

TFS TRIAL FORM SUPPORT AB (GROUP)

Lund - Sweden | Other professional, scientific and technical activities

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

Overall score

↗ **84**/100

Percentile

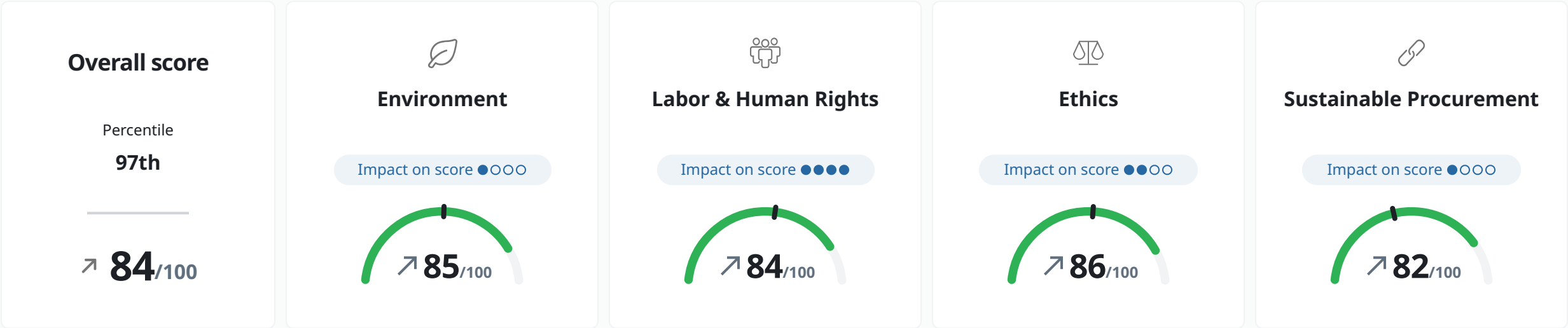
97th



Scorecard

Publication date: 4 Sep 2026

Valid until: 4 Sep 2027



Environment

Impact on score ●○○○

↗ **85**/100

Environment | Policies

Impact on score ●●●●

↗ **100**/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

Exceptional policy on major environmental issues
Quantitative targets set on energy consumption and GHGs
Formal mechanisms to review and amend environmental policy
Environmental policy scope of application specified
Environmental policy on waste
Dedicated responsibility for environmental policy
Environmental policy on energy consumption and GHGs

Improvement areas

Low priority	No supporting evidence of quantitative target set on waste
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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 United Nations Global Compact (UNGC)

Endorsement of the Science Based Targets initiative - Targets Set

Environment | Measures

Impact on score ●●●●

● ↗ 100/100

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
- Energy and/or carbon audit
- Training of employees on waste reduction and sorting
- Reduction of material consumption through process optimization
- Use of eco-friendly or bio-based input materials
- Integration of adaptive practices into operational processes to withstand environmental disruptions
- Other actions to reduce energy consumption/GHG emissions
- Physical climate risk assessment in place for the company’s operations

Improvement areas

- Low priorityNo supporting evidence of the establishment of emergency reserves or safety nets for environmental disruptions
- Low priorityNo supporting evidence of reduction of energy consumption of IT infrastructure

Environment | Certifications

Impact on score ●●●○

● ↗ 25/100

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

- External sustainability audit: no non-compliance found on environment

Improvement areas

- Low priorityNo supporting evidence of ISO 14001/EMAS certification

Environment | Reporting

Impact on score ●●●○

● ↗ 75

/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
Company reports to CDP
Reporting on total amount of renewable energy consumed
Total gross Scope 1 GHG emissions 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
External assurance or verification of sustainability reporting
Reporting on total weight of waste recovered
Reporting in accordance with ESRS Set 1
Total gross market-based Scope 2 GHG emissions value confirmed in supporting documentation
Reporting on total gross market-based Scope 2 GHG emissions
Reporting on total weight of hazardous waste
Comprehensive reporting on environmental issues
Total gross location-based Scope 2 GHG emissions value confirmed in supporting documentation
Reporting on total gross location-based Scope 2 GHG emissions

Improvement areas

Low priority	No supporting evidence of reporting on the total gross Scope 3 downstream GHG emissions
Low priority	No supporting evidence of reporting on the total weight of non-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 (2)

News stories about your company we found in public databases.

Summary: TFS Trial Form Support AB Profile & Sustainability Score

ditchcarbon.com

| 01 Oct 2025

Founded in 2005 and headquartered in Sweden, TFS Trial Form Support AB (TFS) is a clinical trial support company specializing in clinical trial management, trial design, patient recruitment, and data management. According to DitchCarbon, TFS has a DitchCarbon score of 45 (+13 versus the industry average), outperforming 68% of its peers in the Research Services industry. However, TFS currently has no reported carbon emissions data, scope 3 category breakdowns, or documented reduction targets/climate pledges. It is not actively participating in major initiatives such as the Science Based

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Oct 2025 to Oct 2030



No records found for this company on Compliance Database

07 Aug 2026

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from Aug 2026 to Aug 2031

Labor & Human Rights

Impact on score ●●●●

● ↗ 84/100

Labor & Human Rights | Policies

Impact on score ●●●●

● ↗ 100/100

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 and human rights policy on working conditions
Labor and human rights policy on social dialogue
Labor and human rights policy on employee health and safety
Labor and human rights policy on career management and training
Labor and human rights policy on preventing discrimination and harassment
Exceptional policies on major labor and human rights issues
Quantitative targets set on working conditions
Quantitative targets set on employee health and safety
Quantitative targets set on career management and training
Dedicated responsibility for labor and human rights policy
Labor and human rights policy scope of application specified
Formal mechanisms to review and amend labor and human rights policy
Quantitative targets set on preventing discrimination and harassment

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)

Improvement areas

Low priority

The company has yet to commit to top-tier labor and human rights initiatives that integrate sector-specific issues with rigorous, science-based, or third-party verified constraints

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
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
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
Regular assessment of individual performance
Individual development and career plan for all employees
Remediation procedure in place for victims of discrimination and/or harassment
Actions to prevent discrimination in professional development and promotion processes
Actions to ensure equal pay for equal work
Actions to address stress and psychological wellbeing in the workplace
Training of employees on health and safety risks and best working practices
Actions to improve workstation ergonomics
Employee health and safety emergency action plan
Employee health & safety risk assessment
Actions to promote equal opportunities for all in the workplace

Improvement areas

Low priority

No supporting evidence of actions to prevent workplace harassment

Labor & Human Rights | Certifications

Impact on score ●●●○

● ↗ 25

/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

External sustainability audit: only a few minor non-compliances found on labor or human rights

Improvement areas

Low priority

No supporting evidence of ISO 45001 certification

Labor & Human Rights | Reporting

Impact on score ●●●○

● ↗ 75

/100

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

Strengths

- Reporting on the percentage of women employed in relation to the whole organization
- Reporting on the percentage of women at top management level
- Company communicates progress towards the Sustainable Development Goals (SDGs)
- Materiality analysis in sustainability reporting
- Reporting with reference to the GRI Universal Standards
- External assurance or verification of sustainability reporting
- Reporting on number of recordable work-related ill health
- Reporting in accordance with ESRS Set 1
- Reporting on ratio of the annual total compensation of the highest paid individual, to the median annual total compensation for all employees
- Reporting on number of average training hours per employee
- Report on percentage of women within the organization's board
- Comprehensive reporting on labor and human rights issues
- Reporting on the number of identified discrimination or harassment incidents or corrective actions

Labor & Human Rights | 360° Watch

Impact on score ●●●●

● → 75

/100

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

Strengths and improvement areas

No recommendations yet

News that impacted your score (1)

News stories about your company we found in public databases.

No records found for this company on Compliance Database

07 Aug 2026

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from Aug 2026 to Aug 2031

Ethics

Impact on score ●●○○

● ↗ 86/100

Ethics | Policies

Impact on score ●●●●

● ↗ 100/100

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

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
Exceptional policy on ethics issues
Formal mechanisms to review and amend ethics policy
Ethics policy scope of application specified
Detailed examples available regarding ethics issues
Quantitative targets set on ethics

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)

Improvement areas

Low priority

Current ethics endorsement(s) are too general. There is a lack of participation in high-impact, sector-specific initiatives that address the unique material issues of the company's industry

Ethics | Measures

Impact on score ●●●●

● ↗ 100

/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
Corruption risk assessments performed
Anti-corruption due diligence program on third parties in place
Information security due diligence program on third parties in place

Ethics | Certifications

Impact on score ●●●○

● ↗ 75

/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

External sustainability audit: no non-compliance found on ethics
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Improvement areas

Medium priority	No supporting evidence of ISO 27001 certification
Medium priority	No supporting evidence of ISO 37001 certification

Ethics | Reporting

Impact on score ●●●○

● ↗ 75

/100

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

Strengths

Company communicates progress towards the Sustainable Development Goals (SDGs)
Materiality analysis in sustainability reporting
Reporting with reference to the GRI Universal Standards
Comprehensive reporting on ethics issues
External assurance or verification of sustainability reporting
Reporting in accordance with ESRS Set 1

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 07 Aug 2026	360° Watch Impact on Score Neutral Severity N/A valid from Aug 2026 to Aug 2031
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Sustainable Procurement

Impact on score ●○○○

● ↗ 82_{/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 targets set on sustainable procurement
Comprehensive sustainable procurement policies on both social and environmental factors
Sustainable procurement policy scope of application specified
Dedicated responsibility for sustainable procurement policy

Improvement areas

Low priority No supporting evidence of a mechanism to review and amend sustainable procurement policy
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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 United Nations Global Compact (UNGC)
Endorsement of the Science Based Targets initiative - Targets Set

Improvement areas

Low priority

The company has yet to commit to top-tier sustainable procurement initiatives that integrate sector-specific issues with rigorous, science-based, or third-party verified constraints

Sustainable Procurement | Measures

Impact on score ●●●●

● ↗ 100/100

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
On-site audits of suppliers on environmental and social issues
Integration of social and environmental clauses into supplier contracts
Training of buyers on social and environmental issues within the supply chain
Supplier sustainability code of conduct in place
Supplier assessment on environmental and social practices
Risk assessment of adverse sustainability impacts in the supply chain

Sustainable Procurement | Certifications

Impact on score ●●●○

● ↗ 75/100

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

External sustainability audit: no non-compliance found on sustainable procurement

Improvement areas

Low priority

No supporting evidence of certification regarding the sustainable procurement theme

Sustainable Procurement | Reporting

Impact on score ●●●○

● ↗ 75/100

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

Strengths

Reporting on total gross Scope 3 upstream GHG emissions
Total gross Scope 3 upstream GHG emissions reporting 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
Comprehensive reporting on sustainable procurement issues
External assurance or verification of sustainability reporting
Reporting in accordance with ESRS Set 1

Sustainable Procurement | 360° Watch

Impact on score ●●●●

● → 75_{/100}

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

Strengths and improvement areas

No recommendations yet

News that impacted your score (1)

News stories about your company we found in public databases.

No records found for this company on Compliance Database

07 Aug 2026

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from Aug 2026 to Aug 2031

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