

DIGITAL SPACE GROUP LTD (GROUP)

Newark - United Kingdom | Computer programming, consultancy and related activities

EVID: QZ400644



Publication date: 9 Feb 2023

Valid until: ⚠ 9 Feb 2024

Sustainability performance

● Insufficient

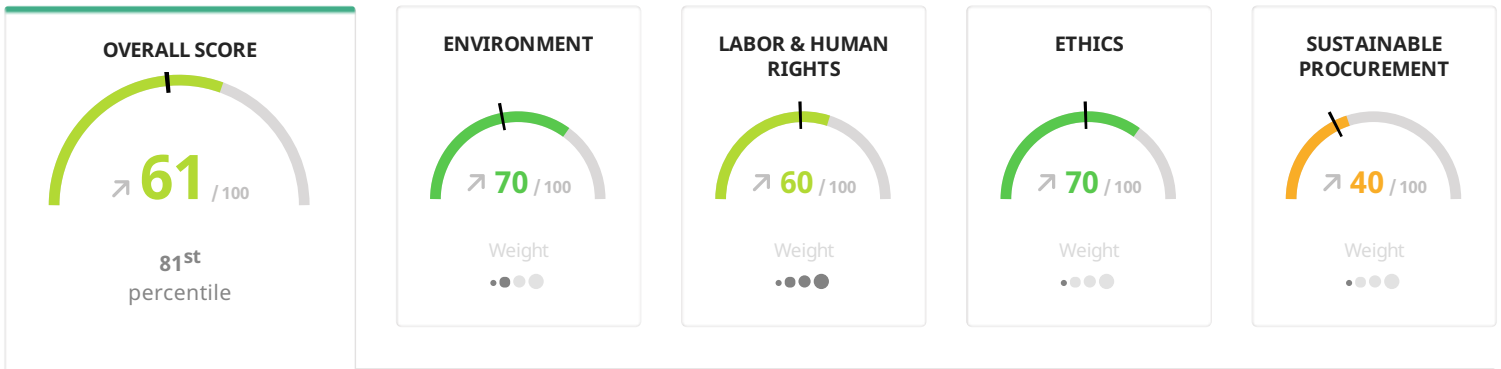
● Partial

● Good

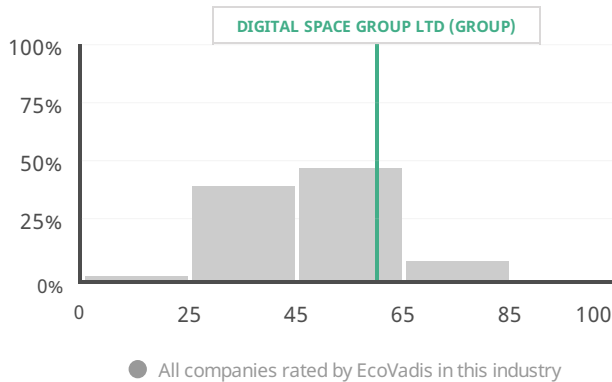
● Advanced

● Outstanding

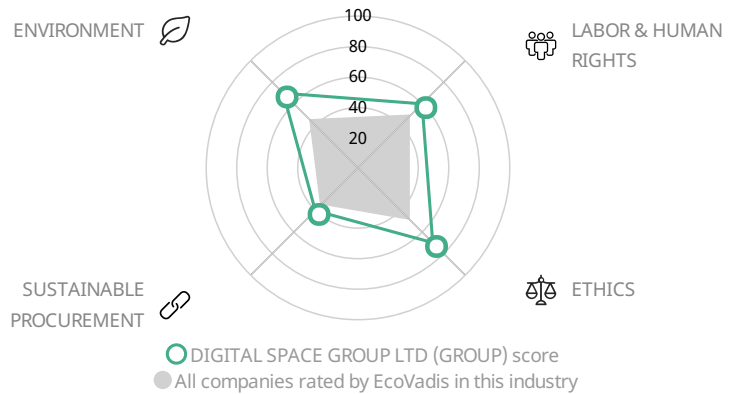
— Average score



Overall score distribution



Theme score comparison



Strengths and Improvement Areas



Environment

Weight ●●●●

Strengths

Policies

Strengths

Environmental policy on energy consumption & GHGs

Actions

Strengths

Refurbishing and internal reuse of IT hardware

Internal sorting & disposal of waste according to waste streams

Actions or training to raise employee awareness on waste reduction & sorting

Reduction of internal wastes through material reuse, recovery or repurpose

Use of efficient HVAC (heating, ventilation, and air conditioning) equipment

Purchase and/or generation of renewable energy

Energy and/or carbon audit

ISO 14001 certified

Results

Strengths

Reporting on total amount of renewable energy consumed

Reporting on total weight of non-hazardous waste

Reporting on total weight of hazardous waste

Reporting on total gross Scope 3 GHG emissions

Company communicates progress towards the Sustainable Development Goals (SDGs)

Reporting on scope 2 GHG emissions

Reporting on scope 1 GHG emissions

Reporting on total energy consumption

Standard reporting on environmental issues

Improvement Areas

Policies


Priority

Improvement Areas

Medium

Basic environmental policies: lacks details on specific issues

Medium	Inconclusive documentation for policies on waste
Low	No quantitative target on environmental issues
Low	No conclusive information on endorsement of external initiatives or principles on environmental issues
Results	
Priority	Improvement Areas
Low	No information related to reporting on total weight of waste recovered

 Labor & Human Rights Weight ●●●●	
Strengths	
Policies	
Strengths	
Labor & human rights policy on diversity, equity & inclusion	
Labor & human rights policy on career management & training	
Labor & human rights policy on social dialogue	
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	
Actions	
Strengths	
Family Friendly programs (FFPs) implemented (e.g. parental or care leaves, childcare services or allowances)	
Actions to prevent workplace harassment	
Actions to prevent discrimination in professional development and promotion processes	
Compensation for extra or atypical working hours	
Flexible organization of work (eg. remote work, flexi-time)	
Grievance mechanism on discrimination and/or harassment issues	
Actions to promote wage equality in the workplace	
Awareness training regarding diversity, discrimination, and/or harassment	
Formalized process in place to assess and document employee health & safety risks, considering change of operations / activities (e.g. change management)	
Employee representatives or employee representative body (e.g. works council)	
Provision of protective equipment to impacted employees	

Employee health & safety risk assessment

Transparent recruitment process communicated clearly and formally to all candidates

Actions to prevent discrimination during recruitment phase

Regular assessment of individual performance

Two-way communication system in place to facilitate employee voice regarding working conditions

Active preventive measures for stress and noise

Provision of skills development training

Actions to promote the inclusion of employees with disabilities

Individual development and career plan for all employees

Results

Strengths

Company communicates progress towards the Sustainable Development Goals (SDGs)

Reporting on the percentage of women in top executive positions

Improvement Areas

Policies

Priority Improvement Areas

Low

No quantitative target on labor and human rights issues

Low

No quantitative target set on living wage

Low

The scope of application of the living wage target is unclear

Low

No conclusive information on endorsement of external initiatives or principles on labor and human rights issues

Actions

Priority Improvement Areas

Medium

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

Low

No information on measures on living wage

Results

Priority Improvement Areas

High

Insufficient reporting on labor and human rights issues

Low

Declares reporting on average training hours per employee, but no supporting documentation available

Low

No information regarding reporting on living wage issues



Strengths

Policies

Strengths

Policy on fraud

Policy on conflict of interest

Disciplinary sanctions to deal with policy violations

Policy on information security

Policies on corruption

Dedicated responsibility for ethics issues

Comprehensive policies on ethics issues

Actions

Strengths

Whistleblower procedure for stakeholders to report information security concerns

Whistleblower procedure for stakeholders to report corruption and bribery

Information security due diligence program on third parties in place

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

Implementation of a records retention schedule

Information security risk assessments performed

Audits of control procedures to prevent information security breaches

Awareness training to prevent information security breaches

Corruption risk assessments performed

Audits of control procedures to prevent corruption

Specific approval procedure for sensitive transactions (e.g. gifts, travel)

Specific certification on ethics [Cyber Essentials]

ISO 27001 certified (certification of information security management system)

Results

Strengths

Company communicates progress towards the Sustainable Development Goals (SDGs)

Improvement Areas

Policies

Priority Improvement Areas

Low

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

Actions

Priority Improvement Areas

Medium

No conclusive documentation on awareness training to prevent corruption and bribery

Low

No conclusive documentation regarding an anti-corruption due diligence program on third parties

Results

Priority Improvement Areas

High

Insufficient reporting on ethics issues



Sustainable Procurement

Weight ●●●●

Strengths

Policies

Strengths

Sustainable procurement policies on supplier environmental practices

Actions

Strengths

Internal purchasing processes for data hosting services integrate sustainability

Results

Strengths

Company communicates progress towards the Sustainable Development Goals (SDGs)

Improvement Areas

Policies

Priority Improvement Areas

Medium

Inconclusive documentation for policies on supplier social practices

Medium

Basic sustainable procurement policies: lacks details on specific issues

Actions

Priority Improvement Areas

High

No conclusive documentation on the integration of social or environmental clauses into supplier contracts

Medium

No conclusive documentation on supplier sustainability code of conduct in place

Medium

No conclusive documentation on sustainability risk analysis (i.e. prior to supplier assessments or audits)

Medium	No conclusive documentation on supplier assessment (e.g. questionnaire) on environmental or social practices
Medium	No conclusive documentation on the training of buyers on social and environmental issues within the supply chain
Medium	No conclusive documentation on on-site audits of suppliers on environmental or social issues
Results	
Priority	Improvement Areas
High	No conclusive reporting on sustainable procurement issues

360° Watch Findings

5 Apr 2021 | <https://gender-pay-gap.ser...>

Impact on Score
Neutral →
valid from 1 Apr 2020 to 1 May 2025

Impacted themes

2021/22 Gender pay gap report for Digital Space Group Limited

In this organisation, women earn 62p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 37.8% lower than men's. When comparing mean (average) hourly pay, women's mean hourly pay is 24.8% lower than men's.

Expired

5 Apr 2021 | <https://gender-pay-gap.ser...>

Impact on Score
Neutral →
valid from 1 Apr 2018 to 1 May 2023

Impacted themes

2021/22 Gender pay gap report for Digital Space Technology Group Limited

In this organisation, women earn 62p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 37.8% lower than men's. When comparing mean (average) hourly pay, women's mean hourly pay is 24.8% lower than men's.

5 Apr 2019 | <http://gender-pay-gap.serv...>

Impact on Score
Neutral →
valid from 1 Apr 2019 to 1 May 2024

Impacted themes

DIGITAL SPACE GROUP LIMITED 2019/20 Gender pay gap report

In this organisation, women earn 80p for every £1 that men earn when comparing median hourly pay. Women occupy 25.7% of the highest paid jobs and 48.6% of the lowest paid jobs. Women earn 23p for every £1 that men earn when comparing median bonus pay.

6 Feb 2023 |

Impact on Score
Neutral →
valid from 5 Jan 2024 to 6 Mar 2028

No records found for this company on Compliance Database

Environment
 Labor & Human Rights
 Ethics
 Sustainable Procurement

Specific comments

- No records found in third party risk and compliance database.

- Despite the company implementing measures regarding environmental issues, policies are not formalized or are only basic.

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.
- (2) 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.
- (3) 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.
- (4) 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.
- (5) 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
 - (i) used by a third party as part of or in connection with any activity related to revenue generation and
 - (ii) shared any further; it may be used only for a third party's internal purposes.
- (6) Only a Scorecard of a rated company having a Select subscription can be used for the purpose of ESG - linked loans and similar products.

ecovadis

Copyright © 2024 EcoVadis ® - All rights reserved