TFS TRIAL FORM SUPPORT AB (GROUP)

Lund - Sweden | Scientific research and development

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

Overall score
→ **69**/100

Percentile
83rd

BRONZE | Top 35%
ecovadis
Sustainability Rating
SEP 2025

Scorecard

Publication date: 22 Sep 2025 **Valid until:** 22 Sep 2026

Overall score	Environment	Labor & Human Rights	Ethics	Sustainable Procurement
Percentile **83rd**	Impact on score ●●○○	Impact on score ●●●●	Impact on score ●○○○	Impact on score ●○○○
→ **69**/100	↘ **68**/100	↘ **68**/100	↘ **73**/100	↗ **74**/100

Environment   Impact on score ●●○○   ● ↘ **68**/100

Environment | Policies   Impact on score ●●●●   ● ↗ **75**/100

A policy is a set of objectives that addresses specific sustainability issues. It shows a company's intention to reduce impact, mitigate risk or improve performance.

Strengths

Quantitative objectives set on energy consumption & GHGs
Comprehensive policy on a majority of environmental issues
Environmental policy on materials, chemicals & waste
Environmental policy on energy consumption & GHGs

Environment | Endorsements   Impact on score ●○○○   ● → **100**/100

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

Strengths

Endorsement of the Science Based Targets initiative - Committed
Endorsement of the United Nations Global Compact (UNGC)

Environment | Measures   Impact on score ●●●●   ● → **75**/100

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

Strengths

Internal sorting & disposal of waste according to waste streams

Refurbishing and internal reuse of IT hardware

Purchase and/or generation of renewable energy

Reduction of energy consumption of lighting systems

Reduction of internal wastes through material reuse, recovery or repurpose

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

Training of employees on energy conservation/climate actions

Environment | Certifications   Impact on score ●●●○   ● → **0**/100

Certifications confirm your compliance with international standards (for example, ISO 14001, ISO 45001, ISO 37001, SA8000 or FSC Chain of Custody). They must be issued by an external certification body.

Improvement areas

Low priority   No information on ISO 14001/EMAS certification

Environment | Reporting   Impact on score ●●●○   ● ↘ **25**/100

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

Strengths

Reporting on total gross Scope 3 GHG emissions

Total gross Scope 3 GHG emissions reporting value confirmed in supporting documentation

Reporting on total gross Scope 1 GHG emissions

Reporting on total gross Scope 2 GHG emissions (market or location based)

Company reports to CDP

Reporting on total amount of renewable energy consumed

Total gross Scope 2 reporting value confirmed in supporting documentation

Total gross Scope 1 reporting value confirmed in supporting documentation

Reporting on total energy consumption

Company communicates progress towards the Sustainable Development Goals (SDGs)

Materiality analysis in sustainability reporting

Reporting with reference to the GRI Universal Standards

Improvement areas

High priority	Insufficient reporting on environmental issues
Low priority	No supporting evidence of reporting on the total gross Scope 3 downstream GHG emissions
Low priority	No supporting evidence of external assurance or verification of the sustainability reporting
Low priority	No supporting evidence of reporting on the total weight of non-hazardous waste
Low priority	No supporting evidence of reporting on the total weight of waste recovered
Low priority	No supporting evidence of reporting on the total weight of hazardous waste

Environment | 360° Watch   Impact on score ●●●●   → **75**/100

The 360° Watch Findings indicator is scored based on the data we gather by scanning thousands of sources in the public domain. This allows us to get a broader overview of your company's sustainability management.

Strengths and improvement areas

No recommendations yet

News that impacted your score (1)

News stories about your company we found in public databases.

No records found for this company on Compliance Database

25 Aug 2025

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from Aug 2025 to Aug 2030

Labor & Human Rights   Impact on score ●●●●   ↘ **68**/100

Labor & Human Rights | Policies   Impact on score ●●●●   → **50**/100

A policy is a set of objectives that addresses specific sustainability issues. It shows a company's intention to reduce impact, mitigate risk or improve performance.

Strengths

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

Improvement areas

| Low priority | No quantitative target on labor and human rights issues |

Labor & Human Rights | Endorsements   Impact on score ●○○○

→ **75**/100

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

Strengths

Endorsement of the United Nations Global Compact (UNGC)

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

→ **100**/100

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

Strengths

Communication to all employees of remuneration process (e.g. salary grid, procedure for salary advancement)

Employee satisfaction survey

Health care coverage of employees in place

Compensation for extra or atypical working hours

Collective bargaining agreement on working hours, overtime, or leaves

Collective bargaining agreement on preventing discrimination and harassment

Grievance mechanism on discrimination and/or harassment issues

Collective bargaining agreement on career management & training

Actions to prevent discrimination during recruitment phase

Employee representatives or employee representative body (e.g. works council)

Family Friendly programs (FFPs) implemented (e.g. parental or care leaves, childcare services or allowances)

Awareness training on discrimination and harassment

Complaints procedure in place for employees to report on occupational health and safety issues

Actions to ensure adequate wages

Flexible organization of work (eg. remote work, flexi-time)

Collective bargaining agreement on employees' health & safety

Other actions to ensure good working conditions

Preventive actions for repetitive strain injury (RSI)

Grievance mechanism on working conditions

Collectively bargained wages

Actions to manage working hours and overtime

Provision of skills development training

Actions to promote internal mobility

Training of employees on health and safety risks and best working practices

Actions to address stress and psychological wellbeing in the workplace

Regular assessment of individual performance

Individual development and career plan for all employees

Labor & Human Rights | Certifications   Impact on score ●●●○   ● → 0/100

Certifications confirm your compliance with international standards (for example, ISO 14001, ISO 45001, ISO 37001, SA8000 or FSC Chain of Custody). They must be issued by an external certification body.

Improvement areas

| Low priority | No information on ISO 45001 certification |

Labor & Human Rights | Reporting Impact on score ●●●○   ↗ **50**/100

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

↘

Strengths

Standard reporting on labor and human rights issues
Reporting on the percentage of women employed in relation to the whole organization
Reporting on number of days lost to work-related injuries, fatalities and ill health
Reporting on number of recordable work-related accidents
Reporting on the percentage of women at top management level
Reporting on number of average training hours per employee
Company communicates progress towards the Sustainable Development Goals (SDGs)
Materiality analysis in sustainability reporting
Reporting with reference to the GRI Universal Standards

Improvement areas

Low priority	Declares reporting on ratio of the annual total compensation of the highest paid individual, to the median annual total compensation for all employees, but no supporting documentation available
Low priority	No supporting evidence of external assurance or verification of the sustainability reporting

Labor & Human Rights | 360° Watch Impact on score ●●●●   → **75**/100

The 360° Watch Findings indicator is scored based on the data we gather by scanning thousands of sources in the public domain. This allows us to get a broader overview of your company's sustainability management.

Strengths and improvement areas

No recommendations yet

News that impacted your score (1)

News stories about your company we found in public databases.

No records found for this company on Compliance Database 25 Aug 2025	**360° Watch** Impact on Score **Neutral** Severity **N/A** valid from Aug 2025 to Aug 2030

Ethics Impact on score ●○○○   ↘ **73**/100

Ethics | Policies   Impact on score ●●●●

● → **75**/100

A policy is a set of objectives that addresses specific sustainability issues. It shows a company's intention to reduce impact, mitigate risk or improve performance.

Strengths

Comprehensive policies on ethics issues
Policies on corruption
Policy on fraud
Disciplinary sanctions to deal with policy violations
Policy on information security
Policy on money laundering
Policy on conflict of interest
Dedicated responsibility for ethics issues

Ethics | Endorsements   Impact on score ●○○○

● → **50**/100

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

Strengths

Endorsement of the United Nations Global Compact (UNGC)

Ethics | Measures   Impact on score ●●●●

● → **75**/100

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

Strengths

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

Implementation of a records retention schedule

Information security risk assessments performed

Whistleblower procedure for stakeholders to report information security concerns

Awareness training to prevent information security breaches

Whistleblower procedure for stakeholders to report corruption and bribery

Measures for gaining stakeholder consent regarding the processing, sharing and retention of confidential information

Training of employees on corruption and bribery prevention

Audits of control procedures to prevent corruption

Audits of control procedures to prevent information security breaches

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

Measures to protect third party data from unauthorized access or disclosure

Improvement areas

High priority | No supporting evidence of corruption risk assessments

Low priority | No supporting evidence of an anti-corruption due diligence program on third parties

Ethics | Certifications   Impact on score ●●●○   ● → **50**/100

Certifications confirm your compliance with international standards (for example, ISO 14001, ISO 45001, ISO 37001, SA8000 or FSC Chain of Custody). They must be issued by an external certification body.

Strengths and improvement areas

No recommendations yet

Ethics | Reporting   Impact on score ●●●○   ● → **50**/100

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

Strengths

Standard reporting on ethics issues

Company communicates progress towards the Sustainable Development Goals (SDGs)

Materiality analysis in sustainability reporting

Reporting with reference to the GRI Universal Standards

Improvement areas

Low priority | No supporting evidence of external assurance or verification of the sustainability reporting

Ethics | 360° Watch   Impact on score ●●●●

🟢 ↗ **75**/100

The 360° Watch Findings indicator is scored based on the data we gather by scanning thousands of sources in the public domain. This allows us to get a broader overview of your company's sustainability management.

Strengths and improvement areas

No recommendations yet

News that impacted your score (1)
News stories about your company we found in public databases.

No records found for this company on Compliance Database 25 Aug 2025	**360° Watch** Impact on Score **Neutral** Severity **N/A** valid from Aug 2025 to Aug 2030

Sustainable Procurement   Impact on score ●○○○

🟢 ↗ **74**/100

Sustainable Procurement | Policies   Impact on score ●●●●

🟢 ↗ **75**/100

A policy is a set of objectives that addresses specific sustainability issues. It shows a company's intention to reduce impact, mitigate risk or improve performance.

Strengths

Quantitative objectives set on sustainable procurement policy
Comprehensive sustainable procurement policies on both social and environmental factors

Sustainable Procurement | Endorsements   Impact on score ●○○○

🟢 → **75**/100

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

Strengths

Endorsement of the Science Based Targets initiative - Committed
Endorsement of the United Nations Global Compact (UNGC)

Sustainable Procurement | Measures   Impact on score ●●●●

🟢 ↗ **75**/100

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

Strengths

Actions to prevent discrimination and harassment in the workforce of suppliers

Supplier assessment on environmental and social practices

Risk assessment of adverse sustainability impacts in the supply chain

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

Integration of social and environmental clauses into supplier contracts

Supplier sustainability code of conduct in place

Improvement areas

Medium priority	No supporting evidence of on-site audits of suppliers on environmental and social issues
Low priority	No supporting evidence of capacity building of suppliers on risks of adverse sustainability impacts
Low priority	No supporting evidence of incentive programs for suppliers based on their environmental and social performances
Low priority	No supporting evidence of sustainable procurement objectives integrated into buyer performance reviews

Sustainable Procurement | Certifications   Impact on score ●●●○   ● ↗ **50**/100

Certifications confirm your compliance with international standards (for example, ISO 14001, ISO 45001, ISO 37001, SA8000 or FSC Chain of Custody). They must be issued by an external certification body.

Strengths and improvement areas

No recommendations yet

Sustainable Procurement | Reporting   Impact on score ●●●○   ● ↗ **50**/100

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

Strengths

Standard reporting on sustainable procurement issues

Reporting on total gross Scope 3 upstream GHG emissions

Total gross Scope 3 upstream GHG emissions value confirmed in supporting documentation

Company communicates progress towards the Sustainable Development Goals (SDGs)

Materiality analysis in sustainability reporting

Reporting with reference to the GRI Universal Standards

Improvement areas

| Low priority | No supporting evidence of external assurance or verification of the sustainability reporting |

Sustainable Procurement | 360° Watch   Impact on score ●●●●   ● → **75**/100

The 360° Watch Findings indicator is scored based on the data we gather by scanning thousands of sources in the public domain. This allows us to get a broader overview of your company's sustainability management.

Strengths and improvement areas

<div style="text-align:center">

No recommendations yet

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News that impacted your score (1)

News stories about your company we found in public databases.

No records found for this company on Compliance Database

25 Aug 2025

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from Aug 2025 to Aug 2030

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