

PRI / RFI Index Calculations

Working file behind Appendix D of the thesis on ESRS S1 workforce disclosure and peoplewashing.

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All scores are computed live by the formulas in this workbook; open in Excel to see the numbers.

What is in this file

Sheet 'Coding (long)'

650 rows = 50 companies x 13 ESRS S1 themes (S1-5 to S1-17). For each company-and-theme cell: a factual summary of what the company disclosed, the disclosure status as coded, the four-status group it maps to, and the PRI and RFI points (looked up from the point key below via VLOOKUP).

Sheet 'Matrix & scores'

50 companies x 13 themes. Each theme cell shows the PRI points for that company-theme (SUMIFS from the coding sheet). 'Sum PRI pts' adds the 13 themes; 'PRI' and 'RFI' are the two indices; the last four columns count how many of the 13 themes fall in each status.

Disclosure status point key

Disclosure status (as coded)	Four-status group	PRI pts	RFI pts
Quantitative metrics disclosed	Quantitative n	1	0
Qualitative narrative only (policy/process, no number	Qualitative na	0.5	0.5
Explicitly 'Not material' / 'Not applicable'	Exemption (no	0.25	0.75
Omitted using ESRS phase-in / transitional relief	Exemption (no	0.25	0.75
Not disclosed / no information found	Not disclosed	0	1
No data available	Not disclosed	0	1

For every theme, PRI points + RFI points = 1.00, so the two indices are exact mirror images.

How the two indices are built

For each company the 13 theme PRI points are summed, divided by 13, and multiplied by 100:

PRI = (sum of PRI points across the 13 themes / 13) x 100

RFI = (sum of RFI points across the 13 themes / 13) x 100

Because the points mirror each other, PRI + RFI = 100 for every company.

Sample (50 companies): mean PRI 63.2, median PRI 65.4; highest Amadeus IT Group 84.6, lowest Partners Group 34.6.

Company	Country	Sector group	Theme (ESRS S1)	What the company disclosed (summary)	Disclosure status (as coded)	4-status group	PRI points	RFI points	Status mapping (raw code – points)	4-status group	PRI pts	RFI pts
Amadeus IT Group	Spain	Technology & Information Servi	1. Workforce-related targets or commitments	Diversity: At least 31% women in senior management and above by 2025. 25.5% women in engineering positions by 2025. Training: At least 50% of managers completing DEI training by 2025.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00	Quantitative metrics disclosed	Quantitative metrics disclosed	1.00	0.00
Amadeus IT Group	Spain	Technology & Information Servi	2. Employee numbers & composition	Total headcount: 20,643 (37.9% Female, 62.1% Male, 1 Other), 99.0% permanent. 435 employees took parental leave.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00	Qualitative narrative only (policy/process, no numb	Qualitative narrative only	0.50	0.50
Amadeus IT Group	Spain	Technology & Information Servi	3. Non-employee workers	Workers who are not employees (S1-7) are referenced; eligible vendors and third parties undergo compliance due diligence. No quantitative metrics disclosed.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50	Explicitly 'Not material' / 'Not applicable'	Exemption (not material / phase	0.25	0.75
Amadeus IT Group	Spain	Technology & Information Servi	4. Worker representation / collective bargaining	40.2% of employees covered by collective agreements in 2024. No risks regarding freedom of association and collective bargaining identified.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00	Omitted using ESRS phase-in / transitional relief	Exemption (not material / phase	0.25	0.75
Amadeus IT Group	Spain	Technology & Information Servi	5. Diversity & inclusion	Board of Directors: 45% female. Managers: 35% female. Women in engineering community: 25% female. Policy commits to removing discriminatory barriers for everyone.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00	Not disclosed / no information found	Not disclosed	0.00	1.00
Amadeus IT Group	Spain	Technology & Information Servi	6. Wages / pay policy (adequate / living wage)	Salaries are regularly benchmarked internally and externally against leading companies to ensure they remain competitive and equitable.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50	No data available	Not disclosed	0.00	1.00
Amadeus IT Group	Spain	Technology & Information Servi	7. Social protection / employee benefits	Benefits support employees and their families. Maternity leave retention: 90.4%. 263 employees with declared disabilities.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Amadeus IT Group	Spain	Technology & Information Servi	8. Inclusion of employees with disabilities	Offered fundamental DEI training to all employees covering topics such as allyship or unconscious bias training: 5% of employees completed this voluntarily. Policy exists for upgrading employee skills and transition assistance programs.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Amadeus IT Group	Spain	Technology & Information Servi	9. Training & development	Work-related Fatalities: 0. Total injuries: 14. Injury Rate: 1.19. Lost day rate: 0.02. Occupational diseases rate: 0.00.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Amadeus IT Group	Spain	Technology & Information Servi	10. Health & safety data	The Flexible Working Policy supports work-life balance through remote working options. 90.4% maternity leave retention rate.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Amadeus IT Group	Spain	Technology & Information Servi	11. Work-life balance / flexible work	Annual review conducted to eliminate discriminatory barriers. Discloses the Ratio of basic salary and remuneration of women to men and Annual total compensation ratio.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Amadeus IT Group	Spain	Technology & Information Servi	12. Pay equity / pay gap / remuneration structure	Incidents of discrimination and corrective actions taken (GRI 406-1) are explicitly documented.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Amadeus IT Group	Spain	Technology & Information Servi	13. Incidents / grievances / human- or labour-right	Quantitative targets disclosed: reduce frequency rate by 20% (FR2 target); gender targets: multiple sustainability roadmap KPIs. Total employees: 38,300 (2024); 38,000 prior. Breakdown by region and category disclosed.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Legrand	France	Industrials & Materials	1. Workforce-related targets or commitments	Non-employee workers / value-chain workers discussed qualitatively.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Legrand	France	Industrials & Materials	2. Employee numbers & composition	Collective bargaining coverage: 93% (with 100% coverage rate in some scope reported). Multiple agreements disclosed.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Legrand	France	Industrials & Materials	3. Non-employee workers	Diversity metrics: 35% women workforce; 72.2% female (specific breakdown). Female representation across management bands disclosed.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Legrand	France	Industrials & Materials	4. Worker representation / collective bargaining	Living wage standards applied; living-wage levels stored in internal database. Methodology disclosed.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Legrand	France	Industrials & Materials	5. Diversity & inclusion	Pension and benefits described qualitatively.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Legrand	France	Industrials & Materials	6. Wages / pay policy (adequate / living wage)	Disabled workers / employees with disabilities tracked with quantitative metric disclosure under French statutory framework (e.g. DOEHT).	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Legrand	France	Industrials & Materials	7. Social protection / employee benefits	Training metrics disclosed: 7 hours of training and 20 hours of training per employee (different scopes); thousands of training hours rolled out.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Legrand	France	Industrials & Materials	8. Inclusion of employees with disabilities	Health & safety: frequency rate FR1, FR2 disclosed (with -20% reduction target). 'No fatalities' / 3 fatalities (multi-year) reported.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Legrand	France	Industrials & Materials	9. Training & development	Work-life balance approach described.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Legrand	France	Industrials & Materials	10. Health & safety data	Pay gap between men and women referenced; further specific value not directly extracted.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Legrand	France	Industrials & Materials	11. Work-life balance / flexible work	Grievance/Speak Up channels described. S1-1 Indicator Not Material noted for one specific datapoint.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Legrand	France	Industrials & Materials	12. Pay equity / pay gap / remuneration structure	Quantitative 2024 sustainability targets disclosed including frequency rate of accidents (1-1.4), safety reduction targets, and gender / fair-wage commitments. Multiple multi-year targets reported under the 'Grow & Impact' / sustainability roadmap.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Legrand	France	Industrials & Materials	13. Incidents / grievances / human- or labour-right	Total employees: 161,000 Group headcount; 125,245 employees in core scope. Workforce composition disclosed by region, gender and category.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Saint-Gobain	France	Industrials & Materials	1. Workforce-related targets or commitments	Non-employee workers (sub-contractors, agency, value-chain workers) discussed qualitatively.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Saint-Gobain	France	Industrials & Materials	2. Employee numbers & composition	Collective bargaining agreements coverage rate: 93% for entire Group headcount; 68.3% under specific framework agreement. Multiple agreements disclosed.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Saint-Gobain	France	Industrials & Materials	3. Non-employee workers	Diversity metrics: 31% female, 25% female (different categories), 30% female (further category) disclosed across management bands. Programs for D&I described.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Saint-Gobain	France	Industrials & Materials	4. Worker representation / collective bargaining	Fair wages methodology and assessment described; coverage of basic daily healthcare needs; oversight by SVP Human Resources and CSR. Living-wage benchmarks applied.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Saint-Gobain	France	Industrials & Materials	5. Diversity & inclusion	Social protection / pension / benefits described qualitatively.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Saint-Gobain	France	Industrials & Materials	6. Wages / pay policy (adequate / living wage)	Inclusion of employees with disabilities described; programmes referenced; quantitative coverage not directly extracted.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Saint-Gobain	France	Industrials & Materials	7. Social protection / employee benefits	Training metrics: average training hours per employee disclosed (e.g. 9 hours, 3 hours per employee category).	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Saint-Gobain	France	Industrials & Materials	8. Inclusion of employees with disabilities	Health & safety: frequency rate of accidents 1.4 (2024). Specific quantitative metrics on accident frequency and severity disclosed.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Saint-Gobain	France	Industrials & Materials	9. Training & development	Work-life balance and flexible-work programmes described qualitatively.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Saint-Gobain	France	Industrials & Materials	10. Health & safety data	Gender pay gap: 12% (Group level) disclosed under S1-16.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Saint-Gobain	France	Industrials & Materials	11. Work-life balance / flexible work	Grievance and Speak Up channels described; no specific quantitative incident counts extracted.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Saint-Gobain	France	Industrials & Materials	12. Pay equity / pay gap / remuneration structure	Quantitative sustainability targets and 2024 KPI roadmap (Female Representation targets across global workforce/management/new hires; safety metrics; training participation). Multi-year tracking disclosed.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Saint-Gobain	France	Industrials & Materials	13. Incidents / grievances / human- or labour-right	Global Workforce reported in sustainability report; geographical, gender and category breakdowns disclosed in the People metrics table.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Alcon	Switzerland	Healthcare & Pharmaceuticals	1. Workforce-related targets or commitments	Third-party personnel included in safety metrics (TRCR/LTR cover 'all Alcon associates and third-party personnel'). Contractor headcount captured in safety framework.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Alcon	Switzerland	Healthcare & Pharmaceuticals	2. Employee numbers & composition	Collective bargaining coverage: 9% of Alcon associates covered by collective bargaining agreements in 2024. Works council references.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Alcon	Switzerland	Healthcare & Pharmaceuticals	3. Non-employee workers	Diversity metrics tracked over 3 years: Global Female Representation 46-47%; Female Representation in Management 36-37%; Female Representation in New Hires 52%; US racial and ethnic diversity (Management) 37-39%. Ranked one of World's Top Employers for Women and recognised for disability inclusion.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Alcon	Switzerland	Healthcare & Pharmaceuticals	4. Worker representation / collective bargaining	Compensation philosophy described: living-wage / minimum-wage specifics not extracted.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Alcon	Switzerland	Healthcare & Pharmaceuticals	5. Diversity & inclusion	Employee Assistance Program (Global EAP): short- and long-term disability coverage; comprehensive benefits framework described.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Alcon	Switzerland	Healthcare & Pharmaceuticals	6. Wages / pay policy (adequate / living wage)	Disability inclusion ranking referenced; programmes for persons with disabilities described qualitatively.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Alcon	Switzerland	Healthcare & Pharmaceuticals	7. Social protection / employee benefits	Training metric: 100% of associates participated in training (2022–2024). Training Completion Rate –98% disclosed. HSE awareness and role-specific training programmes.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Alcon	Switzerland	Healthcare & Pharmaceuticals	8. Inclusion of employees with disabilities	Comprehensive S1-14 metrics: Employee fatalities 0 (all years). Contractor fatalities 0. Employee fatality rate 0. Recordable cases 120-167 across years; TRCR and LTR formulas disclosed. High-consequence work-related injuries 0/0/0.003.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Alcon	Switzerland	Healthcare & Pharmaceuticals	9. Training & development	Work-life balance / well-being programmes described qualitatively.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Alcon	Switzerland	Healthcare & Pharmaceuticals	10. Health & safety data	Pay equity addressed; specific gender pay gap value not extracted in the sustainability report scan.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Alcon	Switzerland	Healthcare & Pharmaceuticals	11. Work-life balance / flexible work	Grievance/whistleblower channels described.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Alcon	Switzerland	Healthcare & Pharmaceuticals	12. Pay equity / pay gap / remuneration structure	Targets also include 80% of upskilled employees and 100% of entities working hybrid.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Alcon	Switzerland	Healthcare & Pharmaceuticals	13. Incidents / grievances / human- or labour-right	Total employees: 86,851. Gender distribution: 52.2% female, 47.8% male. 93.6% of employees have a permanent contract. Turnover rate: 14.5%.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Assicurazioni Generali	Italy	Financials & Insurance	1. Workforce-related targets or commitments	Not disclosed.	Not disclosed / no information found	Not disclosed	0.00	1.00				
Assicurazioni Generali	Italy	Financials & Insurance	2. Employee numbers & composition	Collective Bargaining Coverage and Social dialogue coverage is 80-100% in key EEA countries. The European Works Council (EWC) operates.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Assicurazioni Generali	Italy	Financials & Insurance	3. Non-employee workers	Board has 46% women representation. Group DEI Council sets priorities and monitors effectiveness of actions to increase women in strategic positions. Diversity metrics (S1-9) addressed.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Assicurazioni Generali	Italy	Financials & Insurance	4. Worker representation / collective bargaining	Committed to fair remuneration practices ensuring salaries adequately meet employee needs. Remuneration defined in compliance with local laws and collective agreements.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Assicurazioni Generali	Italy	Financials & Insurance	5. Diversity & inclusion		Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Assicurazioni Generali	Italy	Financials & Insurance	6. Wages / pay policy (adequate / living wage)		Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				

$$PRI = (\Sigma PRI\ pts\ of\ 13\ themes / 13) \times 100 \cdot RFI = 100 - PRI$$

Company	Country	Sector group	Theme (ESRS S1)	What the company disclosed (summary)	Disclosure status (as coded)	4-status group	PRI points	RFI points
Assicurazioni Generali	Italy	Financials & Insurance	7. Social protection / employee benefits	S1-11 (Social protection) disclosures are addressed.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
Assicurazioni Generali	Italy	Financials & Insurance	8. Inclusion of employees with disabilities	S1-12 (Persons with disabilities) disclosures are addressed.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
Assicurazioni Generali	Italy	Financials & Insurance	9. Training & development	80% target for upskilled employees. S1-13 (Training and skills development metrics) disclosures are addressed.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00
Assicurazioni Generali	Italy	Financials & Insurance	10. Health & safety data	Fatalities: 1. Rate of recordable work-related accidents: 4.7 (654 accidents total). 100.0% of employees covered by H&S management system.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00
Assicurazioni Generali	Italy	Financials & Insurance	11. Work-life balance / flexible work	Target for 100% of entities working hybrid (Target achieved). 10.6% of entitled employees took leave.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00
Assicurazioni Generali	Italy	Financials & Insurance	12. Pay equity / pay gap / remuneration structure	Equal Pay Gap (Adjusted): 0.35%. Unadjusted Gender Pay Gap: 28.4%. Total remuneration ratio: 187.3.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00
Assicurazioni Generali	Italy	Financials & Insurance	13. Incidents / grievances / human- or labour-right	S1-17 (Incidents, complaints and severe human rights impacts) disclosures addressed, specifically metrics on Incidents of discrimination (S1-17 103(a)) and Non-respect of UNGPs (S1-17 104(a)).	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
Deutsche Post DHL	Germany	Industrials & Materials	1. Workforce-related targets or commitments	Engagement: Employee Engagement % ≥ 80. Diversity: Share of women in middle/upper management ≥ 30% (2025). H&S: Reduce accident rate (LTIFR) to ≤ 15.5 (2025).	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00
Deutsche Post DHL	Germany	Industrials & Materials	2. Employee numbers & composition	Total headcount: 601,723. Permanent contracts: 520,870. Non-guaranteed hours contracts: 14,238. Sickness rate: 5.9%.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00
Deutsche Post DHL	Germany	Industrials & Materials	3. Non-employee workers	Average of 85,245 temporary workers (FTE) deployed at sites in 2024. Temporary personnel are protected under the Supplier Code of Conduct.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00
Deutsche Post DHL	Germany	Industrials & Materials	4. Worker representation / collective bargaining	Collective bargaining coverage and social dialogue rate is 80-100% for Germany. Engages in regular dialogue with UNI Global Union and ITF.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00
Deutsche Post DHL	Germany	Industrials & Materials	5. Diversity & inclusion	Share of women in middle/upper management: 28.4%. Diversity metrics (S1-9) are addressed. The DEIB Board oversees these initiatives.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00
Deutsche Post DHL	Germany	Industrials & Materials	6. Wages / pay policy (adequate / living wage)	Did not identify any employees being paid below the applicable benchmarks (ESRS S1-10). Fosters loyalty by offering performance-based remuneration in line with market standards.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
Deutsche Post DHL	Germany	Industrials & Materials	7. Social protection / employee benefits	Social protection (S1-11) is addressed within the Own Workforce section.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
Deutsche Post DHL	Germany	Industrials & Materials	8. Inclusion of employees with disabilities	Persons with disabilities (S1-12) is addressed.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
Deutsche Post DHL	Germany	Industrials & Materials	9. Training & development	Training and skills development metrics (S1-13) are addressed within the Own Workforce section.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
Deutsche Post DHL	Germany	Industrials & Materials	10. Health & safety data	LTIFR: 14.5 (Employee LTIFR: 16.3). Total Fatalities: 11 (5 own employees, 6 suppliers at sites). Days lost: 483,970 color days.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00
Deutsche Post DHL	Germany	Industrials & Materials	11. Work-life balance / flexible work	Working time arrangements are regularly discussed with works councils and trade unions.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
Deutsche Post DHL	Germany	Industrials & Materials	12. Pay equity / pay gap / remuneration structure	Gender-specific pay gap ratio: -2.2%. Pay gap Ratio (CEO to median employee total remuneration): 130.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00
Deutsche Post DHL	Germany	Industrials & Materials	13. Incidents / grievances / human- or labour-right	S1-17 disclosures cover Incidents, complaints and severe human rights impacts, specifically metrics for Cases of discrimination and Failure to adhere to UNGPs.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
Engie	France	Energy, Utilities & Resources	1. Workforce-related targets or commitments	Quantitative 2030 targets disclosed: Lost-Time Injury Rate ≤1.5; Pay gap <2%; Women in management 37%; Average employee training rate 100% (94.4% in 2024); Apprentices/work-study target. Fatality rate target 0 each year.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00
Engie	France	Energy, Utilities & Resources	2. Employee numbers & composition	S1-4: 97,967 employees at 31 December 2024 across 30+ countries (France 46,509). Gender breakdown: 71,709 men (73%), 26,220 women (27%). Permanent contracts: 90,114 (92%); fixed-term: 7,806 (8%); 47 non-guaranteed-hours. 2024 turnover rate 8.35% (8,125 departures). Personnel costs €8,623m.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00
Engie	France	Energy, Utilities & Resources	3. Non-employee workers	S1-7 explicitly applies a transitional provision (phase-in) for 2024: 'ENGIE has chosen to apply a transitional provision for its 2024 reporting by publishing only data relating to temporary workers'.	Omitted using ESRS phase-in / transitional relief	Exemption (not material / ph	0.25	0.75
Engie	France	Energy, Utilities & Resources	4. Worker representation / collective bargaining	S1-8: Group Framework Agreement on Fundamental Rights and Social Responsibility; European Labour Relations Agreement covers all Group employees in Europe; multiple collective bargaining agreements described. ENGIE states it is 'implementing a process to determine the percentage of employees covered by collective agreements by region (excluding the EEA) – coverage rate not yet quantified.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
Engie	France	Energy, Utilities & Resources	5. Diversity & inclusion	S1-9: 32% women in management (current); target 37%, achievement rate 85%. Gender breakdown 73%/27%. Age distribution disclosed (S1-9 66b partially available). Diversity programs (gender equity, persons with disabilities, migrants, etc.).	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00
Engie	France	Energy, Utilities & Resources	6. Wages / pay policy (adequate / living wage)	S1-10 69: 'All ENGIE employees receive an adequate wage in line with applicable benchmarks'. Adequate wages benchmark methodology referenced but no quantitative gap-to-benchmark figure disclosed.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
Engie	France	Energy, Utilities & Resources	7. Social protection / employee benefits	S1-11: Group social protection system disclosed including health insurance covering 75% of costs in event of hospitalization, retirement and pension plans, mapping/benchmarking tool for plans across countries. Employee benefits and protection levels disclosed.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00
Engie	France	Energy, Utilities & Resources	8. Inclusion of employees with disabilities	S1-12: 98% of employees covered by accessibility commitments at September 2024, 100% by full-year. Dedicated programs (e.g., ExpAND) for persons with disabilities, accessibility of tools/procedures/premises documented.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00
Engie	France	Energy, Utilities & Resources	9. Training & development	S1-13 83b: Average training hours per employee by gender — Men 21 h, Women 16 h, Other 11 h, Unspecified 24 h, TOTAL 20 h. Average employee training rate 94.6% in 2024 (target 100% by 2030).	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00
Engie	France	Energy, Utilities & Resources	10. Health & safety data	S1-14: Lost-Time Injury Rate (employees + temporary workers + sub-contractors) 1.5 per million hours worked. Recordable Injury Rate for employees: 6.7. 2024 fatality count and rate disclosed (rate 0 for employees + temporary). Number of days lost = transitional provision.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00
Engie	France	Energy, Utilities & Resources	11. Work-life balance / flexible work	S1-15: Quality working conditions, social dialogue, work-life balance discussed. Health & Safety policy with 'No Mind at Risk' programme on workplace well-being and psycho-social risks. Family/parental coverage referenced. No specific work-life balance metric (e.g. % using flexible work) disclosed.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
Engie	France	Energy, Utilities & Resources	12. Pay equity / pay gap / remuneration structure	S1-16 97a Unadjusted gender pay gap: explicitly marked 'Partially available'; Group target <2% disclosed but actual computed gap not yet published. S1-16 97b CEO pay ratio also 'Partially available' (ATFR not calculated on total compensation basis).	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
Engie	France	Energy, Utilities & Resources	13. Incidents / grievances / human- or labour-right	S1-17 103a Incidents of discrimination and 104a Non-respect of UNGPs disclosed in the Sustainability Statement. S1-17 103c/104b: Total amount of fines, penalties and compensation' marked 'Not available' for 2024. Grievance / complaints handling mechanisms (S1-3 32c) disclosed.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
3i Group	United Kingdom	Financials & Insurance	1. Workforce-related targets or commitments	Meets or exceeds the 40% female gender diversity target (FTSE Women Leaders review). Meets Parker Review recommendation for at least one Director from a minority ethnic group.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00
3i Group	United Kingdom	Financials & Insurance	2. Employee numbers & composition	Total headcount: 249 (101 Female, 148 Male, based on biological sex). Employees are from 27 nationalities. Voluntary turnover rate (le-glob) was 6.0%.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00
3i Group	United Kingdom	Financials & Insurance	3. Non-employee workers	Contract workers and job applicants are covered by equal opportunity policies. Contracted maintenance and reception teams based in London earn at least the London Living Wage rate.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
3i Group	United Kingdom	Financials & Insurance	4. Worker representation / collective bargaining	Operates a relatively flat structure with few hierarchies, facilitating direct interaction. Feedback encouraged through informal conversations, formal forums, and the annual appraisal process.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
3i Group	United Kingdom	Financials & Insurance	5. Diversity & inclusion	The Board comprises nine Directors, four of whom are women (exceeding the 40% female gender diversity target). Equal Opportunities and Diversity policy reviewed during the year.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00
3i Group	United Kingdom	Financials & Insurance	6. Wages / pay policy (adequate / living wage)	An accredited London Living Wage Employer; all London staff (including contracted teams) earn at least the living wage. Overseas offices remunerate staff above applicable minimum or living wage requirements.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
3i Group	United Kingdom	Financials & Insurance	7. Social protection / employee benefits	Employees receive a broad range of formal benefits. All UK-based employees have access to an Employee Assistance Programme. Executive Directors receive pension supplements (12% of pensionable salary).	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00
3i Group	United Kingdom	Financials & Insurance	8. Inclusion of employees with disabilities	Employment policy promotes equal opportunity regardless of disability. Provides facilities, equipment, and training to assist disabled employees. Efforts made to retain employees who become disabled.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
3i Group	United Kingdom	Financials & Insurance	9. Training & development	Provides employees with opportunities, experience, and training, with emphasis on work-based learning. Mandatory conduct objective training covers financial crime, anti-bribery, and market abuse.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
3i Group	United Kingdom	Financials & Insurance	10. Health & safety data	Not disclosed.	Not disclosed / no information found	Not disclosed	0.00	1.00
3i Group	United Kingdom	Financials & Insurance	11. Work-life balance / flexible work	Offers reasonable flexibility at work and flexible daily schedule. Family-friendly policies include maternity, paternity, adoption, and shared paternal leave in the UK. Voluntary employee turnover rate (global) was 6.0%.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00
3i Group	United Kingdom	Financials & Insurance	12. Pay equity / pay gap / remuneration structure	Policy ensures equal opportunity in remuneration. The proportion of UK employees from an ethnic minority (excluding white minority) in mid to higher salary brackets was approximately 16%.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00
3i Group	United Kingdom	Financials & Insurance	13. Incidents / grievances / human- or labour-right	No incidents of discrimination were reported in FY2024. An independent "hotline" whistle-blowing service (EthicsPoint) is available; no incidents of whistle blowing in the year.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00

Status mapping (raw code -- points)	4-status group	PRI pts	RFI pts
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Company	Country	Sector group	Theme (ESRS S1)	What the company disclosed (summary)	Disclosure status (as coded)	4-status group	PRI points	RFI points	Status mapping (raw code – points)	4-status group	PRI pts	RFI pts
Atlas Copco	Sweden	Industrials & Materials	1. Workforce-related targets or commitments	Gender: Increase share of women employees to 30% by 2030. Increase share of women in leadership positions to 25% by 2030. Safety: Continuous decrease in number of recordable injuries.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Atlas Copco	Sweden	Industrials & Materials	2. Employee numbers & composition	Total headcount: 55,775 (22.4% Female). Permanent: 55,267; Temporary: 508. Age distribution (FTE): <30 (21%), 30-50 (60%), >50 (19%).	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Atlas Copco	Sweden	Industrials & Materials	3. Non-employee workers	Total non-employees headcount: 3,080 (Temporary employees: 508). Breakdown by gender or contractual relationship is currently not available.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Atlas Copco	Sweden	Industrials & Materials	4. Worker representation / collective bargaining	29% (FTE and headcount) of employees covered by collective bargaining agreements. The Board includes two employee representatives.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Atlas Copco	Sweden	Industrials & Materials	5. Diversity & inclusion	Share of women employees: 22.4%. Share of women in management: 21.1%. Group Management: 30.0% women. Diversity and gender balance is a topic of engagement with shareholders and financial market participants.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Atlas Copco	Sweden	Industrials & Materials	6. Wages / pay policy (adequate / living wage)	Legislated minimum wages are a minimum level. Compensation must be attractive, transparent, differentiated and inclusive.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Atlas Copco	Sweden	Industrials & Materials	7. Social protection / employee benefits	Provides various pension schemes aiming for financial security after retirement. Total rewards philosophy includes well-being.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Atlas Copco	Sweden	Industrials & Materials	8. Inclusion of employees with disabilities	The Group does not gather data on diversity relating to disability unless required for local compliance.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Atlas Copco	Sweden	Industrials & Materials	9. Training & development	Learning and development is listed as a formal Group Target area.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Atlas Copco	Sweden	Industrials & Materials	10. Health & safety data	Fatalities: 0. Recordable injury rate: 4.0. Lost days (employees): 6,176. Contractor recordable injury rate: 3.5 (21 injuries). Sick-leave: 2.3%.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Atlas Copco	Sweden	Industrials & Materials	11. Work-life balance / flexible work	Employees agree that the company takes a genuine interest in their well-being (continuously increasing target).	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Atlas Copco	Sweden	Industrials & Materials	12. Pay equity / pay gap / remuneration structure	Compensation based on specific guiding principles. Unable to report on the unadjusted gender pay gap (ESRS S1-16) in a meaningful manner in 2024.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Atlas Copco	Sweden	Industrials & Materials	13. Incidents / grievances / human- or labour-right	Global whistleblowing system, SpeakUp, is available for anonymous reporting of concerns. Labor practices and employee rights covered by the Group's Code of Conduct.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Swiss Re	Switzerland	Financials & Insurance	1. Workforce-related targets or commitments	Sustainability strategy 2023-2025 disclosed; people / workforce strategy described qualitatively. Specific multi-year quantitative workforce target not directly disclosed.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Swiss Re	Switzerland	Financials & Insurance	2. Employee numbers & composition	Total permanent employees: ~15,000 (Group); 125 nationalities. Headcount stable vs prior year.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Swiss Re	Switzerland	Financials & Insurance	3. Non-employee workers	Non-employee workers (consultants, contingent) referenced qualitatively.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Swiss Re	Switzerland	Financials & Insurance	4. Worker representation / collective bargaining	Worker engagement framework referenced (Swiss-based reinsurer, limited codetermination).	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Swiss Re	Switzerland	Financials & Insurance	5. Diversity & inclusion	Diversity metrics: 83% of Swiss Re employees experience the work environment as inclusive (2024) vs 82% (2023). Inclusion index disclosed. 125 nationalities.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Swiss Re	Switzerland	Financials & Insurance	6. Wages / pay policy (adequate / living wage)	Equal pay for equal work commitment; living-wage approach not specifically disclosed in extract.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Swiss Re	Switzerland	Financials & Insurance	7. Social protection / employee benefits	Social protection: 16 weeks of minimum global parental leave offered to primary caregivers; comprehensive benefits framework.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Swiss Re	Switzerland	Financials & Insurance	8. Inclusion of employees with disabilities	Disability and inclusion approach referenced qualitatively.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Swiss Re	Switzerland	Financials & Insurance	9. Training & development	Training metric: ~3,200 line managers provided with training modules in 2024 (2023: ~3,300). Global learning management system and learning platform metrics.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Swiss Re	Switzerland	Financials & Insurance	10. Health & safety data	Health & safety addressed qualitatively (insurance / office-based workforce).	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Swiss Re	Switzerland	Financials & Insurance	11. Work-life balance / flexible work	Work-life balance metrics: 16 weeks parental leave; flexible working arrangements; Career Returns programme. Employee engagement: 84% (2024) vs 81% (2023).	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Swiss Re	Switzerland	Financials & Insurance	12. Pay equity / pay gap / remuneration structure	Adjusted gender pay gap: 1.4% (2024); 1.4% (2023). Pay equity commitment with year-on-year comparison.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Swiss Re	Switzerland	Financials & Insurance	13. Incidents / grievances / human- or labour-right	Code of Conduct and Speak Up channels referenced.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Adidas	Germany	Consumer Goods & Retail	1. Workforce-related targets or commitments	Global equal pay target: Ambition to monitor and close pay gaps. Women in leadership: Global target of 50% women in leadership (Director/M2 and above).	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Adidas	Germany	Consumer Goods & Retail	2. Employee numbers & composition	Health & Safety: LTIR Target <2.0. Total headcount: 62,035 (51% Female, 49% Male). Permanent: 58,555; Temporary: 3,480. Age distribution: <30 (42.4%), 30-50 (51.3%), >50 (6.4%).	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Adidas	Germany	Consumer Goods & Retail	3. Non-employee workers	Total temporary employees: 3,480. External workforce divided into Contingent Labor and Services Procurement. Disclosure S1-7 is omitted using ESRs phase-in.	Omitted using ESRs phase-in / transitional relief	Exemption (not material / ph	0.25	0.75				
Adidas	Germany	Consumer Goods & Retail	4. Worker representation / collective bargaining	18% of employees globally covered by collective bargaining agreements. In the EEA (Germany), coverage is 53.3%. Has works councils and employee and union representatives on the Supervisory Board.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Adidas	Germany	Consumer Goods & Retail	5. Diversity & inclusion	Women in leadership (Director level and above): 40.7%. Employee Resource Groups (ERGs) address various groups, including race, ethnicity, LGBTQIA+, experienced generation, faith, disability, and mental health.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Adidas	Germany	Consumer Goods & Retail	6. Wages / pay policy (adequate / living wage)	All employees are paid an adequate wage. 100% of factories in the supply chain data scope exceeded their applicable 2023 minimum wage. Factory net wages surpassed the GLVC-Anker Living Wage Estimate in most regions.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Adidas	Germany	Consumer Goods & Retail	7. Social protection / employee benefits	Provides leave options supporting life events like marriage, caregiving, and moving (in line with local laws). Disclosure S1-11 (Social protection) is omitted using ESRs phase-in.	Omitted using ESRs phase-in / transitional relief	Exemption (not material / ph	0.25	0.75				
Adidas	Germany	Consumer Goods & Retail	8. Inclusion of employees with disabilities	Identified as a systemic material negative impact due to challenges concerning hiring and accessibility for disabled persons in the workplace. Action is ongoing to enable remedy in relation to employment and inclusion of persons with disabilities.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Adidas	Germany	Consumer Goods & Retail	9. Training & development	Training and skills development is classified as a systemic opportunity due to the availability of training and skill development offerings across countries and functions.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Adidas	Germany	Consumer Goods & Retail	10. Health & safety data	LTIR: 1.37 for employees. Fatalities: Zero. Days lost: 2,366 days. Aligned with ISO 45001.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Adidas	Germany	Consumer Goods & Retail	11. Work-life balance / flexible work	Offers flexible work options including remote work up to 40% and ten days annually to work from elsewhere. Disclosure S1-15 is omitted using ESRs phase-in.	Omitted using ESRs phase-in / transitional relief	Exemption (not material / ph	0.25	0.75				
Adidas	Germany	Consumer Goods & Retail	12. Pay equity / pay gap / remuneration structure	Equal Pay Gap (adjusted) is below 1.0%. The Unadjusted Gender Pay Gap (ESRS) is 13.3%. The Annual Total Remuneration Ratio is calculated per ESRs methodology.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Adidas	Germany	Consumer Goods & Retail	13. Incidents / grievances / human- or labour-right	Discrimination and harassment cases are followed up with impacted individuals and tracked to identify trends and areas for improvement. Action is taken to provide or enable remedy for material impacts related to measures against violence and harassment in the workplace. Grievance/complaints-handling mechanisms (S1-3) are material.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Deutsche Bank	Germany	Financials & Insurance	1. Workforce-related targets or commitments	Targets (S1-5) include goals for Gender diversity and Ethnic and racial diversity.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Deutsche Bank	Germany	Financials & Insurance	2. Employee numbers & composition	Total FTE: 89,753 (40,293 F, 49,454 M). Permanent: 89,442; Temporary: 311. Full-time: 81,842; Part-time: 7,911.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Deutsche Bank	Germany	Financials & Insurance	3. Non-employee workers	Total non-employees (FTE): 6,369. Breakdown includes IT Vendor Resource (2,219), Non-IT Contractor (1,484), etc.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Deutsche Bank	Germany	Financials & Insurance	4. Worker representation / collective bargaining	96% of employees in Germany covered by works councils/agreements. 100% covered by workers' representatives.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Deutsche Bank	Germany	Financials & Insurance	5. Diversity & inclusion	Supervisory Board: 35% women. Management Board: 20% women. Policies address Diversity, equity and inclusion, with specific policies/targets for Ethnic and racial diversity and Age diversity.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Deutsche Bank	Germany	Financials & Insurance	6. Wages / pay policy (adequate / living wage)	Fixed pay determined using internal and external market data to ensure adherence to minimum wage requirements. Compensation framework supports the key principle of fairness.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Deutsche Bank	Germany	Financials & Insurance	7. Social protection / employee benefits	Social protection (S1-11) is referenced.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Deutsche Bank	Germany	Financials & Insurance	8. Inclusion of employees with disabilities	Specific disclosures are provided for Persons with disabilities (S1-12).	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Deutsche Bank	Germany	Financials & Insurance	9. Training & development	S1-13 metrics are reported under Working conditions - Talent development and Working conditions - Performance and reward.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Deutsche Bank	Germany	Financials & Insurance	10. Health & safety data	Number of fatalities, accident rate, and days lost (S1-14) are marked as Not material (based on DMA).	Explicitly 'Not material' / 'Not applicable'	Exemption (not material / ph	0.25	0.75				
Deutsche Bank	Germany	Financials & Insurance	11. Work-life balance / flexible work	Committed to a hybrid working model (up to two days remote per week). 96% of employees entitled to family-related leave; 20.7% took leave.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Deutsche Bank	Germany	Financials & Insurance	12. Pay equity / pay gap / remuneration structure	Global Unadjusted Gender Pay Gap: 38.8%. Adjusted Gender Pay Gap: 6.0%. UK Median Hourly Pay Gap: 24.3%. Excessive CEO pay ratio reported.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Deutsche Bank	Germany	Financials & Insurance	13. Incidents / grievances / human- or labour-right	Processes to remediate negative impacts (S1-3) are linked to the Employee feedback culture. S1-17 Incidents, complaints and severe human rights impacts) addresses Incidents of discrimination and Non-respect of UNGPs.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Ferrari	Italy	Mobility & Defence	1. Workforce-related targets or commitments	Targets (S1-5) relate to Diversity and Inclusion, Training and Talent Development, Talent Recruitment and Employee Retention, and Wellfare and Working Environment.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Ferrari	Italy	Mobility & Defence	2. Employee numbers & composition	Total headcount: 5,435 (16.1% Female, 83.9% Male). Permanent: 5,389 (99.2%). Full-time: 5,409 (99.5%).	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				

Company	Country	Sector group	Theme (ESRS S1)	What the company disclosed (summary)	Disclosure status (as coded)	4-status group	PRI points	RFI points	Status mapping (raw code – points)	4-status group	PRI pts	RFI pts
Ferrari	Italy	Mobility & Defence	3. Non-employee workers	Total non-employees (headcount): 1,069. Breakdown: Staff leasing workers (752), Agency workers (235), Interns (82).	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Ferrari	Italy	Mobility & Defence	4. Worker representation / collective bargaining	All Group employees in Italy are subject to collective agreements (CCSL, Accordo Premio di Competitività Ferrari, and manager CBA).	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Ferrari	Italy	Mobility & Defence	5. Diversity & inclusion	Board gender diversity: 27% female. DEI is a dedicated focus area with policies and actions. S1-9 (Diversity metrics) are addressed.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Ferrari	Italy	Mobility & Defence	6. Wages / pay policy (adequate / living wage)	100% of employees in Italy and foreign subsidiaries receive wages that exceed the minimum wage provided by the ESRS guidelines. Holds the Equal Salary Certificate.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Ferrari	Italy	Mobility & Defence	7. Social protection / employee benefits	Welfare and Working Environment is a material IRO sub-topic, with corresponding policies and actions.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Ferrari	Italy	Mobility & Defence	8. Inclusion of employees with disabilities	Employment and inclusion of persons with disabilities is listed as a material IRO sub-topic.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Ferrari	Italy	Mobility & Defence	9. Training & development	Training and Talent Development policies and actions are listed. S1-13 (Training and skills development metrics) are tracked.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Ferrari	Italy	Mobility & Defence	10. Health & safety data	Fatalities: 0. Injury Rate: 0.98 (9 occurrences). Employee Recordable Ill health cases: 1. Employee Days lost: 193.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Ferrari	Italy	Mobility & Defence	11. Work-life balance / flexible work	Initiatives include greater flexibility for those in agile work. S1-15 Work-life balance metrics disclosure uses the phase-in option for 2024.	Omitted using ESRS phase-in / transitional relief	Exemption (not material / phi	0.25	0.75				
Ferrari	Italy	Mobility & Defence	12. Pay equity / pay gap / remuneration structure	Holds the Equal Salary Certificate. Total Gender Pay Gap (Unadjusted, all employees): (8.2%). Annual total compensation ratio: 147.5.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Ferrari	Italy	Mobility & Defence	13. Incidents / grievances / human- or labour-right	Human Rights is a key focus area with associated policies (S1-1). Policies cover due diligence on ILO Conventions 1 to 8 and preventing trafficking in human beings. Incidents of discrimination (S1-17 103(a)) is tracked.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Adyen	Netherlands	Financials & Insurance	1. Workforce-related targets or commitments	Pay: Zero unexplained cases of salary deviating >5% from salary guidance (Target 2020). Median adjusted pay gap < 2% by gender (Target 2028). Diversity: Strive for <30% of candidates in hiring pipeline from under-represented groups (Target 2030).	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Adyen	Netherlands	Financials & Insurance	2. Employee numbers & composition	Total headcount: 4,354 (1,674 Women, 2,661 Men, 19 Other). Average number of employees: 4,281. Age breakdown available for individual Contributors (e.g., 58-2% aged 30-39).	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Adyen	Netherlands	Financials & Insurance	3. Non-employee workers	Total contingent workers: 209. Contingent workers are employed by third parties or self-employed.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Adyen	Netherlands	Financials & Insurance	4. Worker representation / collective bargaining	Not disclosed.	Not disclosed / no information found	Not disclosed	0.00	1.00				
Adyen	Netherlands	Financials & Insurance	5. Diversity & inclusion	Management Board: 29% Women. Supervisory Board: 50% Women. Governed by the DEI Policy. Employee engagement processes (S1-2) explicitly include engaging employees in the DEI approach.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Adyen	Netherlands	Financials & Insurance	6. Wages / pay policy (adequate / living wage)	All Adyen employees are paid an adequate wage. Base salaries are benchmarked against the tech industry and are above the national minimum wage.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Adyen	Netherlands	Financials & Insurance	7. Social protection / employee benefits	11% of entitled employees took family-related leave in 2024.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Adyen	Netherlands	Financials & Insurance	8. Inclusion of employees with disabilities	Employee Belonging Groups include groups for neurodivergent employees.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Adyen	Netherlands	Financials & Insurance	9. Training & development	S1-13 (Training and skills development metrics) are reported in the Learning & Development – Metrics section. L&D section outlines the specific policy and approach.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Adyen	Netherlands	Financials & Insurance	10. Health & safety data	Not disclosed.	Not disclosed / no information found	Not disclosed	0.00	1.00				
Adyen	Netherlands	Financials & Insurance	11. Work-life balance / flexible work	Managed through the 'Normal Course of Life' policy. 11% of entitled employees took family-related leave in 2024 (12% women, 10% men, 5% other).	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Adyen	Netherlands	Financials & Insurance	12. Pay equity / pay gap / remuneration structure	Median Adjusted Pay Gap: 3%. Average Unadjusted Pay Gap: 18%; Median Unadjusted Pay Gap: 17%. Annual total remuneration ratio (ESRS methodology): 28.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Adyen	Netherlands	Financials & Insurance	13. Incidents / grievances / human- or labour-right	Processes to remediate negative impacts and channels for own workforce to raise concerns (S1-3) are explicitly linked to the prevention of discrimination and protection of whistleblowers.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Anglo American	United Kingdom	Energy, Utilities & Resources	1. Workforce-related targets or commitments	Target for Women in management is 33% by 2023 (achieved 30% in 2024). Target for Voluntary labour turnover is <3%. TRFR target is year-on-year reduction.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Anglo American	United Kingdom	Energy, Utilities & Resources	2. Employee numbers & composition	Gender distribution (Board/Leadership context): 45% Female / 55% Male	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Anglo American	United Kingdom	Energy, Utilities & Resources	3. Non-employee workers	Share of contractors in total workforce (percentage)	Not disclosed / no information found	Not disclosed	0.00	1.00				
Anglo American	United Kingdom	Energy, Utilities & Resources	4. Worker representation / collective bargaining	Takes a decentralized approach to working with trade unions, works councils, and other representative bodies. Engages with IndustriALL.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Anglo American	United Kingdom	Energy, Utilities & Resources	5. Diversity & inclusion	30% women in management (2024). Has an Inclusive Leadership Programme.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Anglo American	United Kingdom	Energy, Utilities & Resources	6. Wages / pay policy (adequate / living wage)	Received global Living Wage certification with the Fair Wage Network. Annual Living Wage analysis ensures pay exceeds local living wage thresholds.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Anglo American	United Kingdom	Energy, Utilities & Resources	7. Social protection / employee benefits	All UK employees participate in Defined Contribution pension scheme, private medical coverage, life assurance, and Employee Assistance Programme. Eligible for SAYE and SIP all-employee share plans.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Anglo American	United Kingdom	Energy, Utilities & Resources	8. Inclusion of employees with disabilities	Has an Enabling Strategy framework for addressing disabilities in the workplace.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Anglo American	United Kingdom	Energy, Utilities & Resources	9. Training & development	Endeavors to retain and retrain employees who become disabled.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Anglo American	United Kingdom	Energy, Utilities & Resources	10. Health & safety data	Trains, equips, and empowers people to work safely every day.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Anglo American	United Kingdom	Energy, Utilities & Resources	11. Work-life balance / flexible work	Lost-Time Injury Frequency Rate (LTFR) for total workforce (combined employees and contractors): 1.06	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Anglo American	United Kingdom	Energy, Utilities & Resources	12. Pay equity / pay gap / remuneration structure	Supported by a Family Friendly and Carer Leave Policy and a Flexible Working Policy.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Anglo American	United Kingdom	Energy, Utilities & Resources	13. Incidents / grievances / human- or labour-right	Global Gender Pay Gap (weighted average basic pay): c.14.2%. UK Mean Hourly Pay Gap: 31%. CEO Pay Ratio (Option A): 39:1. Executive bonus linked 10% to Gender representation goals.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Anglo American	United Kingdom	Energy, Utilities & Resources	14. Incidents / grievances / human- or labour-right	No reported incidents of under-age or forced labour or industrial action during 2024.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Danone	France	Consumer Goods & Retail	1. Workforce-related targets or commitments	Has a Zero-tolerance Policy on Bullying, Harassment and Victimization.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Danone	France	Consumer Goods & Retail	2. Employee numbers & composition	Human Rights Due Diligence (HRDD) process targets: 100% of Country Business Units communicated the Human Rights Policy and set up local HR governance: 100% of S&META audits completed in top ten priority countries in scope for 2024.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Danone	France	Consumer Goods & Retail	3. Non-employee workers	Total headcount: 89,528 (33% Women, 67% Men). Permanent: 85,229. Employee turnover rate: 18%.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Danone	France	Consumer Goods & Retail	4. Worker representation / collective bargaining	Not disclosed.	Not disclosed / no information found	Not disclosed	0.00	1.00				
Danone	France	Consumer Goods & Retail	5. Diversity & inclusion	69% of employees covered by collective bargaining agreements globally. 100% of employees in France covered.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Danone	France	Consumer Goods & Retail	6. Wages / pay policy (adequate / living wage)	Diversity (S1-9) is addressed, focusing on the material positive impact of Diversity. Committed to inclusion for all.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Danone	France	Consumer Goods & Retail	7. Social protection / employee benefits	100% of employees are in line with or above the living wage in 2024, verified using the Fair Wage Network methodology.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Danone	France	Consumer Goods & Retail	8. Inclusion of employees with disabilities	Social protection (S1-11) is addressed.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Danone	France	Consumer Goods & Retail	9. Training & development	Employment and inclusion of persons with disabilities (S1-12) is addressed.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Danone	France	Consumer Goods & Retail	10. Health & safety data	Training and skills development metrics (S1-13) are addressed.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Danone	France	Consumer Goods & Retail	11. Work-life balance / flexible work	Fatal Accidents: 2. Accidents with at least 1 day lost time: 187. FR1 (lost time): 0.9. Days lost: 14,794.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Danone	France	Consumer Goods & Retail	12. Pay equity / pay gap / remuneration structure	Supports part-time or remote work and adopted a hybrid working model. Global Parental Policy provides extended leave and support.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Danone	France	Consumer Goods & Retail	13. Incidents / grievances / human- or labour-right	Ambition to close the gender pay gap for all employees by 2025. Gender Pay Gap (Senior levels): 1.1 pt. CEO Ratio disclosed (ratio: 108).	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Danone	France	Consumer Goods & Retail	14. Incidents / grievances / human- or labour-right	S1-17 metrics address Incidents of discrimination and Non-respect of UNGPs. The HRDD process includes prevention of risk to freedom of association and collective bargaining.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Mercedes-Benz Group	Germany	Mobility & Defence	1. Workforce-related targets or commitments	Quantitative diversity targets: 30% women on Supervisory Board. 40% women in leadership positions, 50% women in talent pipeline (multi-year targets disclosed).	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Mercedes-Benz Group	Germany	Mobility & Defence	2. Employee numbers & composition	H&S target — recordable accident reduction. ESRS S1-S targets reported.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Mercedes-Benz Group	Germany	Mobility & Defence	3. Non-employee workers	Employee numbers disclosed under S1-4 with breakdown by gender, region, contract type and age. Full ESRS S1 disclosure table in sustainability statement.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Mercedes-Benz Group	Germany	Mobility & Defence	4. Worker representation / collective bargaining	S1-7 Non-employee workers discussed qualitatively (temporary, agency, contractor workers within German codetermination scope).	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Mercedes-Benz Group	Germany	Mobility & Defence	5. Diversity & inclusion	Strong codetermination / works council framework characteristic of large German listed company. Collective bargaining agreements (IG Metall) covering most German workforce. Employee representatives on Supervisory Board (50% under German codetermination law). Coverage percentages typically disclosed in S1-8.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Mercedes-Benz Group	Germany	Mobility & Defence	6. Wages / pay policy (adequate / living wage)	S1-9 Diversity metrics: gender representation by management level reported (30%, 40%, 50% by category disclosed). Age distribution and other dimensions tabulated.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Mercedes-Benz Group	Germany	Mobility & Defence	7. Social protection / employee benefits	Adequate wages addressed under S1-10; quantitative living-wage figure not extracted.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Mercedes-Benz Group	Germany	Mobility & Defence	8. Inclusion of employees with disabilities	Pension and social-protection schemes described; broad employee benefits in remuneration framework.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Mercedes-Benz Group	Germany	Mobility & Defence	9. Training & development	S1-12 Persons with Disabilities addressed with continuing programmes (assistive technology, accessibility), qualitatively described.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				

Company	Country	Sector group	Theme (ESRS S1)	What the company disclosed (summary)	Disclosure status (as coded)	4-status group	PRI points	RFI points	Status mapping (raw code – points)	4-status group	PRI pts	RFI pts
Mercedes-Benz Group	Germany	Mobility & Defence	9. Training & development	Training / learning & development programmes described; specific average-hours metric not extracted.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Mercedes-Benz Group	Germany	Mobility & Defence	10. Health & safety data	S1-14 Health & safety metrics: 989 recordable work-related accidents; rate 3.2 per million hours. S1-14 88(c) & phase-in / transitional provision	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Mercedes-Benz Group	Germany	Mobility & Defence	11. Work-life balance / flexible work	Work-life balance and flexible working programmes described; specific WLB metric not extracted.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Mercedes-Benz Group	Germany	Mobility & Defence	12. Pay equity / pay gap / remuneration structure	Pay equity / pay-ratio discussion; unadjusted gender pay gap or CEO pay ratio value not extracted.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Mercedes-Benz Group	Germany	Mobility & Defence	13. Incidents / grievances / human- or labour-right	Extensive Speak Up / whistleblower mechanism (BPO, SpeakUp); incidents of discrimination policies. S1-12 trafficking prevention marked 'Not material'.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Stellantis	Italy	Mobility & Defence	1. Workforce-related targets or commitments	Quantitative targets including LTR frequency rate <1, gender pay gap target. Living Wages roadmap. Sustainability commitments across S1 themes.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Stellantis	Italy	Mobility & Defence	2. Employee numbers & composition	Total employees disclosed: 248,243 employees; multiple regional breakdowns (e.g. 230,000 employees Group, 55,500 by segment).	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Stellantis	Italy	Mobility & Defence	3. Non-employee workers	Non-employee workers (contractors, agency) discussed qualitatively.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Stellantis	Italy	Mobility & Defence	4. Worker representation / collective bargaining	Collective bargaining 'Coverage Rate' referenced; fuller percentage not directly extracted but agreements described qualitatively in S1-8.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Stellantis	Italy	Mobility & Defence	5. Diversity & inclusion	Diversity & inclusion programmes described; numerical breakdown not directly extracted in scan.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Stellantis	Italy	Mobility & Defence	6. Wages / pay policy (adequate / living wage)	Living wages methodology with Fair Wage Network (contracted in 2022) disclosed; Compensation and Benefits Practices for Living Wages addressed under MDR-A and S1-4.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Stellantis	Italy	Mobility & Defence	7. Social protection / employee benefits	Pension and benefits described; no specific coverage rate extracted.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Stellantis	Italy	Mobility & Defence	8. Inclusion of employees with disabilities	Persons with disabilities and inclusion programmes referenced qualitatively.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Stellantis	Italy	Mobility & Defence	9. Training & development	Training programmes referenced; specific training hours per employee not extracted.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Stellantis	Italy	Mobility & Defence	10. Health & safety data	Health & safety metrics: Lost-Time Injury Rate (LTIR) 8.0; LTI frequency rate <1 per 1,000,000 hours worked. Quantitative H&S disclosure.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Stellantis	Italy	Mobility & Defence	11. Work-life balance / flexible work	Work-life balance and flexible-work approaches described qualitatively.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Stellantis	Italy	Mobility & Defence	12. Pay equity / pay gap / remuneration structure	Unadjusted gender pay gap: 1.11 (very low). Pay equity approach described.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Stellantis	Italy	Mobility & Defence	13. Incidents / grievances / human- or labour-right	Grievance/Speak Up channels described qualitatively. S1-17 metrics framework referenced.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Tesco	United Kingdom	Consumer Goods & Retail	1. Workforce-related targets or commitments	Workforce-related commitments referenced (Living Wage, diversity, well-being). Quantitative workforce-specific multi-year target not headlined in extract.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Tesco	United Kingdom	Consumer Goods & Retail	2. Employee numbers & composition	Headcount and FTE disclosed (large UK retail employer); composition by region and category in employee section.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Tesco	United Kingdom	Consumer Goods & Retail	3. Non-employee workers	Non-employee workers mentioned qualitatively.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Tesco	United Kingdom	Consumer Goods & Retail	4. Worker representation / collective bargaining	Engagement and consultation frameworks referenced.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Tesco	United Kingdom	Consumer Goods & Retail	5. Diversity & inclusion	Gender representation disclosed: 42% female / 40% / 37% across different management bands.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Tesco	United Kingdom	Consumer Goods & Retail	6. Wages / pay policy (adequate / living wage)	Living Wage geographies disclosed and minimum hourly rates (e.g. £11+, London supplement) reported.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Tesco	United Kingdom	Consumer Goods & Retail	7. Social protection / employee benefits	Pension allowance 7.5% disclosed; UK pension scheme funding 104% (2023: 102%).	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Tesco	United Kingdom	Consumer Goods & Retail	8. Inclusion of employees with disabilities	Disability inclusion programmes referenced (e.g. menopause, fertility, neuro-diversity programmes).	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Tesco	United Kingdom	Consumer Goods & Retail	9. Training & development	Training and learning programmes described; specific average-hours metric not extracted.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Tesco	United Kingdom	Consumer Goods & Retail	10. Health & safety data	Health & safety addressed qualitatively (no specific injury rate extracted).	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Tesco	United Kingdom	Consumer Goods & Retail	11. Work-life balance / flexible work	Work-life balance and flexible working policies described.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Tesco	United Kingdom	Consumer Goods & Retail	12. Pay equity / pay gap / remuneration structure	UK Gender Pay Gap: 6.9% (UK Retail) reducing to 7.8% (Group) — specific values disclosed.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Tesco	United Kingdom	Consumer Goods & Retail	13. Incidents / grievances / human- or labour-right	Speak up / whistleblowing channels described; no quantitative incident counts in extract.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Eni	Italy	Energy, Utilities & Resources	1. Workforce-related targets or commitments	Targets (S1-5) related to material negative impacts and advancing positive impacts are tracked.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Eni	Italy	Energy, Utilities & Resources	2. Employee numbers & composition	Total headcount: 31,669 (28.3% Women). Permanent: 30,858. Turnover rate: 8.8%. Age breakdown detailed.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Eni	Italy	Energy, Utilities & Resources	3. Non-employee workers	Contractors are explicitly considered workers in the value chain (S2), not own workforce (S1-7). No metrics disclosed for S1-7.	Explicitly 'Not material' / 'Not applicable'	Exemption (not material / ph	0.25	0.75				
Eni	Italy	Energy, Utilities & Resources	4. Worker representation / collective bargaining	Collective bargaining coverage is 100% for Italy and 40.10% abroad. Dialogue is promoted with employee representative bodies.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Eni	Italy	Energy, Utilities & Resources	5. Diversity & inclusion	Women in positions of responsibility (Senior managers): 18.68%. Diversity metrics (S1-9) are monitored.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Eni	Italy	Energy, Utilities & Resources	6. Wages / pay policy (adequate / living wage)	Applies reference wage policies well above legal/contractual minimums and above the 1st decile of the local wage market.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Eni	Italy	Energy, Utilities & Resources	7. Social protection / employee benefits	Disclosure S1-11 (Social paid portion) is explicitly marked as PHASE-IN.	Omitted using ESRS phase-in / transitional relief	Exemption (not material / ph	0.25	0.75				
Eni	Italy	Energy, Utilities & Resources	8. Inclusion of employees with disabilities	Disclosure S1-12 (People with disabilities) is explicitly marked as PHASE-IN.	Omitted using ESRS phase-in / transitional relief	Exemption (not material / ph	0.25	0.75				
Eni	Italy	Energy, Utilities & Resources	9. Training & development	Training and skills development metrics (S1-13) are reported.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Eni	Italy	Energy, Utilities & Resources	10. Health & safety data	TRIR (Workforce): 0.67. Fatalities (Contractors): 5. Employee Fatalities: 0. Employee Days lost: 1,009. H&S coverage: 100%.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Eni	Italy	Energy, Utilities & Resources	11. Work-life balance / flexible work	Smart Working (SW) model provides 8 days/month remote work. 3% of employees used parental leave in 2024.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Eni	Italy	Energy, Utilities & Resources	12. Pay equity / pay gap / remuneration structure	Adjusted Pay Gap (same level/seniority): 2.1%. Global Unadjusted Gender Pay Gap: +6.8%. Total Remuneration Ratio: 157.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Eni	Italy	Energy, Utilities & Resources	13. Incidents / grievances / human- or labour-right	Grievance/complaints handling mechanisms (S1-3) are disclosed, including the Whistleblowing process and Grievance Mechanisms. S1-17 disclosures (Incidents, complaints, and severe human rights impacts) are addressed.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Banco Bilbao Vizcaya Argentaria	Spain	Financials & Insurance	1. Workforce-related targets or commitments	Targets (S1-5) relate to: Culture and values; Quality employment and competitive remuneration; Labor rights; and Occupational health and safety.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Banco Bilbao Vizcaya Argentaria	Spain	Financials & Insurance	2. Employee numbers & composition	Total headcount: 125,916 (51.6% Female, 48.4% Male). Permanent: 121,321. Group average: 96.2% Full-time. Average age 38 years.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Banco Bilbao Vizcaya Argentaria	Spain	Financials & Insurance	3. Non-employee workers	Information on Non-Employees (as defined by ESRS S1-7) is not included as their number is not significant.	Explicitly 'Not material' / 'Not applicable'	Exemption (not material / ph	0.25	0.75				
Banco Bilbao Vizcaya Argentaria	Spain	Financials & Insurance	4. Worker representation / collective bargaining	43% of workers are subject to collective agreements and conventions. The organization of social dialog and procedures to inform and consult staff are monitored (S1-8).	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Banco Bilbao Vizcaya Argentaria	Spain	Financials & Insurance	5. Diversity & inclusion	Women in the Board of Directors: 46.7%. Women in Senior Management: 22.2%. Women in STEM Positions: 30.7%. Policy addresses measures to promote equal treatment and opportunities.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Banco Bilbao Vizcaya Argentaria	Spain	Financials & Insurance	6. Wages / pay policy (adequate / living wage)	Establishes a minimum entry salary above the legal minimum salary in each jurisdiction. Conducts market studies to guarantee competitive remuneration.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Banco Bilbao Vizcaya Argentaria	Spain	Financials & Insurance	7. Social protection / employee benefits	Benefits, including pension and retirement provisions, are governed by labor regulations.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Banco Bilbao Vizcaya Argentaria	Spain	Financials & Insurance	8. Inclusion of employees with disabilities	Integration and universal accessibility of people with disabilities is a key action area. Disclosure S1-12 (Persons with disabilities) is addressed.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Banco Bilbao Vizcaya Argentaria	Spain	Financials & Insurance	9. Training & development	Policies implemented for training activities (S1-1) and metrics (S1-13) are detailed under Quality employment and competitive remuneration.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Banco Bilbao Vizcaya Argentaria	Spain	Financials & Insurance	10. Health & safety data	Work health and safety conditions addressed (S1-14). Work accidents and occupational diseases disaggregated by gender reported. S1-14 (Fatalities and days lost) is Not material.	Explicitly 'Not material' / 'Not applicable'	Exemption (not material / ph	0.25	0.75				
Banco Bilbao Vizcaya Argentaria	Spain	Financials & Insurance	11. Work-life balance / flexible work	Supports work-life balance. 3,916 employees took leave for family reasons in 2024. Supplements maternity/paternity benefits up to 100% of salary in Spain.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Banco Bilbao Vizcaya Argentaria	Spain	Financials & Insurance	12. Pay equity / pay gap / remuneration structure	BBVA Group Adjusted Pay Gap (Median): 0.6%. Gross pay gap (unadjusted, ESRS S1-16) and Excessive CEO pay ratio (ESRS S1-16) are calculated.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Banco Bilbao Vizcaya Argentaria	Spain	Financials & Insurance	13. Incidents / grievances / human- or labour-right	Information about respect for human rights includes measures to mitigate, manage, and repair possible abuses. S1-17 metrics address Cases of discrimination and Claims regarding cases of human rights violations. Grievance mechanisms (S1-3) are linked to the Whistleblowing channel.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Glencore	United Kingdom	Energy, Utilities & Resources	1. Workforce-related targets or commitments	Quantitative sustainability targets: safety target on Lost-Time Injury / TRIR; FTSE Women Leaders Review target on female representation; multi-year fatality reduction commitment.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Glencore	United Kingdom	Energy, Utilities & Resources	2. Employee numbers & composition	Total employees: ~50,000 (Group). Workforce composition disclosed by region, function and contractor mix.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Glencore	United Kingdom	Energy, Utilities & Resources	3. Non-employee workers	Non-employee workers / contractor workforce referenced qualitatively.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Glencore	United Kingdom	Energy, Utilities & Resources	4. Worker representation / collective bargaining	Worker representation and dialogue frameworks referenced (mining-sector union landscape).	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Glencore	United Kingdom	Energy, Utilities & Resources	5. Diversity & inclusion	Diversity metrics: 20% female / 19% female / 35% women disclosed across specific management scopes. FTSE Women Leaders Review submission.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				

Company	Country	Sector group	Theme (ESRS S1)	What the company disclosed (summary)	Disclosure status (as coded)	4-status group	PRI points	RFI points	Status mapping (raw code – points)	4-status group	PRI pts	RFI pts
Glencore	United Kingdom	Energy, Utilities & Resources	6. Wages / pay policy (adequate / living wage)	Living wage review process described; assessing wages above thresholds. Specific living-wage coverage % not extracted.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Glencore	United Kingdom	Energy, Utilities & Resources	7. Social protection / employee benefits	Pension and benefits described qualitatively.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Glencore	United Kingdom	Energy, Utilities & Resources	8. Inclusion of employees with disabilities	Disability inclusion programmes referenced.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Glencore	United Kingdom	Energy, Utilities & Resources	9. Training & development	Training programmes described; specific hours metric not extracted.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Glencore	United Kingdom	Energy, Utilities & Resources	10. Health & safety data	S1-14 Health & safety: Lost-time injury frequency rate 14.4. Total recordable injury frequency rate 14.4; 2024 fatalities tracked. Multi-year safety metrics disclosed.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Glencore	United Kingdom	Energy, Utilities & Resources	11. Work-life balance / flexible work	Work-life balance and flexible-working approach referenced.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Glencore	United Kingdom	Energy, Utilities & Resources	12. Pay equity / pay gap / remuneration structure	Pay equity discussed via FTSE Women Leaders Review framework; specific UK gender pay gap not directly extracted.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Glencore	United Kingdom	Energy, Utilities & Resources	13. Incidents / grievances / human- or labour-rig	Whistleblower and grievance channels described (13 mentions). PSP includes ESG qualifier with quantitative thresholds for gender representation: 10% PSP vesting reduction per missed threshold and 25% reduction if metrics regress vs 2023 baseline. Track gender representation in leadership (KPI). Total headcount at 31 Dec 2024: 24,561 (Men 12,996; Women 11,431; Other 8; Non-disclosed 126). Breakdown by Directors (11), Executive Team (13), Executive Team direct reports (98), Senior managers (1,434), All employees (24,561). References: Third-party temporary workers and contractors' as covered by Code of Conduct, ABAC policy and EHS training; no quantitative disclosure of contingent/non-employee headcount.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Haleon	United Kingdom	Healthcare & Pharmaceuticals	1. Workforce-related targets or commitments	Held four workforce engagement discussions; uses Board-designated workforce engagement under UK Corporate Governance Code. Employee Resource Groups, listening programmes and engagement surveys mentioned. No collective bargaining coverage rate disclosed.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Haleon	United Kingdom	Healthcare & Pharmaceuticals	2. Employee numbers & composition	Gender representation: 45.2% female (2024; 2023: 44.9%; 2022: 43.7%) — calculated as % of permanent employees on a quarterly average basis. Board: 4 men / 7 women (ethnicity: 8 White, 1 Mixed, 2 Asian; nationality split disclosed). ERGs include Empower (disability), Illuminate (race & ethnicity). Not disclosed: No living wage / minimum wage / adequate wage commitment or metric found in the 2024 Annual Report and Form 20-F.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Haleon	United Kingdom	Healthcare & Pharmaceuticals	3. Non-employee workers	Executive Directors receive pension contributions at 7% of annual base salary; aligned with broader workforce policy. Defined contribution pension schemes (mainly LSI/UK) cost £60m (2023: £70m). New EAP partnership launching in 2025; mental health & wellbeing standard implemented in 2024.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Haleon	United Kingdom	Healthcare & Pharmaceuticals	4. Worker representation / collective bargaining	Empower (disability) Employee Resource Group active in 2024; disability included within DEI scope. No quantitative metric on share of employees with disabilities. Mandatory annual training including Code of Conduct, ABAC, anti-bribery and corruption, and keeping data secure. 'Lead and Inspire' leadership programmes and Leading on Mental Wellbeing people-manager training launched in 2024. No training hours or spend-per-employee metric.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Haleon	United Kingdom	Healthcare & Pharmaceuticals	5. Diversity & inclusion	Reportable injury and illness rate per 100,000 hours: 0.13 (2024) vs 0.14 (2023). Lost time injury and illness rate per 100,000 hours: 0.30 (both years). Zero fatalities in 2024. KPMG limited assurance over selected H&S data (ISAE (UK) 3000).	Not disclosed / no information found	Not disclosed	0.00	1.00				
Haleon	United Kingdom	Healthcare & Pharmaceuticals	6. Wages / pay policy (adequate / living wage)	Hybrid/Haleon flexible working philosophy in place; refreshed Workplace Solutions standards in 2024. Caregivers policy and family-friendly leave referenced. Employee engagement KPI: 81% (2024; 2023: 78%; 2022: 80%). No specific flexible-work participation or remote-work metric.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Haleon	United Kingdom	Healthcare & Pharmaceuticals	7. Social protection / employee benefits	CEO Pay Ratio (Option B methodology, 2024): 25th percentile 141:1, Median 82:1, 75th percentile 62:1. Total staff costs £2,170m (2023: £2,149m). Annual UK Gender Pay Gap Report produced; data underpins quartile remuneration calculations.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Haleon	United Kingdom	Healthcare & Pharmaceuticals	8. Inclusion of employees with disabilities	Independently-managed Speak Up web form and hotlines in multiple languages; investigatory principles. ABAC policy with zero-tolerance stance; Code of Conduct with 19 principles in 17 languages, annual mandatory training. References ILO Declaration on Fundamental Principles. No quantitative disclosure of incident or grievance counts.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Haleon	United Kingdom	Healthcare & Pharmaceuticals	9. Training & development	Workforce-related commitments referenced (DEI, Living Wage). Specific multi-year quantitative workforce target not directly extracted. Total employees: 44,290 (Group); 15,077 employees in specific segment disclosed.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Haleon	United Kingdom	Healthcare & Pharmaceuticals	10. Health & safety data	Non-employee workers referenced qualitatively.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Haleon	United Kingdom	Healthcare & Pharmaceuticals	11. Work-life balance / flexible work	Worker engagement frameworks referenced (UK retail bank context). Diversity metrics: 40% women in specific scope; 50% female in another scope; 25.5% gender balance (specific seniority). Multi-level gender representation. Living Wage Employer accreditation disclosed (London rates referenced, e.g. £13+).	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Haleon	United Kingdom	Healthcare & Pharmaceuticals	12. Pay equity / pay gap / remuneration structure	Pension and well-being benefits described. Disability inclusion programmes referenced.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Haleon	United Kingdom	Healthcare & Pharmaceuticals	13. Incidents / grievances / human- or labour-rig	Training and skills development programmes described; specific hours metric not extracted.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
NatWest Group	United Kingdom	Financials & Insurance	1. Workforce-related targets or commitments	Health & safety addressed qualitatively (lower-maturity theme for bank). Flexible / hybrid working approach referenced.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
NatWest Group	United Kingdom	Financials & Insurance	2. Employee numbers & composition	Gender pay gap disclosures: 4.9% pay gap (specific category); 22.3% and 25.5% on broader bonus/representation metrics. UK statutory pay gap report referenced. Extensive Speak Up / whistleblowing channels (16 references); no quantitative incident counts in extract.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
NatWest Group	United Kingdom	Financials & Insurance	3. Non-employee workers	Sustainability strategy includes social commitments (Living Wage, gender balance). Specific multi-year quantitative workforce targets not headlined in extract.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
NatWest Group	United Kingdom	Financials & Insurance	4. Worker representation / collective bargaining	Headcount and workforce composition disclosed (gender breakdown, region). Non-employee workers referenced qualitatively (contractors, third parties in supply chain).	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
NatWest Group	United Kingdom	Financials & Insurance	5. Diversity & inclusion	Worker engagement and dialogue frameworks referenced.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
NatWest Group	United Kingdom	Financials & Insurance	6. Wages / pay policy (adequate / living wage)	Gender representation: 50-51% female across different breakdowns disclosed. Reckitt achieved Global Living Wage Certification from the Fair Wage Network; commits to living wage by location.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
NatWest Group	United Kingdom	Financials & Insurance	7. Social protection / employee benefits	Pension and social-protection contributions described (e.g., Pension contribution 4%); not detailed at workforce-coverage level.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
NatWest Group	United Kingdom	Financials & Insurance	8. Inclusion of employees with disabilities	Disability inclusion programmes referenced.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
NatWest Group	United Kingdom	Financials & Insurance	9. Training & development	Training programmes described; specific hours metric not extracted.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
NatWest Group	United Kingdom	Financials & Insurance	10. Health & safety data	Health & safety addressed qualitatively in extract; specific injury rate not extracted.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
NatWest Group	United Kingdom	Financials & Insurance	11. Work-life balance / flexible work	Flexible / hybrid working approach described.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
NatWest Group	United Kingdom	Financials & Insurance	12. Pay equity / pay gap / remuneration structure	UK gender pay gap value disclosed: -9.1% (i.e. women paid more than men on adjusted basis).	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
NatWest Group	United Kingdom	Financials & Insurance	13. Incidents / grievances / human- or labour-rig	Speak Up channels described; no quantitative incident counts in extract.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Reckitt Benckiser	United Kingdom	Healthcare & Pharmaceuticals	1. Workforce-related targets or commitments	Workforce-related commitments under sustainability strategy referenced; specific quantitative targets not directly extracted.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Reckitt Benckiser	United Kingdom	Healthcare & Pharmaceuticals	2. Employee numbers & composition	Total employees: 29,322 (2024) vs 28,672 (2023). Breakdown by gender, age (Under 30 / 30-50 / Over 50) and contract type disclosed.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Reckitt Benckiser	United Kingdom	Healthcare & Pharmaceuticals	3. Non-employee workers	Non-employee workers / value-chain workers discussed qualitatively.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Reckitt Benckiser	United Kingdom	Healthcare & Pharmaceuticals	4. Worker representation / collective bargaining	Codetermination / works council framework typical of large German listed company referenced; specific bargaining coverage rate not extracted.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Reckitt Benckiser	United Kingdom	Healthcare & Pharmaceuticals	5. Diversity & inclusion	Diversity metrics: 31.3% women workforce; further % female by category (e.g. 66.7% women in selected segment) disclosed.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Reckitt Benckiser	United Kingdom	Healthcare & Pharmaceuticals	6. Wages / pay policy (adequate / living wage)	Wages / pay policy described qualitatively.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Reckitt Benckiser	United Kingdom	Healthcare & Pharmaceuticals	7. Social protection / employee benefits	Pension and benefits described qualitatively.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Reckitt Benckiser	United Kingdom	Healthcare & Pharmaceuticals	8. Inclusion of employees with disabilities	Strong disclosure on persons with disabilities (17 mentions); 'Disabled Employees' tracked with quantitative reporting under German statutory framework. Programmes described.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Reckitt Benckiser	United Kingdom	Healthcare & Pharmaceuticals	9. Training & development	Training programmes described; specific average hours metric not directly extracted.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Reckitt Benckiser	United Kingdom	Healthcare & Pharmaceuticals	10. Health & safety data	Health & safety addressed qualitatively; 'no fatalities' statement disclosed but specific injury-rate metric not directly extracted.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Reckitt Benckiser	United Kingdom	Healthcare & Pharmaceuticals	11. Work-life balance / flexible work	Work-life balance approach described.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Reckitt Benckiser	United Kingdom	Healthcare & Pharmaceuticals	12. Pay equity / pay gap / remuneration structure	Gender pay gap (paragraph 97a) value disclosed: 17.0%.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				

Company	Country	Sector group	Theme (ESRS S1)	What the company disclosed (summary)	Disclosure status (as coded)	4-status group	PRI points	RFI points
Rheinmetall	Germany	Mobility & Defence	13. Incidents / grievances / human- or labour-right	Grievance/whistleblower channels described.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
Sika	Switzerland	Industrials & Materials	1. Workforce-related targets or commitments	Sustainability and people commitments described; specific quantitative multi-year workforce targets not directly extracted.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
Sika	Switzerland	Industrials & Materials	2. Employee numbers & composition	Total employees: 34,000 (Group). Breakdown by region disclosed.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00
Sika	Switzerland	Industrials & Materials	3. Non-employee workers	Non-employee workers (contractors, agency) discussed qualitatively.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
Sika	Switzerland	Industrials & Materials	4. Worker representation / collective bargaining	Worker representation framework referenced; coverage rate not extracted.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
Sika	Switzerland	Industrials & Materials	5. Diversity & inclusion	Diversity metrics: 38.5% women (2024); 20% female (selected category); 57% women (specific scope) disclosed.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00
Sika	Switzerland	Industrials & Materials	6. Wages / pay policy (adequate / living wage)	Adequate wages approach referenced qualitatively.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
Sika	Switzerland	Industrials & Materials	7. Social protection / employee benefits	Pension and benefits described qualitatively.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
Sika	Switzerland	Industrials & Materials	8. Inclusion of employees with disabilities	Inclusion of employees with disabilities programmes referenced (3 mentions including 'EMPLOYEES WITH DISABILITIES' table reference).	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
Sika	Switzerland	Industrials & Materials	9. Training & development	Training metric: average 14.7 hours of training per employee (representing 17% increase). Quantitative training metric disclosed.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00
Sika	Switzerland	Industrials & Materials	10. Health & safety data	Health & safety: Lost-Time Injury rate 3.4 per 1,000 FTE; LTIFR per 1,000,000 hours: Recordable work-related accidents 12.2 per 1,000 FTEs. Fatalities count disclosed for 2024.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00
Sika	Switzerland	Industrials & Materials	11. Work-life balance / flexible work	Work-life balance approach referenced.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
Sika	Switzerland	Industrials & Materials	12. Pay equity / pay gap / remuneration structure	Pay equity discussed; specific gender pay gap value not directly extracted.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
Sika	Switzerland	Industrials & Materials	13. Incidents / grievances / human- or labour-right	Grievance/whistleblower channels described.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
Ahold Delhaize	Netherlands	Consumer Goods & Retail	1. Workforce-related targets or commitments	Workforce-related commitments referenced under social pillar of sustainability strategy. Living wage and inclusion commitments stated; specific quantitative multi-year workforce targets not visible in the headline section of the sustainability statement.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
Ahold Delhaize	Netherlands	Consumer Goods & Retail	2. Employee numbers & composition	Headcount disclosed (e.g. ~47,000 employees in one segment; full Group workforce reported in Sustainability Statements). Composition by gender / region tabulated.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00
Ahold Delhaize	Netherlands	Consumer Goods & Retail	3. Non-employee workers	Non-employee workers (contractors, agency workers) discussed qualitatively in sustainability statement; quantitative count not visible in the extract.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
Ahold Delhaize	Netherlands	Consumer Goods & Retail	4. Worker representation / collective bargaining	S1-8 Collective bargaining coverage disclosed: Total 57% (2024) vs 59% (2023); Netherlands 97% (2024 and 2023). Coverage by geography reported.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00
Ahold Delhaize	Netherlands	Consumer Goods & Retail	5. Diversity & inclusion	Diversity & inclusion approach described with female representation by management level disclosed in employee composition tables (figure to verify in fuller read).	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
Ahold Delhaize	Netherlands	Consumer Goods & Retail	6. Wages / pay policy (adequate / living wage)	Adequate / living wage commitments described; assessment ongoing.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
Ahold Delhaize	Netherlands	Consumer Goods & Retail	7. Social protection / employee benefits	Employee benefits, pension, parental leave described; quantitative coverage by category not summarized at Group level in extract.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
Ahold Delhaize	Netherlands	Consumer Goods & Retail	8. Inclusion of employees with disabilities	Inclusion of persons with disabilities referenced under Diversity, Equity & Inclusion programme.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
Ahold Delhaize	Netherlands	Consumer Goods & Retail	9. Training & development	Training and skills development programmes described; specific average-hours metric not disclosed in extract.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
Ahold Delhaize	Netherlands	Consumer Goods & Retail	10. Health & safety data	S1-14 Health & safety: Recordable injury rate disclosed (per one million hours worked) 17.88 (2024) — decreased 16% YoY; recordable work-related accidents rate 3.6. Fatality count and other accident detail provided.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00
Ahold Delhaize	Netherlands	Consumer Goods & Retail	11. Work-life balance / flexible work	Work-life balance, flexible working, parental leave qualitatively described.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
Ahold Delhaize	Netherlands	Consumer Goods & Retail	12. Pay equity / pay gap / remuneration structure	Pay equity discussed; quantitative gender pay gap value not visible in extract (may be in fuller statement).	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
Ahold Delhaize	Netherlands	Consumer Goods & Retail	13. Incidents / grievances / human- or labour-right	Extensive grievance / Speak Up mechanism described (36 references). No quantitative incident counts in extract.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
Deutsche Börse	Germany	Financials & Insurance	1. Workforce-related targets or commitments	Targets (S1-5) related to managing negative impacts and advancing positive impacts are addressed in the report.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
Deutsche Börse	Germany	Financials & Insurance	2. Employee numbers & composition	Total headcount: 15,495 (9,262 Male, 6,205 Female). Permanent: 15,184. Age distribution: 30 to 50 years (60%).	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00
Deutsche Börse	Germany	Financials & Insurance	3. Non-employee workers	Not disclosed.	Not disclosed / no information found	Not disclosed	0.00	1.00
Deutsche Börse	Germany	Financials & Insurance	4. Worker representation / collective bargaining	Involves workers' representatives (works councils, trade unions, employee representatives on supervisory boards) continuously in decision-making.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
Deutsche Börse	Germany	Financials & Insurance	5. Diversity & inclusion	Gender distribution at upper management level: 24% female, 76% male. Diversity (S1-9) disclosures are addressed.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00
Deutsche Börse	Germany	Financials & Insurance	6. Wages / pay policy (adequate / living wage)	Wages paid are above the adequate wages for the respective country. Adequate wages referenced against the minimum wage and necessary living standard, using market data.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
Deutsche Börse	Germany	Financials & Insurance	7. Social protection / employee benefits	Social protection (S1-11) is addressed.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
Deutsche Börse	Germany	Financials & Insurance	8. Inclusion of employees with disabilities	Persons with disabilities (S1-12) are addressed.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
Deutsche Börse	Germany	Financials & Insurance	9. Training & development	Further training and skills development (S1-13) is addressed.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
Deutsche Börse	Germany	Financials & Insurance	10. Health & safety data	Metrics for fatalities and work-related accidents (S1-14) are referenced.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
Deutsche Börse	Germany	Financials & Insurance	11. Work-life balance / flexible work	Part-time employees: 980. Flexible models for working hours, allowances for childcare, part-time degree courses, and part-time work.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00
Deutsche Börse	Germany	Financials & Insurance	12. Pay equity / pay gap / remuneration structure	Unadjusted Gender Pay Gap: 29.1%. Total remuneration ratio: 94.7.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00
Deutsche Börse	Germany	Financials & Insurance	13. Incidents / grievances / human- or labour-right	S1-17 metrics address incidents of discrimination and Non-respect of UNGPs. Policies include due diligence on ILO Conventions 1 to 8 and preventing trafficking in human beings.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
Lloyds Banking Group	United Kingdom	Financials & Insurance	1. Workforce-related targets or commitments	Workforce-related commitments referenced (DEI Living Wage). No headline quantitative multi-year workforce target found in the extract.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
Lloyds Banking Group	United Kingdom	Financials & Insurance	2. Employee numbers & composition	Employee headcount and FTE disclosed throughout the financial review and sustainability sections (large UK retail-bank workforce).	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00
Lloyds Banking Group	United Kingdom	Financials & Insurance	3. Non-employee workers	Non-employee workers / contractors mentioned qualitatively.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
Lloyds Banking Group	United Kingdom	Financials & Insurance	4. Worker representation / collective bargaining	Worker engagement frameworks described: UK is a non-codetermination jurisdiction.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
Lloyds Banking Group	United Kingdom	Financials & Insurance	5. Diversity & inclusion	Gender representation: 57.1% women workforce. Diversity & inclusion programme described.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00
Lloyds Banking Group	United Kingdom	Financials & Insurance	6. Wages / pay policy (adequate / living wage)	Living Wage employer accreditation (London rates from 13.x); specific Living Wage rate disclosed.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00
Lloyds Banking Group	United Kingdom	Financials & Insurance	7. Social protection / employee benefits	Employee benefits, pension and well-being described qualitatively.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
Lloyds Banking Group	United Kingdom	Financials & Insurance	8. Inclusion of employees with disabilities	Disability inclusion programmes referenced.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
Lloyds Banking Group	United Kingdom	Financials & Insurance	9. Training & development	Training and skills development programmes described; specific hours not extracted.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
Lloyds Banking Group	United Kingdom	Financials & Insurance	10. Health & safety data	H&S addressed qualitatively (lower materiality for retail bank); specific injury rate not extracted.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
Lloyds Banking Group	United Kingdom	Financials & Insurance	11. Work-life balance / flexible work	Flexible working / hybrid policies referenced.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
Lloyds Banking Group	United Kingdom	Financials & Insurance	12. Pay equity / pay gap / remuneration structure	UK statutory gender pay gap report referenced; specific value not extracted in scan (covered in separate Pay Gap Report).	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
Lloyds Banking Group	United Kingdom	Financials & Insurance	13. Incidents / grievances / human- or labour-right	Speak up / whistleblowing channels disclosed; no quantitative incident counts in extract.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
Siemens Energy	Germany	Energy, Utilities & Resources	1. Workforce-related targets or commitments	Sustainability and people commitments referenced; multi-year quantitative workforce targets not directly extracted.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
Siemens Energy	Germany	Energy, Utilities & Resources	2. Employee numbers & composition	Total employees: ~100,000 (Group); workforce composition disclosed for Germany and selected geographies.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00
Siemens Energy	Germany	Energy, Utilities & Resources	3. Non-employee workers	Non-employee workers (Siemens Gamesa scope, contractors) discussed qualitatively.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
Siemens Energy	Germany	Energy, Utilities & Resources	4. Worker representation / collective bargaining	Codetermination / works council framework referenced; coverage rate not extracted.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
Siemens Energy	Germany	Energy, Utilities & Resources	5. Diversity & inclusion	Diversity metrics: 25% women, 30% women, 24% women across different categories disclosed.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00
Siemens Energy	Germany	Energy, Utilities & Resources	6. Wages / pay policy (adequate / living wage)	Wages approach described qualitatively.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
Siemens Energy	Germany	Energy, Utilities & Resources	7. Social protection / employee benefits	Pension and benefits described qualitatively.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
Siemens Energy	Germany	Energy, Utilities & Resources	8. Inclusion of employees with disabilities	Persons with disabilities programmes referenced.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
Siemens Energy	Germany	Energy, Utilities & Resources	9. Training & development	Training programmes described; specific hours metric not extracted.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
Siemens Energy	Germany	Energy, Utilities & Resources	10. Health & safety data	Health & safety: Lost-Time Injury Frequency Rate (LTIFR) for employees 1.28; Total Recordable Injury Rate (TRIR) 2.33. Quantitative H&S disclosure.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00
Siemens Energy	Germany	Energy, Utilities & Resources	11. Work-life balance / flexible work	Work-life balance approach referenced.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
Siemens Energy	Germany	Energy, Utilities & Resources	12. Pay equity / pay gap / remuneration structure	Pay equity discussed qualitatively.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
Siemens Energy	Germany	Energy, Utilities & Resources	13. Incidents / grievances / human- or labour-right	Grievance/whistleblower channels described.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
E.ON	Germany	Energy, Utilities & Resources	1. Workforce-related targets or commitments	Targets (S1-5) related to material negative impacts and opportunities are listed as addressed in the report.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50
E.ON	Germany	Energy, Utilities & Resources	2. Employee numbers & composition	Total workforce headcount: 82,907 (32% Female). Permanent contracts: 94%. Part-time employees: 9,480. Voluntary turnover rate: 3.7%.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00

Status mapping (raw code -- points)	4-status group	PRI pts	RFI pts
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Company	Country	Sector group	Theme (ESRS S1)	What the company disclosed (summary)	Disclosure status (as coded)	4-status group	PRI points	RFI points	Status mapping (raw code – points)	4-status group	PRI pts	RFI pts
E.ON	Germany	Energy, Utilities & Resources	3. Non-employee workers	Contractor fatality rate (SIF2): 0.12. Contractor LTIF: 1.76. Contractor TRIF: 2.08. 82% of employees covered by collective bargaining agreements. Works councils exist.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
E.ON	Germany	Energy, Utilities & Resources	4. Worker representation / collective bargaining		Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
E.ON	Germany	Energy, Utilities & Resources	5. Diversity & inclusion	Female workforce: 32%. Female executives: 26%. DEI is a dedicated topic with progress and measures addressed. S1-9 (Diversity metrics) are addressed.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
E.ON	Germany	Energy, Utilities & Resources	6. Wages / pay policy (adequate / living wage)	Not disclosed.	Not disclosed / no information found	Not disclosed	0.00	1.00				
E.ON	Germany	Energy, Utilities & Resources	7. Social protection / employee benefits	Social protection (S1-11) is addressed.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
E.ON	Germany	Energy, Utilities & Resources	8. Inclusion of employees with disabilities	Persons with disabilities (S1-12) is addressed.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
E.ON	Germany	Energy, Utilities & Resources	9. Training & development	Training and skills development metrics (S1-13) are addressed.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
E.ON	Germany	Energy, Utilities & Resources	10. Health & safety data	Combined Fatal Accidents: 1. Employee TRIF: 3.24. Employee Days lost: 7.061. ESR5 S1 was material only for H&S.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
E.ON	Germany	Energy, Utilities & Resources	11. Work-life balance / flexible work	Not disclosed.	Not disclosed / no information found	Not disclosed	0.00	1.00				
E.ON	Germany	Energy, Utilities & Resources	12. Pay equity / pay gap / remuneration structure	Disclosures on ESR5 S1-16 (Pay equity/CEO pay ratio) are Not Reported; S1 was material only for H&S.	Explicitly 'Not material' / 'Not applicable'	Exemption (not material / ph	0.25	0.75				
E.ON	Germany	Energy, Utilities & Resources	13. Incidents / grievances / human- or labour-right	Grievance/complaints handling mechanisms (S1-3) are addressed. Policies related to human rights include Due diligence policies on ILO Conventions 1 to 8.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
ING Group	Netherlands	Financials & Insurance	1. Workforce-related targets or commitments	Diversity targets disclosed: gender representation in top management; specific multi-year quantitative targets within ESG framework. Employee headcount: 60,000 employees Group; 63,930 Employees (broader scope); 35,000 employees within sub-segment. Composition by region and category disclosed.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
ING Group	Netherlands	Financials & Insurance	2. Employee numbers & composition	Non-employee workers discussed qualitatively.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
ING Group	Netherlands	Financials & Insurance	3. Non-employee workers		Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
ING Group	Netherlands	Financials & Insurance	4. Worker representation / collective bargaining	Worker engagement and Works Council framework referenced; quantitative coverage rate not directly extracted.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
ING Group	Netherlands	Financials & Insurance	5. Diversity & inclusion	Diversity metrics: 30% women, 35% women, 36% Women disclosed across various management levels and seniority.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
ING Group	Netherlands	Financials & Insurance	6. Wages / pay policy (adequate / living wage)	Wages and remuneration approach described qualitatively.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
ING Group	Netherlands	Financials & Insurance	7. Social protection / employee benefits	S1-11 Social protection: explicitly marked 'Not applicable' based on the company's Double Materiality Assessment outcome.	Explicitly 'Not material' / 'Not applicable'	Exemption (not material / ph	0.25	0.75				
ING Group	Netherlands	Financials & Insurance	8. Inclusion of employees with disabilities	S1-12 Persons with disabilities: omitted under ESR5 1 transitional provision / phase-in.	Omitted using ESR5 phase-in / transitional relief	Exemption (not material / ph	0.25	0.75				
ING Group	Netherlands	Financials & Insurance	9. Training & development	Training & development programmes described qualitatively (e.g. learning platforms); specific average hours metric not extracted.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
ING Group	Netherlands	Financials & Insurance	10. Health & safety data	Health & safety addressed qualitatively (lower-maturity theme for retail bank).	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
ING Group	Netherlands	Financials & Insurance	11. Work-life balance / flexible work	S1-15 Work-life balance metrics: omitted under ESR5 phase-in.	Omitted using ESR5 phase-in / transitional relief	Exemption (not material / ph	0.25	0.75				
ING Group	Netherlands	Financials & Insurance	12. Pay equity / pay gap / remuneration structure	Gender pay gap disclosed: 2% (paragraph 97(a) reference). ECB single supervisory mechanism reporting referenced.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
ING Group	Netherlands	Financials & Insurance	13. Incidents / grievances / human- or labour-right	Grievance/Speak Up channels described; no quantitative incident counts extracted.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
BAE Systems	United Kingdom	Mobility & Defence	1. Workforce-related targets or commitments	Sustainability priorities include the Rights of employees.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
BAE Systems	United Kingdom	Mobility & Defence	2. Employee numbers & composition	Total employees: 100,000 (76,000 Male, 24,000 Female). Breakdown by contract type, age, and geographic region is Not disclosed.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
BAE Systems	United Kingdom	Mobility & Defence	3. Non-employee workers	Not disclosed.	Not disclosed / no information found	Not disclosed	0.00	1.00				
BAE Systems	United Kingdom	Mobility & Defence	4. Worker representation / collective bargaining	67% of UK workforce, approx. 9% of the US workforce, and approx. 20% of the Australian workforce is covered by collective bargaining agreements.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
BAE Systems	United Kingdom	Mobility & Defence	5. Diversity & inclusion	Board: 41.6% women. Executive management: 38.46% women. One board member from an ethnic minority background.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
BAE Systems	United Kingdom	Mobility & Defence	6. Wages / pay policy (adequate / living wage)	Pays local market rates. Remuneration policy aims to reward employees fairly and appropriately with competitive market pay.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
BAE Systems	United Kingdom	Mobility & Defence	7. Social protection / employee benefits	Total reward packages include a range of health, wealth, and lifestyle benefits aligned with local markets.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
BAE Systems	United Kingdom	Mobility & Defence	8. Inclusion of employees with disabilities	Not disclosed.	Not disclosed / no information found	Not disclosed	0.00	1.00				
BAE Systems	United Kingdom	Mobility & Defence	9. Training & development	Training and skills development is explicitly listed as a key area of focus for human capital management.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
BAE Systems	United Kingdom	Mobility & Defence	10. Health & safety data	Recordable injury rate was 459 (per 100,000 employees), an 8% increase from 2023.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
BAE Systems	United Kingdom	Mobility & Defence	11. Work-life balance / flexible work	Major injuries: 47.	Not disclosed / no information found	Not disclosed	0.00	1.00				
BAE Systems	United Kingdom	Mobility & Defence	12. Pay equity / pay gap / remuneration structure	Not disclosed.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
BAE Systems	United Kingdom	Mobility & Defence	13. Incidents / grievances / human- or labour-right	UK Mean Gender Pay Gap: 7.6%. CEO Pay Ratio (Option B): 183:1.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Givaudan	Switzerland	Industrials & Materials	1. Workforce-related targets or commitments	Rights of employees are a key human capital management topic reviewed by the ESG Committee.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Givaudan	Switzerland	Industrials & Materials	2. Employee numbers & composition	Sustainability commitments described under integrated reporting framework; living wage and gender equity commitments referenced. No specific quantitative multi-year workforce target stated in the integrated report.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Givaudan	Switzerland	Industrials & Materials	3. Non-employee workers	Total workforce reported: ~16,900 employees globally. Headcount breakdown by region disclosed (workforce metrics tables, e.g. 6,274 in 2024 vs 5,943 in 2023 for one breakdown).	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Givaudan	Switzerland	Industrials & Materials	4. Worker representation / collective bargaining	References to contractor / value chain workers; no specific quantitative count of non-employee workers disclosed.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Givaudan	Switzerland	Industrials & Materials	5. Diversity & inclusion	Collective bargaining agreements referenced; 'workforce covered by collective bargaining' described qualitatively in the living-wage / fair-wage section. No coverage percentage disclosed.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Givaudan	Switzerland	Industrials & Materials	6. Wages / pay policy (adequate / living wage)	Diversity metrics: 32% women in workforce; 18.4% women in other category (likely senior management or technical roles). Gender targets referenced under sustainability commitments.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Givaudan	Switzerland	Industrials & Materials	7. Social protection / employee benefits	Living wage assessment in place; references Fair Wage Network methodology used. No specific % of workforce earning living wage disclosed.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Givaudan	Switzerland	Industrials & Materials	8. Inclusion of employees with disabilities	Employee benefits described qualitatively; pension provisions referenced. No quantitative coverage rate disclosed.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Givaudan	Switzerland	Industrials & Materials	9. Training & development	Inclusion of employees with disabilities not disclosed in the Integrated Report.	Not disclosed / no information found	Not disclosed	0.00	1.00				
Givaudan	Switzerland	Industrials & Materials	10. Health & safety data	Training programmes described (talent development, leadership programmes, learning platform) but no average training-hours-per-employee metric in the Integrated Report.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Givaudan	Switzerland	Industrials & Materials	11. Work-life balance / flexible work	Health & safety metrics: Total Recordable Cases (TRC) 130 (2024) vs 158 (2023); Total Recordable Case Rate (TRCR) 1.33. Five fatalities reference (to verify in full report).	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Givaudan	Switzerland	Industrials & Materials	12. Pay equity / pay gap / remuneration structure	Work-life balance approach referenced; no quantitative work-life balance metric in the Integrated Report.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Givaudan	Switzerland	Industrials & Materials	13. Incidents / grievances / human- or labour-right	Pay equity reviewed annually; living-wage assessment in place. No specific gender pay gap or CEO pay ratio metric in the Integrated Report (further detail in separate Compensation Report).	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Lonza	Switzerland	Healthcare & Pharmaceuticals	1. Workforce-related targets or commitments	Grievance mechanisms and Speak-Up channels described; no quantitative incident counts in the Integrated Report.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Lonza	Switzerland	Healthcare & Pharmaceuticals	2. Employee numbers & composition	Sustainability strategy organised around seven SDGs with commitments including SDG 5 'equal opportunity for all employees regardless of gender' and SDG 4 'employee development. Voluntary turnover trending vs prior year (7.4% 2024 vs 8.3% 2023). No numeric multi-year gender or workforce target stated in the Annual Report itself.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Lonza	Switzerland	Healthcare & Pharmaceuticals	3. Non-employee workers	Average employees (Full-Time Equivalent) 2024: 18,343 (2023: 17,752). Approximately 18,500 employees in total at year-end. Workforce includes more than 100 nationalities; headcount split by region (Americas / EMEA / APAC / Switzerland) shown by chart. Distribution of employees by age group and gender disclosed.	Not disclosed / no information found	Not disclosed	0.00	1.00				
Lonza	Switzerland	Healthcare & Pharmaceuticals	4. Worker representation / collective bargaining	Not disclosed in the Annual Report.	Not disclosed / no information found	Not disclosed	0.00	1.00				
Lonza	Switzerland	Healthcare & Pharmaceuticals	5. Diversity & inclusion	Workforce gender split: 37% women / 63% men (2024). New hires: 40% female / 59% male (with ~1% transgender or non-disclosed). Management (director-level and above): 30% female / 70% male. Board of Directors: 37.5% female / 62.5% male. Executive Committee: 25% female / 75% male. 46 employees identified as transgender or chose not to disclose. Female ratios at selected grades: 23.3% and 25.1%.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Lonza	Switzerland	Healthcare & Pharmaceuticals	6. Wages / pay policy (adequate / living wage)	Compensation philosophy references 'equal pay for equal work'. Lonza Bonus program and Employee Share Purchase plan (ShareMatch) extended in 2024. No living wage / minimum wage commitment or quantitative pay-adequacy metric in the Annual Report.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Lonza	Switzerland	Healthcare & Pharmaceuticals	7. Social protection / employee benefits	Defined-benefit pension plans operated in multiple jurisdictions (Switzerland LPP, etc.). Plan participants reconciliation disclosed. More than 1,200 colleagues used the 'Work from Anywhere' policy in 2024. Extended family leave in key locations (USA and Switzerland).	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				

Company	Country	Sector group	Theme (ESRS S1)	What the company disclosed (summary)	Disclosure status (as coded)	4-status group	PRI points	RFI points	Status mapping (raw code – points)	4-status group	PRI pts	RFI pts
Lonza	Switzerland	Healthcare & Pharmaceuticals	8. Inclusion of employees with disabilities	Disability and death risks covered under defined-benefit pension/insurance arrangements (financial-statement disclosure). No diversity-of-disability employment metric provided in the Annual Report. Learn@Lonza Learning Experience Platform launched globally in 2024; uptake score 15% within six months (vs 12% industry benchmark). Manager Learning Path, Accelerated Management Development Program (AMDP) and Site Leadership Development Center (SLDC) deployed. 2,800+ new colleagues onboarded (including ~800 from Vacaville acquisition); 630+ referrals. Not disclosed in the Annual Report (covered in the separate 2024 Sustainability Report on page 47).	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Lonza	Switzerland	Healthcare & Pharmaceuticals	9. Training & development	'Work from Anywhere' policy: 1,200+ colleagues used in 2024 (up to 28 days/year working remotely upon compliance review). Extended family leave in USA and Switzerland. Voluntary turnover 7.4% (2024) vs 8.3% (2023); first-year turnover stable at 10.3% (2024) vs 10.6% (2023). Compensation framework referenced with principle of 'equal pay for equal work'. Remuneration report details executive pay structure. No unadjusted gender pay gap reported by CEO pay ratio metric in the Annual Report.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Lonza	Switzerland	Healthcare & Pharmaceuticals	10. Health & safety data	Lonza Ethics Hotline (independent 'whistleblower' channel) with reports going to the Audit and Compliance Committee. Reporting and Non-Retaliation and Workplace Harassment policies in place. No incident or grievance counts disclosed.	Not disclosed / no information found	Not disclosed	0.00	1.00				
Lonza	Switzerland	Healthcare & Pharmaceuticals	11. Work-life balance / flexible work	Remuneration report details executive pay structure. No unadjusted gender pay gap reported by CEO pay ratio metric in the Annual Report.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Lonza	Switzerland	Healthcare & Pharmaceuticals	12. Pay equity / pay gap / remuneration structure	Lonza Ethics Hotline (independent 'whistleblower' channel) with reports going to the Audit and Compliance Committee. Reporting and Non-Retaliation and Workplace Harassment policies in place. No incident or grievance counts disclosed.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Lonza	Switzerland	Healthcare & Pharmaceuticals	13. Incidents / grievances / human- or labour-rig	Sustainability and people commitments referenced under integrated reporting framework; quantitative multi-year workforce targets not directly extracted. Total employees: 102,000 (Group). Composition disclosed.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Volvo Group	Sweden	Mobility & Defence	1. Workforce-related targets or commitments	Sustainability and people commitments referenced under integrated reporting framework; quantitative multi-year workforce targets not directly extracted. Total employees: 102,000 (Group). Composition disclosed.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Volvo Group	Sweden	Mobility & Defence	2. Employee numbers & composition	Non-employee workers (consultants, contractors) discussed qualitatively.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Volvo Group	Sweden	Mobility & Defence	3. Non-employee workers	Codetermination / Swedish works councils referenced; specific bargaining coverage rate not extracted.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Volvo Group	Sweden	Mobility & Defence	4. Worker representation / collective bargaining	Diversity metric: 35% women workforce (2024). D&I programmes referenced.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Volvo Group	Sweden	Mobility & Defence	5. Diversity & inclusion	Living wages and human rights across the value chain referenced qualitatively.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Volvo Group	Sweden	Mobility & Defence	6. Wages / pay policy (adequate / living wage)	Pension and benefits described qualitatively.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Volvo Group	Sweden	Mobility & Defence	7. Social protection / employee benefits	Inclusion of persons with disabilities referenced under D&I.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Volvo Group	Sweden	Mobility & Defence	8. Inclusion of employees with disabilities	Training and skills development programmes described; specific hours metric not extracted.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Volvo Group	Sweden	Mobility & Defence	9. Training & development	Health & safety addressed qualitatively in extract; specific injury rate not extracted in scan.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Volvo Group	Sweden	Mobility & Defence	10. Health & safety data	Flexible-working approach referenced.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Volvo Group	Sweden	Mobility & Defence	11. Work-life balance / flexible work	Pay equity discussed qualitatively.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Volvo Group	Sweden	Mobility & Defence	12. Pay equity / pay gap / remuneration structure	Grievance / Tellus speak-up channels described qualitatively.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Volvo Group	Sweden	Mobility & Defence	13. Incidents / grievances / human- or labour-rig	Diversity and well-being commitments referenced under sustainability strategy; specific quantitative multi-year workforce targets not directly extracted. Total workforce: 30,157 FTE (2024); approx. 30,000 employees Group level.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Nordea Bank	Finland	Financials & Insurance	1. Workforce-related targets or commitments	Composition disclosed.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Nordea Bank	Finland	Financials & Insurance	2. Employee numbers & composition	Non-employee workers discussed qualitatively.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Nordea Bank	Finland	Financials & Insurance	3. Non-employee workers	Worker engagement and collective bargaining framework referenced (Nordic codetermination context); quantitative coverage rate not extracted.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Nordea Bank	Finland	Financials & Insurance	4. Worker representation / collective bargaining	Diversity metric: 44% women (workforce). Gender breakdown by management level reported.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Nordea Bank	Finland	Financials & Insurance	5. Diversity & inclusion	Wages / fair-pay approach described qualitatively.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Nordea Bank	Finland	Financials & Insurance	6. Wages / pay policy (adequate / living wage)	Pension and benefits described qualitatively.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Nordea Bank	Finland	Financials & Insurance	7. Social protection / employee benefits	Inclusion of persons with disabilities not directly extracted.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Nordea Bank	Finland	Financials & Insurance	8. Inclusion of employees with disabilities	Training metrics: Average time spent per employee in training: 16 hours; average training hours by gender (Men 16) disclosed.	Not disclosed / no information found	Not disclosed	0.00	1.00				
Nordea Bank	Finland	Financials & Insurance	9. Training & development	Health & safety addressed qualitatively (lower-maturity theme for bank).	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Nordea Bank	Finland	Financials & Insurance	10. Health & safety data	S1-15 Work-life balance metrics: omitted under ESRS phase-in.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Nordea Bank	Finland	Financials & Insurance	11. Work-life balance / flexible work	Gender pay gap reviewed and addressed; specific value referenced under paragraph 97(a) but not directly extracted in scan.	Omitted using ESRS phase-in / transitional relief	Exemption (not material / ph	0.25	0.75				
Nordea Bank	Finland	Financials & Insurance	12. Pay equity / pay gap / remuneration structure	Grievance/whistleblower mechanisms described.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Nordea Bank	Finland	Financials & Insurance	13. Incidents / grievances / human- or labour-rig	Target to keep employee turnover below historical levels. Target for continued reduction in accident rates.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Ashtead Group	United Kingdom	Industrials & Materials	1. Workforce-related targets or commitments	Total employee turnover: North America General Tool 19%, North America Specialty 24%, UK 28%. No headcount or contract type breakdown disclosed.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Ashtead Group	United Kingdom	Industrials & Materials	2. Employee numbers & composition	Not disclosed.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Ashtead Group	United Kingdom	Industrials & Materials	3. Non-employee workers	Four out of eight Board roles are held by women. Continued focus on DEI across the Group.	Not disclosed / no information found	Not disclosed	0.00	1.00				
Ashtead Group	United Kingdom	Industrials & Materials	4. Worker representation / collective bargaining	Adopted a Leading Wage approach in North America. Sunbelt UK is an accredited Living Wage Employer.	Not disclosed / no information found	Not disclosed	0.00	1.00				
Ashtead Group	United Kingdom	Industrials & Materials	5. Diversity & inclusion	Offers an employee assistance helpline. Offers paid parental leave group-wide. US Dependent Care Expenses plan covers childcare/babysitters.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Ashtead Group	United Kingdom	Industrials & Materials	6. Wages / pay policy (adequate / living wage)	Not disclosed.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Ashtead Group	United Kingdom	Industrials & Materials	7. Social protection / employee benefits	Induction and training programmes reinforce health and safety policies. Driver Safety Profile programme provides training and support to drivers.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Ashtead Group	United Kingdom	Industrials & Materials	8. Inclusion of employees with disabilities	TRIR (Group): 0.65. Lost Time Rate (Group): 0.1. UK RIDDOR rate 0.14.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Ashtead Group	United Kingdom	Industrials & Materials	9. Training & development	Culture allows for flexible work patterns. Offers paid parental leave group-wide.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Ashtead Group	United Kingdom	Industrials & Materials	10. Health & safety data	UK pay gap: 1%; US pay gap is 3%. Global CEO Pay Ratio: 60:1. UK CEO Pay Ratio: 119:1.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Ashtead Group	United Kingdom	Industrials & Materials	11. Work-life balance / flexible work	Does not discriminate based on protected status.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Ashtead Group	United Kingdom	Industrials & Materials	12. Pay equity / pay gap / remuneration structure	Engagement: Target > 80% of employees feel they can thrive (2024 index was 79%). Health: Health Performance Index (HPI) target is 0.97. Wages: Committed to paying a living wage globally by 2030.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Ashtead Group	United Kingdom	Industrials & Materials	13. Incidents / grievances / human- or labour-rig	Total headcount: 111,822 (81,572 Male, 30,250 Female). Permanent: 106,776. Employee turnover: 7,998 leavers in 2024.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
BASF	Germany	Industrials & Materials	1. Workforce-related targets or commitments	BASF does not report figures on nonemployee workers in its company for the 2024 reporting year.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
BASF	Germany	Industrials & Materials	2. Employee numbers & composition	Upholds the right to form/join unions. Dialogue maintained with the BASF Europa Betriebsrat (Works Council Europe). A member of the Works Council sits on the Supervisory Board.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
BASF	Germany	Industrials & Materials	3. Non-employee workers	Committed to equal opportunities. S1-9 (Diversity metrics) and S1-17 (Incidents, complaints and severe human rights impacts) disclosures are addressed.	Explicitly 'Not material' / 'Not applicable'	Exemption (not material / ph	0.25	0.75				
BASF	Germany	Industrials & Materials	4. Worker representation / collective bargaining	All employees receive adequate wages (review conclusion for 2024). Committed to paying a living wage globally by 2030. Compensation is market-oriented.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
BASF	Germany	Industrials & Materials	5. Diversity & inclusion	Social protection (S1-11) disclosures are addressed.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
BASF	Germany	Industrials & Materials	6. Wages / pay policy (adequate / living wage)	Persons with disabilities (S1-12) metrics are addressed.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
BASF	Germany	Industrials & Materials	7. Social protection / employee benefits	Training and skills development metrics (S1-13) are addressed.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
BASF	Germany	Industrials & Materials	8. Inclusion of employees with disabilities	Fatalities: 2 (both contractors). Rate of recordable work-related injuries: 3.78. Health Performance Index (HPI) 0.97. Days lost: 4,377.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
BASF	Germany	Industrials & Materials	9. Training & development	Unadjusted gender pay gap (ESRS S1-16) is disclosed as Not material. Excessive CEO pay ratio (ESRS S1-16) is disclosed as Not material.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
BASF	Germany	Industrials & Materials	10. Health & safety data	Processes to remediate negative impacts (S1-3) are explicitly described. Policies address Due diligence policies on ILO Conventions 1 to 8 and preventing trafficking in human beings. S1-17 (Incidents, complaints and severe human rights impacts) is addressed.	Not disclosed / no information found	Not disclosed	0.00	1.00				
BASF	Germany	Industrials & Materials	11. Work-life balance / flexible work	Target to further increase the number of women in senior leadership positions and accelerate efforts to increase ethnic and racial minority representation.	Explicitly 'Not material' / 'Not applicable'	Exemption (not material / ph	0.25	0.75				
BASF	Germany	Industrials & Materials	12. Pay equity / pay gap / remuneration structure	Total employees: 22,500. Workforce gender diversity is 45% female.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
BASF	Germany	Industrials & Materials	13. Incidents / grievances / human- or labour-rig	Conducts on-site visits to interview workers from facilities management services providers to assess modern slavery risks.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Experian	United Kingdom	Technology & Information Servi	1. Workforce-related targets or commitments	Not disclosed.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Experian	United Kingdom	Technology & Information Servi	2. Employee numbers & composition	Representation of women in senior leaders: 35%; total workforce: 45%. Board female representation: 45%. Achieved score of 100/100 in the Disability Equality Index.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Experian	United Kingdom	Technology & Information Servi	3. Non-employee workers	An accredited Living Wage employer in the UK. Commitment to fair pay is set out in the Global Code of Conduct.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Experian	United Kingdom	Technology & Information Servi	4. Worker representation / collective bargaining	Provides market-competitive benefits including healthcare, financial/tax advice, and death-in-service provision.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Experian	United Kingdom	Technology & Information Servi	5. Diversity & inclusion		Not disclosed / no information found	Not disclosed	0.00	1.00				
Experian	United Kingdom	Technology & Information Servi	6. Wages / pay policy (adequate / living wage)		Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Experian	United Kingdom	Technology & Information Servi	7. Social protection / employee benefits		Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				

Company	Country	Sector group	Theme (ESRS S1)	What the company disclosed (summary)	Disclosure status (as coded)	4-status group	PRI points	RFI points	Status mapping (raw code – points)	4-status group	PRI pts	RFI pts
Experian	United Kingdom	Technology & Information Servi	8. Inclusion of employees with disabilities	Achieved a score of 100/100 in the Disability Equality Index.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Experian	United Kingdom	Technology & Information Servi	9. Training & development	Procedures ensure management of employees' training and career development needs carefully.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Experian	United Kingdom	Technology & Information Servi	10. Health & safety data	Not disclosed.	Not disclosed / no information found	Not disclosed	0.00	1.00				
Experian	United Kingdom	Technology & Information Servi	11. Work-life balance / flexible work	Offers a range of working options including Hub, Hybrid, Home and Roam options.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Experian	United Kingdom	Technology & Information Servi	12. Pay equity / pay gap / remuneration structure	Discloses Gender Pay Gap in the UK. CEO Pay Ratio: 138:1.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Experian	United Kingdom	Technology & Information Servi	13. Incidents / grievances / human- or labour-right	Not disclosed.	Not disclosed / no information found	Not disclosed	0.00	1.00				
Infineon Technologies	Germany	Technology & Information Servi	1. Workforce-related targets or commitments	ESG goals embedded in long-term incentive; target to increase share of women in management to 20% by FY2030 (current -18.5%; baseline 16.0%). H&S target: ISO 45001 matrix certification for selected smaller sites by end-FY2028. Quantitative targets reported and progress tracked. Total employees (H&GB definition, headcount): 57,072 (Male 36,891; Female 20,181). Permanent 53,656; temporary 3,616. Full-time 54,183; part-time 2,889. Country breakdown: Malaysia 15,895; Germany 14,914; Austria 5,718; Other 20,545. Plus 1,070 apprentices, 676 interns, 2,256 working students. Turnover rate 7.1% (4,083 departures); 3,351 new hires.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Infineon Technologies	Germany	Technology & Information Servi	2. Employee numbers & composition	S1-7 Non-employee workers: omitted under ESR5 phase-in option (explicitly stated 'Not reported (phase-in option)' in the report's ESR5 index).	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Infineon Technologies	Germany	Technology & Information Servi	3. Non-employee workers	S1-8 Collective bargaining coverage and social dialogue: explicitly marked 'Not material' in the ESR5 index. Narrative mentions works councils in Germany and Austria and a 2024 works council conference, but no quantitative coverage rate disclosed.	Omitted using ESR5 phase-in / transitional relief	Exemption (not material / ph	0.25	0.75				
Infineon Technologies	Germany	Technology & Information Servi	4. Worker representation / collective bargaining	S1-9 Diversity metrics: gender distribution by management level – Senior management 87.3% male / 12.7% female; Middle management 81.2% / 18.8%; Entry-level 67.7% / 32.3%; Non-management 57.0% / 43.0%. Age distribution: <30 19.5%; 30-50 60.7%; >50 19.8%. Supervisory Board 43.75% female; Management Board 20% female. Diversity & Inclusion strategy detailed.	Omitted using ESR5 phase-in / transitional relief	Exemption (not material / ph	0.25	0.75				
Infineon Technologies	Germany	Technology & Information Servi	5. Diversity & inclusion	S1-10 Adequate wages: explicitly marked 'Not material' in the ESR5 index.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Infineon Technologies	Germany	Technology & Information Servi	6. Wages / pay policy (adequate / living wage)	S1-11 Social protection: explicitly marked 'Not material' in the ESR5 index.	Omitted using ESR5 phase-in / transitional relief	Exemption (not material / ph	0.25	0.75				
Infineon Technologies	Germany	Technology & Information Servi	7. Social protection / employee benefits	S1-12 Persons with disabilities: explicitly marked 'Not material' in the ESR5 index.	Omitted using ESR5 phase-in / transitional relief	Exemption (not material / ph	0.25	0.75				
Infineon Technologies	Germany	Technology & Information Servi	8. Inclusion of employees with disabilities	STEPS performance & development process: more than 95% of employees underwent regular assessment in the fiscal year (Non-management 95.3%, Entry-level mgmt 95.3%, Middle mgmt 94.5%, Senior mgmt 93.4%). 3,351 new hires (1,226 women, 2,125 men). Departures: 1,514 women, 2,569 men. Turnover and hire rates by region disclosed (Total hire rate 5.9%; staff departure rate 7.1%). S1-13 itself marked 'Not material' but entity-specific quantitative training/retention metrics are disclosed.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Infineon Technologies	Germany	Technology & Information Servi	9. Training & development	S1-14 Health and safety metrics: zero work-related fatalities (own employees and other workers operating at sites). Number of reportable occupational accidents: 168. Ratio of reportable occupational accidents: 1.36. 78% of workforce covered by certified IMPRES integrated management system (environment / energy / OHS). Reasonable assurance engagement obtained on selected disclosures.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Infineon Technologies	Germany	Technology & Information Servi	10. Health & safety data	S1-15 Work-life balance metrics: explicitly marked 'Not material' in the ESR5 index.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Infineon Technologies	Germany	Technology & Information Servi	11. Work-life balance / flexible work	S1-16 Compensation metrics (pay gap and total remuneration ratio): explicitly marked 'Not material' in the ESR5 index.	Omitted using ESR5 phase-in / transitional relief	Exemption (not material / ph	0.25	0.75				
Infineon Technologies	Germany	Technology & Information Servi	12. Pay equity / pay gap / remuneration structure	S1-17 Incidents, complaints and severe human rights impacts: explicitly marked 'Not material'. Integrity Line whistleblower mechanism and grievance procedure described qualitatively, but no quantitative incident counts disclosed under S1-17.	Omitted using ESR5 phase-in / transitional relief	Exemption (not material / ph	0.25	0.75				
Wolters Kluwer	Netherlands	Technology & Information Servi	1. Workforce-related targets or commitments	Sustainability commitments described; specific multi-year quantitative workforce target not extracted.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Wolters Kluwer	Netherlands	Technology & Information Servi	2. Employee numbers & composition	Total headcount at 31 December: 21,635 (2024) vs 21,438 (2023) vs 20,511 (2022). Workforce composition disclosed.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Wolters Kluwer	Netherlands	Technology & Information Servi	3. Non-employee workers	Non-employee workers (contractors) referenced qualitatively.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Wolters Kluwer	Netherlands	Technology & Information Servi	4. Worker representation / collective bargaining	Worker engagement and dialogue frameworks referenced (Dutch HQ, European works council context).	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Wolters Kluwer	Netherlands	Technology & Information Servi	5. Diversity & inclusion	Gender breakdown disclosed: 57% female (overall workforce) and 33% female across specific management bands.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Wolters Kluwer	Netherlands	Technology & Information Servi	6. Wages / pay policy (adequate / living wage)	Wages approach described qualitatively.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Wolters Kluwer	Netherlands	Technology & Information Servi	7. Social protection / employee benefits	Pension and benefits described qualitatively.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Wolters Kluwer	Netherlands	Technology & Information Servi	8. Inclusion of employees with disabilities	S1-12 Persons with disabilities: omitted under ESR5 phase-in (carried from prior coding).	Omitted using ESR5 phase-in / transitional relief	Exemption (not material / ph	0.25	0.75				
Wolters Kluwer	Netherlands	Technology & Information Servi	9. Training & development	Training/skills development programmes described; specific average-hours metric not extracted.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Wolters Kluwer	Netherlands	Technology & Information Servi	10. Health & safety data	S1-1 Workplace accident prevention policy and S1-14 H&S metrics (fatalities/accident rate AND days lost) explicitly marked 'Not material' in the ESR5 index.	Omitted using ESR5 phase-in / transitional relief	Exemption (not material / ph	0.25	0.75				
Wolters Kluwer	Netherlands	Technology & Information Servi	11. Work-life balance / flexible work	Work-life balance and flexible-working programmes described qualitatively.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Wolters Kluwer	Netherlands	Technology & Information Servi	12. Pay equity / pay gap / remuneration structure	Pay equity discussed; specific gender pay gap value not directly extracted.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Wolters Kluwer	Netherlands	Technology & Information Servi	13. Incidents / grievances / human- or labour-right	Extensive SpeakUp / whistleblower mechanism (35 references). No quantitative incident counts in extract.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Barclays	United Kingdom	Financials & Insurance	1. Workforce-related targets or commitments	Gender: 33% females at MD/Director by 2025. Board: at least 40% women by 2025. Ethnicity: 50% increase in MDs from underrepresented ethnicities (UK/US combined) by 2025.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Barclays	United Kingdom	Financials & Insurance	2. Employee numbers & composition	Not disclosed.	Not disclosed / no information found	Not disclosed	0.00	1.00				
Barclays	United Kingdom	Financials & Insurance	3. Non-employee workers	Not disclosed.	Not disclosed / no information found	Not disclosed	0.00	1.00				
Barclays	United Kingdom	Financials & Insurance	4. Worker representation / collective bargaining	Not disclosed.	Not disclosed / no information found	Not disclosed	0.00	1.00				
Barclays	United Kingdom	Financials & Insurance	5. Diversity & inclusion	Board gender balance: 50% women. Senior managers: 45.4% women. Committed to paying at least a living wage in all locations. UK minimum FTE salary increased to €25,000. Publishes minimum hourly rates for key markets (UK £13.74, USA \$22.50, India ₹158.00).	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Barclays	United Kingdom	Financials & Insurance	6. Wages / pay policy (adequate / living wage)	Over 97% of employees are eligible for private medical cover. Over 48,900 colleagues registered on the Be Well wellbeing portal.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Barclays	United Kingdom	Financials & Insurance	7. Social protection / employee benefits	Not disclosed.	Not disclosed / no information found	Not disclosed	0.00	1.00				
Barclays	United Kingdom	Financials & Insurance	9. Training & development	Launched interactive 'Being consistently excellent' workshops for all colleagues in 2024.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Barclays	United Kingdom	Financials & Insurance	10. Health & safety data	Lost Time Incidents (per 100 employees) tracked via incident reporting system. Premises - Property and Health & Safety Policy in place.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Barclays	United Kingdom	Financials & Insurance	11. Work-life balance / flexible work	Not disclosed.	Not disclosed / no information found	Not disclosed	0.00	1.00				
Barclays	United Kingdom	Financials & Insurance	12. Pay equity / pay gap / remuneration structure	Discloses pay gaps for locations including the UK, Ireland, and France. CEO Pay Ratio: 182:1.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Barclays	United Kingdom	Financials & Insurance	13. Incidents / grievances / human- or labour-right	Incident reporting system ensures incidents are recorded and investigated appropriately.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Barclays	Sweden	Industrials & Materials	1. Workforce-related targets or commitments	Target to reach 33% female representation in management positions by 2025. Total headcount: 60,087 (40,853 Male, 19,003 Female, 224 Other). Contract type: 92% Permanent. Age distribution: <30 years (14%), 30-49 years (55%), 50+ years (31%).	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Assa Abloy	Sweden	Industrials & Materials	2. Employee numbers & composition	Utilizes temporary workers (8% of headcount). Quantitative characteristics of non-employees (S1-7) are Not available in 2024 due to system limitations.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Assa Abloy	Sweden	Industrials & Materials	3. Non-employee workers	Board includes two employee representatives. Rune Hjelm is Chairman of the European Works Council (EWC). Quantitative collective bargaining coverage data (S1-8) is Not available in 2024 due to system limitations.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Assa Abloy	Sweden	Industrials & Materials	4. Worker representation / collective bargaining	Percentage of females in management positions: 29%. Board gender diversity: 50% female (4:4 ratio).	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Assa Abloy	Sweden	Industrials & Materials	5. Diversity & inclusion	Aims for employment and fair wages ensuring a good standard of living. Disclosure for S1-10 (Adequate Wages) status: No data available in 2024.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Assa Abloy	Sweden	Industrials & Materials	6. Wages / pay policy (adequate / living wage)	Disclosure S1-11 (Social protection) is explicitly marked: No data available in 2024.	No data available	Not disclosed	0.00	1.00				
Assa Abloy	Sweden	Industrials & Materials	7. Social protection / employee benefits	Disclosure S1-12 (Persons with disabilities) is explicitly marked: No data available in 2024.	No data available	Not disclosed	0.00	1.00				
Assa Abloy	Sweden	Industrials & Materials	8. Inclusion of employees with disabilities	Disclosure S1-13 (Training and skills development metrics) is explicitly marked: No data available in 2024.	No data available	Not disclosed	0.00	1.00				
Assa Abloy	Sweden	Industrials & Materials	9. Training & development	Fatalities: 1. Injury rate (per million hours worked): 2.5. Lost time injuries: 256. Lost days: 5,971.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Assa Abloy	Sweden	Industrials & Materials	10. Health & safety data	Not disclosed.	Not disclosed / no information found	Not disclosed	0.00	1.00				
Assa Abloy	Sweden	Industrials & Materials	11. Work-life balance / flexible work	Unadjusted gender pay gap and Excessive CEO pay ratio disclosures (ESRS S1-16) are Not disclosed.	Explicitly 'Not material' / 'Not applicable'	Exemption (not material / ph	0.25	0.75				
Assa Abloy	Sweden	Industrials & Materials	12. Pay equity / pay gap / remuneration structure	marked as Not Applicable.								

Company	Country	Sector group	Theme (ESRS S1)	What the company disclosed (summary)	Disclosure status (as coded)	4-status group	PRI points	RFI points	Status mapping (raw code – points)	4-status group	PRI pts	RFI pts
Assa Abloy	Sweden	Industrials & Materials	13. Incidents / grievances / human- or labour-right	Policies address Human rights policy commitments (S1-1) and Grievance/complaints handling mechanisms (S1-3). S1-17 metrics address incidents of discrimination and Non-respect of UNGPs.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Argenx	Belgium	Healthcare & Pharmaceuticals	1. Workforce-related targets or commitments	Not disclosed.	Not disclosed / no information found	Not disclosed	0.00	1.00				
Argenx	Belgium	Healthcare & Pharmaceuticals	2. Employee numbers & composition	Total headcount: 1,599 (59.8% Female, 40.2% Male). Permanent: 1,597. Age distribution: Under 30 (95), 30-50 (982), Over 50 (522).	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Argenx	Belgium	Healthcare & Pharmaceuticals	3. Non-employee workers	Not disclosed.	Not disclosed / no information found	Not disclosed	0.00	1.00				
Argenx	Belgium	Healthcare & Pharmaceuticals	4. Worker representation / collective bargaining	Subject to national and chemical industry Collective Bargaining Agreements (CBAs) in Belgium but has no trade union representation or CBAs at the company level.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Argenx	Belgium	Healthcare & Pharmaceuticals	5. Diversity & inclusion	A positive, diverse, and inclusive work environment promotes fairness and strengthens teamwork and collaboration. Diversity metrics (S1-9) are addressed.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Argenx	Belgium	Healthcare & Pharmaceuticals	6. Wages / pay policy (adequate / living wage)	Not disclosed.	Not disclosed / no information found	Not disclosed	0.00	1.00				
Argenx	Belgium	Healthcare & Pharmaceuticals	7. Social protection / employee benefits	Subject to CBAs that relate to supplementary pensions.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Argenx	Belgium	Healthcare & Pharmaceuticals	8. Inclusion of employees with disabilities	Employment and inclusion of persons with disabilities metrics required (S1-12). Investments in employee learning and development through training programs foster employee well-being and help employees feel a greater sense of purpose and belonging. Training and Skills Development Metrics (S1-13) are reported.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Argenx	Belgium	Healthcare & Pharmaceuticals	9. Training & development	Fatalities: 0. Recordable work-related accidents: 1. Days lost: 7. TRIR: 0.000018. H&S management system coverage: 0%.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Argenx	Belgium	Healthcare & Pharmaceuticals	10. Health & safety data	Not disclosed.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Argenx	Belgium	Healthcare & Pharmaceuticals	11. Work-life balance / flexible work	Not disclosed.	Not disclosed / no information found	Not disclosed	0.00	1.00				
Argenx	Belgium	Healthcare & Pharmaceuticals	12. Pay equity / pay gap / remuneration structure	Adjusted gender pay gap (like-for-like comparison): (5.4%) in favor of women. Remuneration Ratio (ESRS methodology): 22.9.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Argenx	Belgium	Healthcare & Pharmaceuticals	13. Incidents / grievances / human- or labour-right	S1-17 disclosures cover Incidents of discrimination (S1-17 103(a)) and Non-respect of UNGPs on Business and Human Rights (S1-17 104(a)). Diversity: 40% women in teams by 2025. Reach 30% women in Executive Leadership positions in 2025. Training: Increase average learning hours per employee by 5% every year.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Capgemini	France	Technology & Information Servi	1. Workforce-related targets or commitments	Workforce percentage: 39.7% women. Total headcount and further demographic breakdowns are Not disclosed.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Capgemini	France	Technology & Information Servi	2. Employee numbers & composition	Not disclosed.	Not disclosed / no information found	Not disclosed	0.00	1.00				
Capgemini	France	Technology & Information Servi	3. Non-employee workers	Not disclosed.	Not disclosed / no information found	Not disclosed	0.00	1.00				
Capgemini	France	Technology & Information Servi	4. Worker representation / collective bargaining	Workforce is 39.7% women; 29% of Executive Leadership positions held by women. Board of Directors: 45% women.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Capgemini	France	Technology & Information Servi	5. Diversity & inclusion	Not disclosed.	Not disclosed / no information found	Not disclosed	0.00	1.00				
Capgemini	France	Technology & Information Servi	6. Wages / pay policy (adequate / living wage)	Not disclosed.	Not disclosed / no information found	Not disclosed	0.00	1.00				
Capgemini	France	Technology & Information Servi	7. Social protection / employee benefits	Not disclosed.	Not disclosed / no information found	Not disclosed	0.00	1.00				
Capgemini	France	Technology & Information Servi	8. Inclusion of employees with disabilities	Recognized as one of 2024's "Best Places to Work for Disability Inclusion". Average Completed Learning Hours per headcount: 41.9. Relentlessly invests in talents to develop tomorrow's skills.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Capgemini	France	Technology & Information Servi	9. Training & development	New Health & Safety Policy underscores global commitment to employee well-being and fostering secure environment.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Capgemini	France	Technology & Information Servi	10. Health & safety data	Implements a hybrid work approach (up to 70% remote). Flexi-Work policy used by over 4,000 employees (up to 45 days annually).	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Capgemini	France	Technology & Information Servi	11. Work-life balance / flexible work	Not disclosed.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Capgemini	France	Technology & Information Servi	12. Pay equity / pay gap / remuneration structure	Not disclosed.	Not disclosed / no information found	Not disclosed	0.00	1.00				
Capgemini	France	Technology & Information Servi	13. Incidents / grievances / human- or labour-right	Not disclosed.	Not disclosed / no information found	Not disclosed	0.00	1.00				
DSV	Denmark	Industrials & Materials	1. Workforce-related targets or commitments	Targets related to managing material negative impacts and pursuing material opportunities (S1-3) are addressed.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
DSV	Denmark	Industrials & Materials	2. Employee numbers & composition	Gender distribution (Headcount): ~39% Female – ~61% Male	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
DSV	Denmark	Industrials & Materials	3. Non-employee workers	Share of contractors in total workforce (percentage)	Not disclosed / no information found	Not disclosed	0.00	1.00				
DSV	Denmark	Industrials & Materials	4. Worker representation / collective bargaining	30% of employees covered by collective bargaining agreements. Disclosure S1-8 is phased-in.	Omitted using ESRS phase-in / transitional relief	Exemption (not material / ph	0.25	0.75				
DSV	Denmark	Industrials & Materials	5. Diversity & inclusion	Female employees represented 39% of total workforce. Impacts related to discrimination based on nationality, ethnicity, and gender are classified as Actual negative impacts. Diversity metrics (S1-9) are reported.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
DSV	Denmark	Industrials & Materials	6. Wages / pay policy (adequate / living wage)	Not disclosed.	Not disclosed / no information found	Not disclosed	0.00	1.00				
DSV	Denmark	Industrials & Materials	7. Social protection / employee benefits	S1-11 (Social protection) metrics are listed as disclosure requirements.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
DSV	Denmark	Industrials & Materials	8. Inclusion of employees with disabilities	S1-12 (Persons with disabilities) metrics are listed as disclosure requirements.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
DSV	Denmark	Industrials & Materials	9. Training & development	S1-13 (Training and skills development metrics) are listed as disclosure requirements.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
DSV	Denmark	Industrials & Materials	10. Health & safety data	Contractor H&S metrics (TRIFR/LTFR): Not disclosed (no specific contractor rates provided)	Not disclosed / no information found	Not disclosed	0.00	1.00				
DSV	Denmark	Industrials & Materials	11. Work-life balance / flexible work	Not disclosed. Disclosure S1-15 (Work-life balance metrics) is phased-in.	Omitted using ESRS phase-in / transitional relief	Exemption (not material / ph	0.25	0.75				
DSV	Denmark	Industrials & Materials	12. Pay equity / pay gap / remuneration structure	The average female salary was 3.9% lower than average male salary. Remuneration ratio (CEO to median employee): 102.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
DSV	Denmark	Industrials & Materials	13. Incidents / grievances / human- or labour-right	S1-17 disclosures cover Incidents of discrimination and Non-respect of UNGPs. Policies (S1-1) address ILO Conventions 1 to 8 and prevention of trafficking in human beings. Grievance handling (S1-3) is explicitly disclosed.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Investor AB	Sweden	Financials & Insurance	1. Workforce-related targets or commitments	Workforce-related commitments referenced under sustainability framework.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Investor AB	Sweden	Financials & Insurance	2. Employee numbers & composition	Total employees: 17,298 (Group, including portfolio listed companies); 105 employees at parent. Headcount disclosed.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Investor AB	Sweden	Financials & Insurance	3. Non-employee workers	Non-employee workers not disclosed at parent / holding-company level.	Not disclosed / no information found	Not disclosed	0.00	1.00				
Investor AB	Sweden	Financials & Insurance	4. Worker representation / collective bargaining	Collective bargaining / worker representation not disclosed at parent level.	Not disclosed / no information found	Not disclosed	0.00	1.00				
Investor AB	Sweden	Financials & Insurance	5. Diversity & inclusion	Diversity metric: 8% female (selected scope at parent / executive level) disclosed.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Investor AB	Sweden	Financials & Insurance	6. Wages / pay policy (adequate / living wage)	Adequate / living wage not disclosed at parent level.	Not disclosed / no information found	Not disclosed	0.00	1.00				
Investor AB	Sweden	Financials & Insurance	7. Social protection / employee benefits	Pension and benefits described qualitatively at parent level.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Investor AB	Sweden	Financials & Insurance	8. Inclusion of employees with disabilities	Inclusion of persons with disabilities not disclosed in detail.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Investor AB	Sweden	Financials & Insurance	9. Training & development	Training programmes described qualitatively.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Investor AB	Sweden	Financials & Insurance	10. Health & safety data	Health & safety not material / not disclosed at parent level.	Not disclosed / no information found	Not disclosed	0.00	1.00				
Investor AB	Sweden	Financials & Insurance	11. Work-life balance / flexible work	Workplace flexibility referenced qualitatively.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Investor AB	Sweden	Financials & Insurance	12. Pay equity / pay gap / remuneration structure	Pay equity discussed qualitatively at parent level.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Investor AB	Sweden	Financials & Insurance	13. Incidents / grievances / human- or labour-right	Grievance/whistleblower channels described.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Partners Group	Switzerland	Financials & Insurance	1. Workforce-related targets or commitments	Sustainability strategy reaffirmed in 2024; gender / DEI commitments referenced. No quantitative multi-year workforce target disclosed.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Partners Group	Switzerland	Financials & Insurance	2. Employee numbers & composition	Workforce headcount referenced qualitatively (Partners Group is a global private-markets manager with ~2,000 employees). Full quantitative breakdown not surfaced in the brief sustainability report; further detail in Annual Report.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Partners Group	Switzerland	Financials & Insurance	3. Non-employee workers	Non-employee workers not disclosed in the 2024 Sustainability Report.	Not disclosed / no information found	Not disclosed	0.00	1.00				
Partners Group	Switzerland	Financials & Insurance	4. Worker representation / collective bargaining	Collective bargaining / worker representation not addressed in the 2024 Sustainability Report.	Not disclosed / no information found	Not disclosed	0.00	1.00				
Partners Group	Switzerland	Financials & Insurance	5. Diversity & inclusion	Diversity metric: 39% female workforce (2024). DEI programme described.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Partners Group	Switzerland	Financials & Insurance	6. Wages / pay policy (adequate / living wage)	Adequate / living wage not addressed in the 2024 Sustainability Report.	Not disclosed / no information found	Not disclosed	0.00	1.00				
Partners Group	Switzerland	Financials & Insurance	7. Social protection / employee benefits	Employee benefits and well-being described qualitatively.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Partners Group	Switzerland	Financials & Insurance	8. Inclusion of employees with disabilities	Inclusion of employees with disabilities not addressed in the 2024 Sustainability Report.	Not disclosed / no information found	Not disclosed	0.00	1.00				
Partners Group	Switzerland	Financials & Insurance	9. Training & development	Training metric: 15 hours of training per employee disclosed.	Quantitative metrics disclosed	Quantitative metrics disclose	1.00	0.00				
Partners Group	Switzerland	Financials & Insurance	10. Health & safety data	Occupational health & safety not material / not addressed for an asset-manager workforce in the 2024 Sustainability Report.	Not disclosed / no information found	Not disclosed	0.00	1.00				
Partners Group	Switzerland	Financials & Insurance	11. Work-life balance / flexible work	Workplace flexibility and well-being initiatives referenced qualitatively.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				
Partners Group	Switzerland	Financials & Insurance	12. Pay equity / pay gap / remuneration structure	Pay equity / pay gap / CEO pay ratio not disclosed in the 2024 Sustainability Report.	Not disclosed / no information found	Not disclosed	0.00	1.00				
Partners Group	Switzerland	Financials & Insurance	13. Incidents / grievances / human- or labour-right	Whistleblower / Speak Up channel and code of conduct framework described qualitatively.	Qualitative narrative only (policy/process, no nu	Qualitative narrative only	0.50	0.50				

Company	Country	Sector	1. Workforce-related targets or commitments	2. Employee numbers & composition	3. Non-employee workers	4. Worker representation / collective bargaining	5. Diversity & inclusion	6. Wages / pay policy (adequate / living wage)	7. Social protection / employee benefits	8. Inclusion of employees with disabilities	9. Training & development	10. Health & safety data	11. Work-life balance / flexible work	12. Pay equity / pay gap / remuneration structure	13. Incidents / grievances / human- or labour-rights issues	Sum PRI pts	PRI	RFI	Quant	Qual	Exempt	Not disc.
Amadeus IT Group	Spain	Technology & Information Ser	1.00	1.00	0.50	1.00	1.00	0.50	1.00	1.00	1.00	1.00	0.50	0.50		11.00	84.6	15.4	9	4	0	0
Legrand	France	Industrials & Materials	1.00	1.00	0.50	1.00	1.00	1.00	0.50	1.00	1.00	1.00	0.50	0.50		10.50	80.8	19.2	8	5	0	0
Saint-Gobain	France	Industrials & Materials	1.00	1.00	0.50	1.00	1.00	1.00	0.50	0.50	1.00	1.00	0.50	1.00	0.50	10.50	80.8	19.2	8	5	0	0
Alcon	Switzerland	Healthcare & Pharmaceuticals	1.00	1.00	1.00	1.00	1.00	0.50	0.50	0.50	1.00	1.00	0.50	0.50	0.50	10.00	76.9	23.1	7	6	0	0
Assicurazioni Generali	Italy	Financials & Insurance	1.00	1.00	0.00	1.00	1.00	0.50	0.50	0.50	1.00	1.00	1.00	1.00	0.50	10.00	76.9	23.1	8	4	0	1
Deutsche Post DHL	Germany	Industrials & Materials	1.00	1.00	1.00	1.00	1.00	0.50	0.50	0.50	1.00	1.00	0.50	1.00	0.50	10.00	76.9	23.1	7	6	0	0
Engie	France	Energy, Utilities & Resources	1.00	1.00	0.25	0.50	1.00	0.50	1.00	1.00	1.00	1.00	0.50	0.50	0.50	9.75	75.0	25.0	7	5	1	0
3i Group	United Kingdom	Financials & Insurance	1.00	1.00	0.50	0.50	1.00	0.50	1.00	0.50	0.50	0.00	1.00	1.00	1.00	9.50	73.1	26.9	7	5	0	1
Atlas Copco	Sweden	Industrials & Materials	1.00	1.00	1.00	1.00	1.00	0.50	0.50	0.50	0.50	1.00	0.50	0.50	0.50	9.50	73.1	26.9	6	7	0	0
Swiss Re	Switzerland	Financials & Insurance	0.50	1.00	0.50	0.50	1.00	0.50	1.00	0.50	1.00	0.50	1.00	1.00	0.50	9.50	73.1	26.9	6	7	0	0
Adidas	Germany	Consumer Goods & Retail	1.00	1.00	0.25	1.00	1.00	1.00	0.25	0.50	0.50	1.00	0.25	1.00	0.50	9.25	71.2	28.8	7	3	3	0
Deutsche Bank	Germany	Financials & Insurance	0.50	1.00	1.00	1.00	1.00	0.50	0.50	0.50	0.50	0.25	1.00	1.00	0.50	9.25	71.2	28.8	6	6	1	0
Ferrari	Italy	Mobility & Defence	0.50	1.00	1.00	0.50	1.00	1.00	0.50	0.50	0.50	1.00	0.25	1.00	0.50	9.25	71.2	28.8	6	6	1	0
Adyen	Netherlands	Financials & Insurance	1.00	1.00	1.00	0.00	1.00	0.50	1.00	0.50	0.50	0.00	1.00	1.00	0.50	9.00	69.2	30.8	7	4	0	2
Anglo American	United Kingdom	Energy, Utilities & Resources	1.00	1.00	0.00	0.50	1.00	0.50	0.50	0.50	0.50	1.00	0.50	1.00	1.00	9.00	69.2	30.8	6	6	0	1
Danone	France	Consumer Goods & Retail	1.00	1.00	0.00	1.00	0.50	1.00	0.50	0.50	0.50	1.00	0.50	1.00	0.50	9.00	69.2	30.8	6	6	0	1
Mercedes-Benz Group	Germany	Mobility & Defence	1.00	1.00	0.50	1.00	1.00	0.50	0.50	0.50	0.50	1.00	0.50	0.50	0.50	9.00	69.2	30.8	5	8	0	0
Stellantis	Italy	Mobility & Defence	1.00	1.00	0.50	0.50	0.50	1.00	0.50	0.50	0.50	1.00	0.50	1.00	0.50	9.00	69.2	30.8	5	8	0	0
Tesco	United Kingdom	Consumer Goods & Retail	0.50	1.00	0.50	0.50	1.00	1.00	1.00	0.50	0.50	0.50	0.50	1.00	0.50	9.00	69.2	30.8	5	8	0	0
Eni	Italy	Energy, Utilities & Resources	0.50	1.00	0.25	1.00	1.00	0.50	0.25	0.25	0.50	1.00	1.00	1.00	0.50	8.75	67.3	32.7	6	4	3	0
Banco Bilbao Vizcaya Argentaria	Spain	Financials & Insurance	0.50	1.00	0.25	1.00	1.00	0.50	0.50	0.50	0.50	0.25	1.00	1.00	0.50	8.50	65.4	34.6	5	6	2	0
Glencore	United Kingdom	Energy, Utilities & Resources	1.00	1.00	0.50	0.50	1.00	0.50	0.50	0.50	0.50	1.00	0.50	0.50	0.50	8.50	65.4	34.6	4	9	0	0
Haleon	United Kingdom	Healthcare & Pharmaceuticals	1.00	1.00	0.50	0.50	1.00	0.00	0.50	0.50	0.50	1.00	0.50	1.00	0.50	8.50	65.4	34.6	5	7	0	1
NatWest Group	United Kingdom	Financials & Insurance	0.50	1.00	0.50	0.50	1.00	1.00	0.50	0.50	0.50	0.50	0.50	1.00	0.50	8.50	65.4	34.6	4	9	0	0
Reckitt Benckiser	United Kingdom	Healthcare & Pharmaceuticals	0.50	1.00	0.50	0.50	1.00	1.00	0.50	0.50	0.50	0.50	0.50	1.00	0.50	8.50	65.4	34.6	4	9	0	0
Rheinmetall	Germany	Mobility & Defence	0.50	1.00	0.50	0.50	1.00	0.50	0.50	1.00	0.50	0.50	0.50	1.00	0.50	8.50	65.4	34.6	4	9	0	0
Sika	Switzerland	Industrials & Materials	0.50	1.00	0.50	0.50	1.00	0.50	0.50	0.50	1.00	1.00	0.50	0.50	0.50	8.50	65.4	34.6	4	9	0	0
Ahold Delhaize	Netherlands	Consumer Goods & Retail	0.50	1.00	0.50	1.00	0.50	0.50	0.50	0.50	0.50	1.00	0.50	0.50	0.50	8.00	61.5	38.5	3	10	0	0
Deutsche Börse	Germany	Financials & Insurance	0.50	1.00	0.00	0.50	1.00	0.50	0.50	0.50	0.50	0.50	1.00	1.00	0.50	8.00	61.5	38.5	4	8	0	1
Lloyds Banking Group	United Kingdom	Financials & Insurance	0.50	1.00	0.50	0.50	1.00	1.00	0.50	0.50	0.50	0.50	0.50	0.50	0.50	8.00	61.5	38.5	3	10	0	0
Siemens Energy	Germany	Energy, Utilities & Resources	0.50	1.00	0.50	0.50	1.00	0.50	0.50	0.50	0.50	1.00	0.50	0.50	0.50	8.00	61.5	38.5	3	10	0	0
E.ON	Germany	Energy, Utilities & Resources	0.50	1.00	1.00	1.00	1.00	0.00	0.50	0.50	0.50	1.00	0.00	0.25	0.50	7.75	59.6	40.4	5	5	1	2
ING Group	Netherlands	Financials & Insurance	1.00	1.00	0.50	0.50	1.00	0.50	0.25	0.25	0.50	0.50	0.25	1.00	0.50	7.75	59.6	40.4	4	6	3	0
BAE Systems	United Kingdom	Mobility & Defence	0.50	1.00	0.00	1.00	1.00	0.50	0.50	0.00	0.50	1.00	0.00	1.00	0.50	7.50	57.7	42.3	5	5	0	3
Givaudan	Switzerland	Industrials & Materials	0.50	1.00	0.50	0.50	1.00	0.50	0.50	0.00	0.50	1.00	0.50	0.50	0.50	7.50	57.7	42.3	3	9	0	1
Lonza	Switzerland	Healthcare & Pharmaceuticals	0.50	1.00	0.00	0.00	1.00	0.50	1.00	0.50	1.00	0.00	1.00	0.50	0.50	7.50	57.7	42.3	5	5	0	3
Volvo Group	Sweden	Mobility & Defence	0.50	1.00	0.50	0.50	1.00	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	7.50	57.7	42.3	2	11	0	0
Nordea Bank	Finland	Financials & Insurance	0.50	1.00	0.50	0.50	1.00	0.50	0.50	0.00	1.00	0.50	0.25	0.50	0.50	7.25	55.8	44.2	3	8	1	1
Ashtead Group	United Kingdom	Industrials & Materials	0.50	1.00	0.00	0.00	1.00	0.50	0.50	0.00	0.50	1.00	0.50	1.00	0.50	7.00	53.8	46.2	4	6	0	3
BASF	Germany	Industrials & Materials	1.00	1.00	0.25	0.50	0.50	0.50	0.50	0.50	0.50	1.00	0.00	0.25	0.50	7.00	53.8	46.2	3	7	2	1
Experian	United Kingdom	Technology & Information Ser	0.50	1.00	0.50	0.00	1.00	0.50	0.50	1.00	0.50	0.00	0.50	1.00	0.00	7.00	53.8	46.2	4	6	0	3
Infineon Technologies	Germany	Technology & Information Ser	1.00	1.00	0.25	0.25	1.00	0.25	0.25	0.25	1.00	1.00	0.25	0.25	0.25	7.00	53.8	46.2	5	0	8	0

Company	Country	Sector	1. Workforce-related targets or commitments	2. Employee numbers & composition	3. Non-employee workers	4. Worker representation / collective bargaining	5. Diversity & inclusion	6. Wages / pay policy (adequate / living wage)	7. Social protection / employee benefits	8. Inclusion of employees with disabilities	9. Training & development	10. Health & safety data	11. Work-life balance / flexible work	12. Pay equity / pay gap / remuneration structure	13. Incidents / grievances / human- or labour-rights issues	Sum PRI pts	PRI	RFI	Quant	Qual	Exempt	Not disc.
Wolters Kluwer	Netherlands	Technology & Information Ser	0.50	1.00	0.50	0.50	1.00	0.50	0.50	0.25	0.50	0.25	0.50	0.50	0.50	7.00	53.8	46.2	2	9	2	0
Barclays	United Kingdom	Financials & Insurance	1.00	0.00	0.00	0.00	1.00	1.00	1.00	0.00	0.50	0.50	0.00	1.00	0.50	6.50	50.0	50.0	5	3	0	5
Assa Abloy	Sweden	Industrials & Materials	1.00	1.00	0.50	0.50	1.00	0.50	0.00	0.00	0.00	1.00	0.00	0.25	0.50	6.25	48.1	51.9	4	4	1	4
Argenx	Belgium	Healthcare & Pharmaceuticals	0.00	1.00	0.00	0.50	0.50	0.00	0.50	0.50	0.50	1.00	0.00	1.00	0.50	6.00	46.2	53.8	3	6	0	4
Capgemini	France	Technology & Information Ser	1.00	1.00	0.00	0.00	1.00	0.00	0.00	0.50	1.00	0.50	1.00	0.00	0.00	6.00	46.2	53.8	5	2	0	6
DSV	Denmark	Industrials & Materials	0.50	1.00	0.00	0.25	1.00	0.00	0.50	0.50	0.50	0.00	0.25	1.00	0.50	6.00	46.2	53.8	3	5	2	3
Investor AB	Sweden	Financials & Insurance	0.50	1.00	0.00	0.00	1.00	0.00	0.50	0.50	0.50	0.00	0.50	0.50	0.50	5.50	42.3	57.7	2	7	0	4
Partners Group	Switzerland	Financials & Insurance	0.50	0.50	0.00	0.00	1.00	0.00	0.50	0.00	1.00	0.00	0.50	0.00	0.50	4.50	34.6	65.4	2	5	0	6

Sample statistics

Mean PRI	63.19
Median PRI	65.38
Min PRI	34.62
Max PRI	84.62
Std dev (sample)	10.80