

CHAPTER FIVE SA

Athens - Greece | Advertising and market research
 Company size: **M** | Assessment scope: **Entity**

Overall score
 ↘ **68/100**

Percentile
78th



Scorecard

Publication date: 21 Jan 2026 Valid until: 21 Jan 2027

Overall score

Percentile
78th

↘ **68/100**



Environment

Impact on score ●○○○



Labor & Human Rights

Impact on score ●●●●



Ethics

Impact on score ●●●○



Sustainable Procurement

Impact on score ●○○○



Environment

Impact on score ●○○○

↗ **72/100**

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 objectives set on waste

Formal mechanisms to review and amend environmental policy

Environmental policy scope of application specified

Environmental policy on energy consumption & GHGs

Environmental policy on waste

Dedicated responsibility for environmental policy

Environment | Endorsements

Impact on score ●○○○

→ **0/100**

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

Improvement areas

Low priority No conclusive information on endorsement of external initiatives or principles on environmental issues

Environment | Measures

Impact on score ●●●●

↗ **75/100**

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

Strengths

Training of employees on waste reduction and sorting
Reduction of internal wastes through material reuse, recovery or repurpose
Reduction of material consumption through process optimization
Internal sorting & disposal of waste according to waste streams
Training of employees on energy conservation/climate actions
Reduction of energy consumption of lighting systems
Use of efficient HVAC (heating, ventilation, and air conditioning) equipment

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

<div style="border: 1px solid #ccc; border-radius: 10px; padding: 5px; display: inline-block;"> Medium priority </div> No information regarding certification of an environmental management system
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Environment | Reporting

Impact on score ●●●○

● ↗ 50/100

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

Strengths

Reporting on total energy consumption
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)
Materiality analysis in sustainability reporting
Reporting on total gross Scope 3 downstream GHG emissions
Total gross Scope 3 downstream GHG emissions value confirmed in supporting documentation
Total gross Scope 2 reporting value confirmed in supporting documentation
Total gross Scope 1 reporting value confirmed in supporting documentation
Standard reporting on environmental issues

Improvement areas

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 amount of renewable energy consumed

Low priority

No supporting evidence of reporting on the total weight of hazardous waste

Low priority

No supporting evidence of external assurance or verification of the sustainability reporting

Low priority

No supporting evidence of reporting aligned with a sustainability reporting standard (such as GRI, ESRS, IFRS)

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

19 Dec 2025

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from Dec 2025 to Dec 2030

Labor & Human Rights

Impact on score ●●●●

● ↘ 62/100

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

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

Improvement areas

Medium priority Inconclusive documentation for policies on social dialogue

Low priority No quantitative target on labor and human rights issues

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

● → 0/100

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

Improvement areas

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

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

● ↘ 75/100

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
Grievance mechanism on discrimination and/or harassment issues
Family Friendly programs (FFPs) implemented (e.g. parental or care leaves, childcare services or allowances)
Awareness training on discrimination and harassment
Actions to address stress and psychological wellbeing in the workplace
Flexible organization of work (eg. remote work, flexi-time)
Regular assessment of individual performance
Individual development and career plan for all employees
Training of employees on health and safety risks and best working practices
The company declares its main operation(s) is located in a region where the right to freedom of association is not restricted by local law/regulation (not verified)
Actions to improve workstation ergonomics
Employee health and safety emergency action plan
Employee health & safety risk assessment
Actions to manage working hours and overtime

Improvement areas

- Low priority Further develop your grievance mechanism on working conditions
- Low priority Declares measures on structured social dialogue (e.g. collective agreement), but no supporting documentation available

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.

Strengths and improvement areas

No recommendations yet

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

● → 50/100

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 number of recordable work-related ill health

Report on average unadjusted gender pay gap

Materiality analysis in sustainability reporting

Reporting on number of average training hours per employee

Standard reporting on labor and human rights issues

Improvement areas

Low priority

No supporting evidence of reporting on the ratio of the annual total compensation of the highest-paid individual to the median annual total compensation for all employees

Low priority

No supporting evidence of external assurance or verification of the sustainability reporting

Low priority

No supporting evidence of reporting aligned with a sustainability reporting standard (such as GRI, ESRS, IFRS)

Labor & Human Rights | 360° Watch

Impact on score ●●●●

● → 75/100

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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

19 Dec 2025

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from Dec 2025 to Dec 2030

Ethics

Impact on score ●●●○

● ↘ 76/100

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

Exceptional policy on ethics issues
Policies on corruption
Policy on fraud
Disciplinary sanctions to deal with policy violations
Formal mechanisms to review and amend ethics policy
Ethics policy scope of application specified
Employee signature acknowledgement of ethics policy
Policy on information security
Policy on conflict of interest
Dedicated responsibility for ethics issues
Detailed examples available regarding ethics issues

Ethics | Endorsements

Impact on score ●○○○

● → 0/100

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

Improvement areas

Low priority	No conclusive information on endorsement of external initiatives or principles on ethics issues
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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)
Corruption 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
Training of employees on corruption and bribery prevention
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 information security risk assessments
Low priority	No supporting evidence of audits of control procedures to prevent corruption
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

Materiality analysis in sustainability reporting

Improvement areas

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

Low priority No supporting evidence of reporting aligned with a sustainability reporting standard (such as GRI, ESRS, IFRS)

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

19 Dec 2025

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from Dec 2025 to Dec 2030

Sustainable Procurement

Impact on score ●○○○

● ↘ 66/100

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

Sustainable procurement policy scope of application specified

Dedicated responsibility for sustainable procurement policy

Comprehensive sustainable procurement policies on both social and environmental factors

Improvement areas

Low priority No supporting evidence of a mechanism to review and amend sustainable procurement policy

Sustainable Procurement | Endorsements

Impact on score ●○○○

● → 0/100

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

Strengths and improvement areas

No recommendations yet

Sustainable Procurement | Measures

Impact on score ●●●●

● → 50/100

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

Strengths

Supplier sustainability code of conduct in place

Supplier assessment on environmental and social practices

Improvement areas

Medium priority No supporting evidence of the training of buyers on social and environmental issues within the supply chain

Medium priority No supporting evidence of on-site audits of suppliers on environmental and social issues

Medium priority No supporting evidence of the integration of social and environmental clauses into supplier contracts

Medium priority No supporting evidence of a risk assessment of adverse sustainability impacts in the supply chain

Sustainable Procurement | 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 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

Materiality analysis in sustainability reporting

Improvement areas

Low priority

No supporting evidence of external assurance or verification of the sustainability reporting

Low priority

No supporting evidence of reporting aligned with a sustainability reporting standard (such as GRI, ESRS, IFRS)

Sustainable Procurement | 360° Watch

Impact on score ●●●●

● → **75**/₁₀₀

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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

19 Dec 2025

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from Dec 2025 to Dec 2030

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