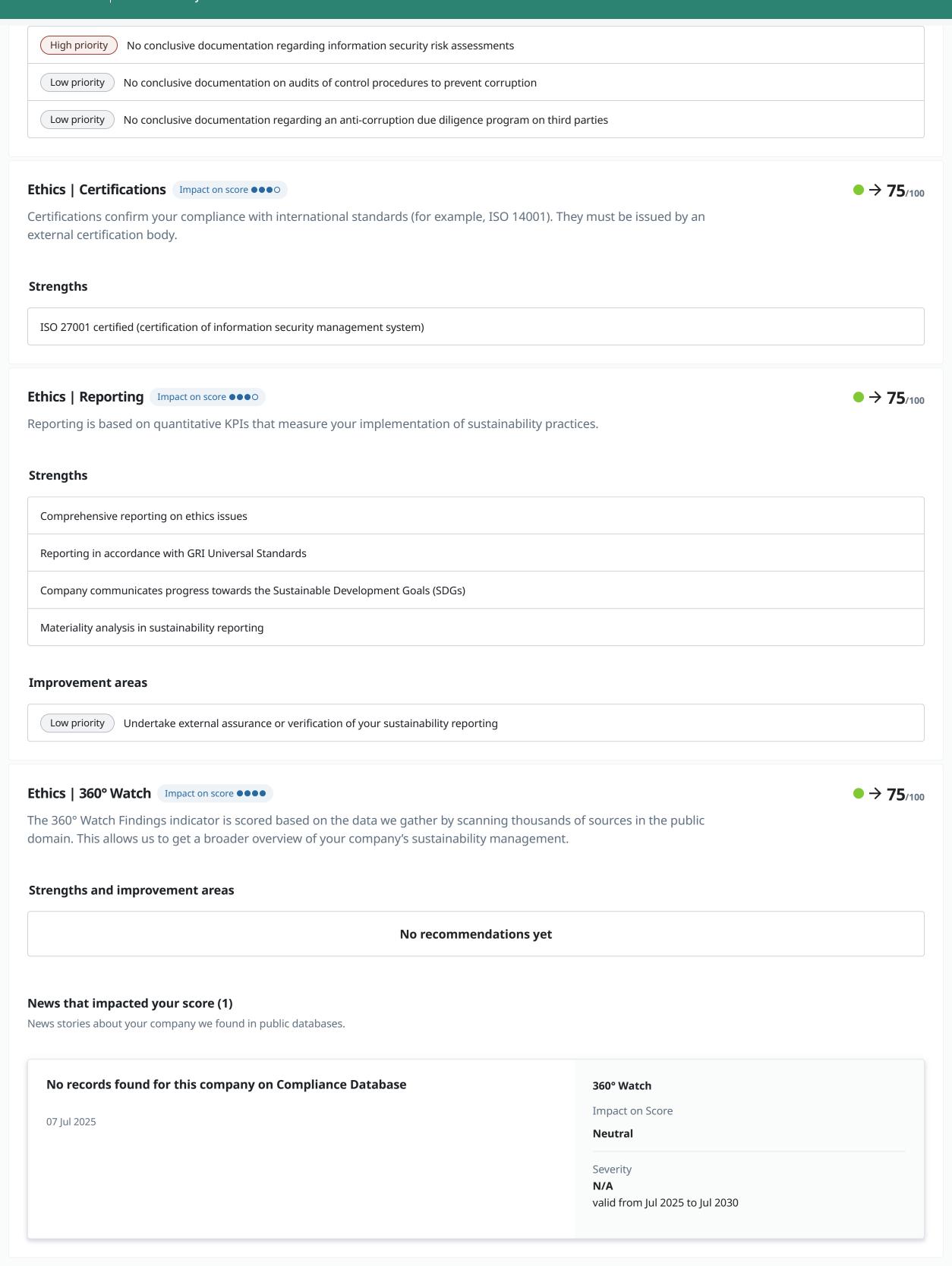
Training of employees on corruption and bribery prevention

Audits of control procedures to prevent information security breaches

Incident response procedure (IRP) to manage breaches of confidential information

Improvement areas

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Sustainable Procurement Impact on score • 000 **71**/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 ●○○○ $\rightarrow 75_{/100}$ Endorsements are your company's public adherence or commitment to meeting objectives and principles defined by a recognized third-party organization. Strengths Endorsement of external initiative on sustainable procurement issues Endorsement of the United Nations Global Compact (UNGC) Sustainable Procurement | Measures | Impact on score •••• $\rightarrow 75_{/100}$ 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 •••• \rightarrow 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 → 25/100 Sustainable Procurement | Reporting | Impact on score •••• Reporting is based on quantitative KPIs that measure your implementation of sustainability practices.

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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 ••••

→ 75/100

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

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