

THE AZORES SUSTAINABILITY & CSR SERVICES

ROMANIA CSR INDEX 2018 FLASH REPORT

METHODOLOGY

Romania CSR Index 2018 is a complex analysis that used a measuring instrument with 49 indicators grouped in 9 categories. The index takes into account the most important references in the field of CSR:

Directive 2014/95/EU

United Nations Sustainable Development Goals

Global Reporting Initiative Standards

Dow Jones Sustainability Index

The information reviewed refers to corporate governance and information on diversity as well as on aspects that reflect the economic, environmental and social impacts of the company.

The evaluation form was used to analyze the performance and transparency of Social and Environmental Responsibility among companies with more than 500 employees in Romania (696 companies). In addition, we analyzed two companies that, although not having 500 employees, showed interest in being included in the index.

Note: We have not included companies that provide non-financial reporting services.

9 CATEGORIES 49 INDICATORS

I. Corporate Governance

1. List of material aspects
2. The process of identifying these material aspects
3. Areas of impact identified for each material aspect
4. DMA (Disclosure on Management Approach)
5. Risk management related to sustainable development
6. List of identified stakeholders
7. "Stakeholder engagement": policies, procedures or initiatives
8. Key topics and / or concerns raised by stakeholders
9. The company published a report on sustainable development / social responsibility
10. The report was audited externally.

II. Diversity

11. There is information about the diversity policy that the company applies
12. There is information about the representation of women in management positions

III. Economic Impact

13. Total amount invested to contribute to community development
14. Applied policies that ensure fair pay by gender
15. Developing the competencies of members from local communities
16. Supplier policy for locally manufactured products

IV. Environment

17. There is information about an environmental policy (if relevant)
18. There is information about an environmental risk analysis (if relevant)
19. Total energy consumption (if relevant)
20. Amount of energy used from renewable sources (if relevant)
21. Amount of GHGs - Scope 1 (if relevant)
22. Amount of GHGs - Scope 2 (if relevant)
23. Amount of GHG - Scope 3 (if relevant)
24. Amount of water used (if relevant)
25. Recycled and / or reused water quantity (if relevant)
26. Amount of waste generated and sent to landfill (if relevant)
27. Recycled and / or reused waste quantity (if relevant)
28. Responsible use of soil and protection of biodiversity (if relevant)

9 CATEGORIES 49 INDICATORS

V. Human Rights and Anti-Corruption Policy

- 29. Applied policy on prevention of human rights abuses
- 30. Applied policy to combat corruption and bribery
- 31. Communication and training activities to combat corruption and bribery
- 32. Managing conflicts of interest within the company
- 33. Internal and external reporting mechanisms (whistleblowers)

VI. Employees

- 34. Occupational health and safety management system
- 35. Professional development programs for employees
- 36. Average number of training hours per employee in the assessed year
- 37. The freedom of association and collective bargaining

VII. Marketing and Creating Awareness

- 38. Responsibility for ethical promotion (if relevant)
- 39. Marketing campaigns incorporating elements of social or environmental responsibility (if relevant)
- 40. Responsible products / services (if relevant)

VIII. Investing in the Community

- 41. Dialogue with local community members
- 42. Philanthropic and sponsorship initiatives
- 43. Operational CSR program / project (if relevant)
- 44. Strategic CSR program / project / initiative (if relevant)
- 45. How the company assesses social impact and the standards used.
- 46. Employee volunteering

IX. Supply Chain

- 47. The Process of identifying and analyzing environmental and social risks among suppliers (if relevant)
- 48. Information on the environmental and social risk management system in the supply chain (if relevant)
- 49. An example of how it applied social and environmental criteria in selecting a new provider (if relevant)

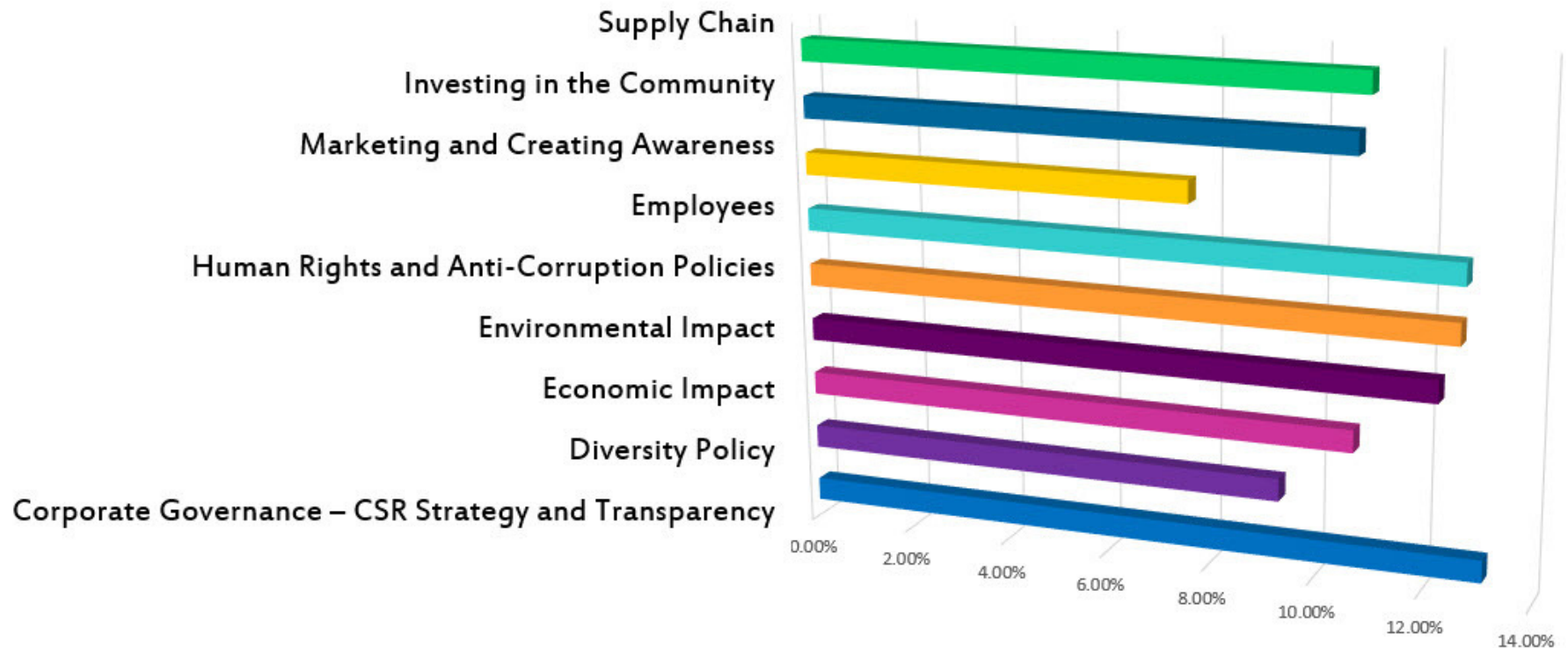
METHODOLOGY NOTES ROMANIA CSR INDEX 2018

1. For each indicator included in the 9 categories, the maximum score was 2 points and was obtained if the company communicated both textual information on policy, risk analysis or management systems on sustainable development and the results obtained using quantitative performance indicators.

2. The score for certain indicators, marked in the evaluation form with "if relevant", was calculated according to the relevance to the industry to which the company belongs. Thus, if at least one company in that industry has published information about that specific indicator, this company receives 1 point or 2 points, depending on the information provided, and companies that have not published data do not receive points, so they are deprecated when calculating the final score . If no company in the industry has published data, the indicator is not counted for the final score and no company is deprecated.

3. Each of the 9 categories has a different weight depending on the industry the company belongs to. This weight is essential for calculating each company's final score.

RESULTS OF THE SURVEY ON ROMANIA CSR INDEX FROM MARCH 2018



The results of this survey were taken into consideration when calculating the weights for each category.

THE RESULTS OF THE INDEX ARE MARKET-DRIVEN



**BEST RESULTS
OBTAINED BY
COMPANIES**

**ROMANIA
CSR
INDEX
2018**



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BRONZE LEVEL



GROUP	
ELECTRICA	● 56 POINTS
AZOMURES	● 58 POINTS
SIVECO	● 65 POINTS

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SILVER LEVEL



**URSUS
BREWERIES ● 72 POINTS**

**GLAXOSMITH ● 78 POINTS
KLINE GSK**

**LIDL ● 79 POINTS
DISCOUNT**

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GOLD LEVEL



TELEKOM	●	90 POINTS
CEZ	●	91 POINTS
OMV PETROM	●	91 POINTS
RAIFFEISEN	●	92 POINTS
BANK		
KAUFLAND	●	94 POINTS
ROMANIA		
COCA-COLA	●	94 POINTS
HBC ROMANIA		



WHAT'S NEXT FOR ROMANIA CSR INDEX?

NEXT STEPS:

-● EXCHANGE EXPERIENCE WITH A RATING AGENCY IN EUROPE
-● INVOLVEMENT OF STAKEHOLDERS:
 -● 1. SURVEYS
 -● 2. INTERVIEWS
 -● 3. WORKSHOPS



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Thank you!

**"The greatest threat to our
planet is the belief that
someone else will save it."**

Robert Swan.

ROBERT SWAN