



ecovadis

Sustainability in the Supply Chain: EcoVadis and Xylem

Xylem

Andrea Montuori - Procurement Sustainability Manager, Global Procurement

Alberto Bozzi - VP, Global Procurement

Yingjun Wei - Senior Director, Global Procurement

Austin Alexander - VP, Sustainability

EcoVadis

Sara Tonogai, Customer Engagement Executive

Presentation Agenda



- 1 Supply Chain Sustainability at Xylem
- 2 Sustainability Basics and Introduction to Ecovadis
- 3 Ecovadis Methodology
- 4 EcoVadis Questionnaire Demo
- 5 After Questionnaire Submission - Your Scorecard and Planning Improvements
- 6 Wrap-up and Q&A

September 2021



Xylem Supply Chain Sustainability

ECOVADIS – XYLEM WEBINAR INTRO

Building a Sustainable Supply Chain

Xylem Sustainability 2025 Framework



XGP Leaders:

Andrea Montuori – Procurement Sustainability Mgr
 Jackie Benavides – Supplier Diversity & Compliance Mgr

2025 SUPPLY CHAIN SUSTAINABILITY GOALS

DRIVE SUPPLIER CSR	Suppliers will disclose sustainability information via <u>EcoVadis (equivalent) system</u>	<i>Launched in 2020</i>
REDUCE ENVIRONMENTAL IMPACT	Suppliers will provide Scope 1 & 2 GHG emissions and water usage via <u>CDP Supply Chain</u>	<i>Launched in 2021</i>
MITIGATE SUSTAINABILITY RISK	Engage Sustainability Critical suppliers in audit program and corrective action plans	<i>Launching soon</i>
EMBRACE DIVERSITY	Implement a supplier diversity program in the US and <u>increase diverse supplier spend</u>	<i>Launched in 2020</i>
COMMIT TO SAFE WATER AND SANITATION FOR ALL	Suppliers will take the WASH Pledge for the <u>workplace</u>	<i>Launched in 2020</i>



Drive Sustainable Procurement

Suppliers to disclose Sustainability information via EcoVadis or equivalent system

“Because..

70%

of businesses’
social and
environmental
impacts occur in
their supply chain”



[Click & read](#)

Comprehensive CSR Performance Assessment



Supported by AI enabled monitoring

Annual Disclosure & Continuous Improvement

EcoVadis combines sustainability expertise and online tools that will save you time and resources on sustainability assessment and reporting in the years to come with:

- Confidential and efficient Sustainability questionnaire and expert analysis
- A Sustainability Performance Scorecard (which you can share with other clients)
- Tools for benchmarking and improving your Sustainability practices

Sustainability & Xylem Preferred Supplier Program

- Xylem has been responding to the EcoVadis assessment since 2018 – we can help!
- Participation in this program will be a mandatory condition to get the status of Preferred Supplier by 2025, and our suppliers' engagement and performance results are already being integrated into our sourcing process today
- There is no “penalization” for first time assessment takers, but the expectation is that we will see continuous improvement of the score as our suppliers tackle their corrective action plans
- A score below 25 is considered “critical”, and a score below 45 will trigger request for corrective action plan

Register Now

Already rated by EcoVadis?

[Share your scorecard](#)

Our Sustainability Goals



Austin Alexander, VP, Sustainability
and Social Impact,

Alberto Bozzi, VP, Global
Procurement:

“It starts with data”

[Visit our SC Sustainability site for useful and most up to date information](#)

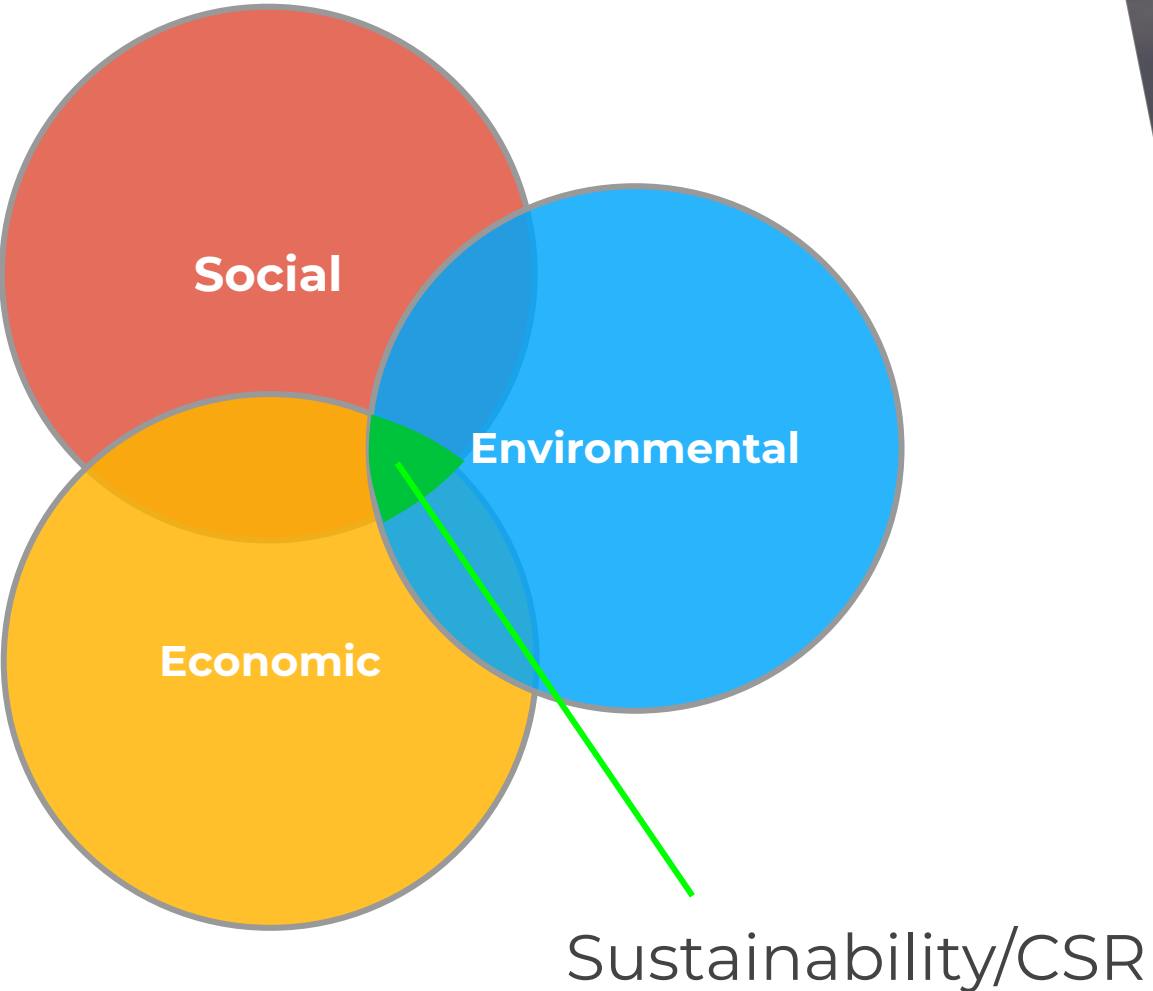
An aerial photograph of a large port facility, likely a container terminal, featuring numerous red gantry cranes and stacks of colorful shipping containers. The port is situated along a coastline with mountains in the background under a dramatic, sunset-colored sky. The image is partially obscured by dark, semi-transparent geometric shapes.

ecovadis

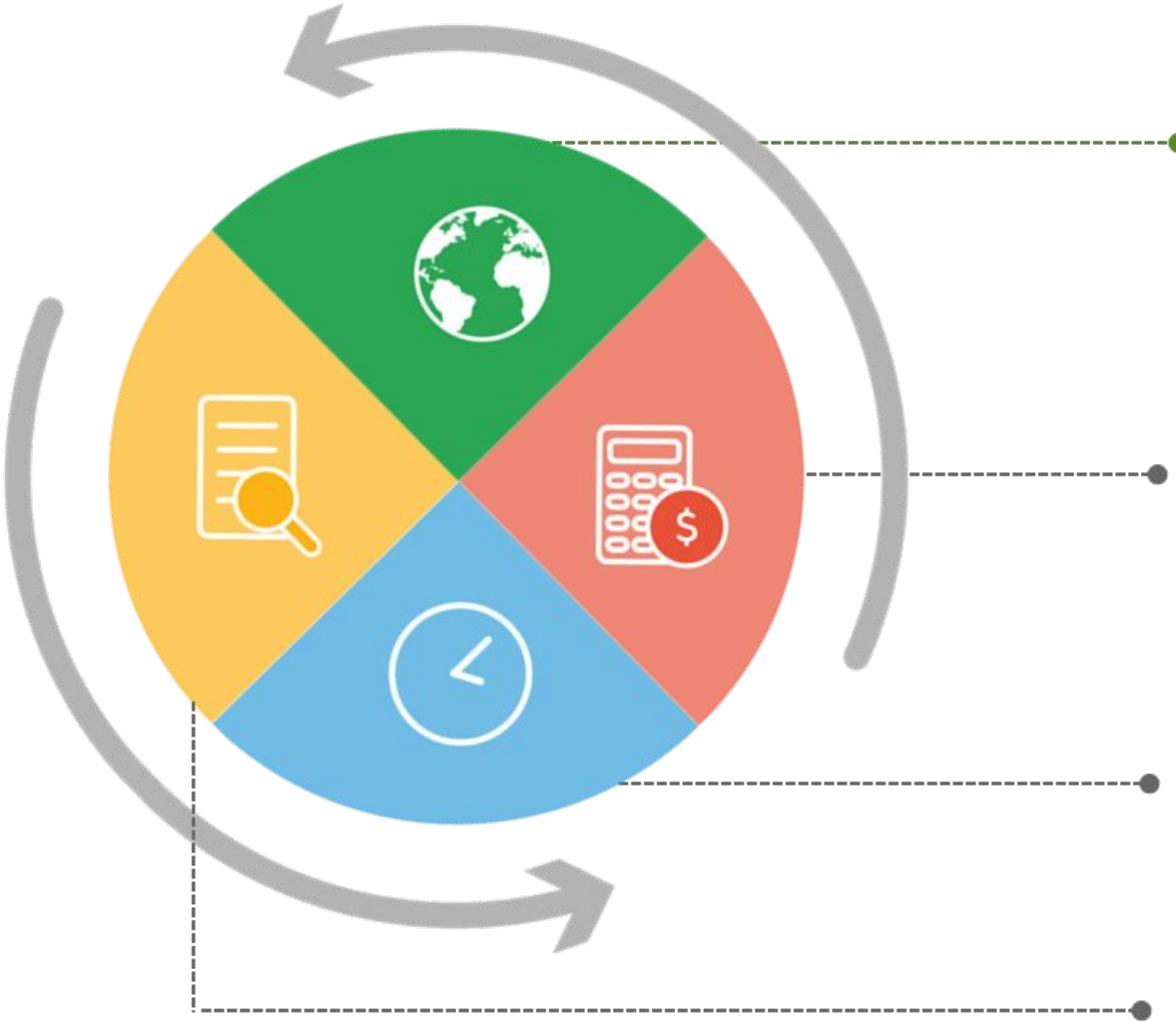
EcoVadis

The World's Most Trusted
Sustainability Ratings

Defining Sustainability and Corporate Social Responsibility



New procurement requirements



Sustainability

Price

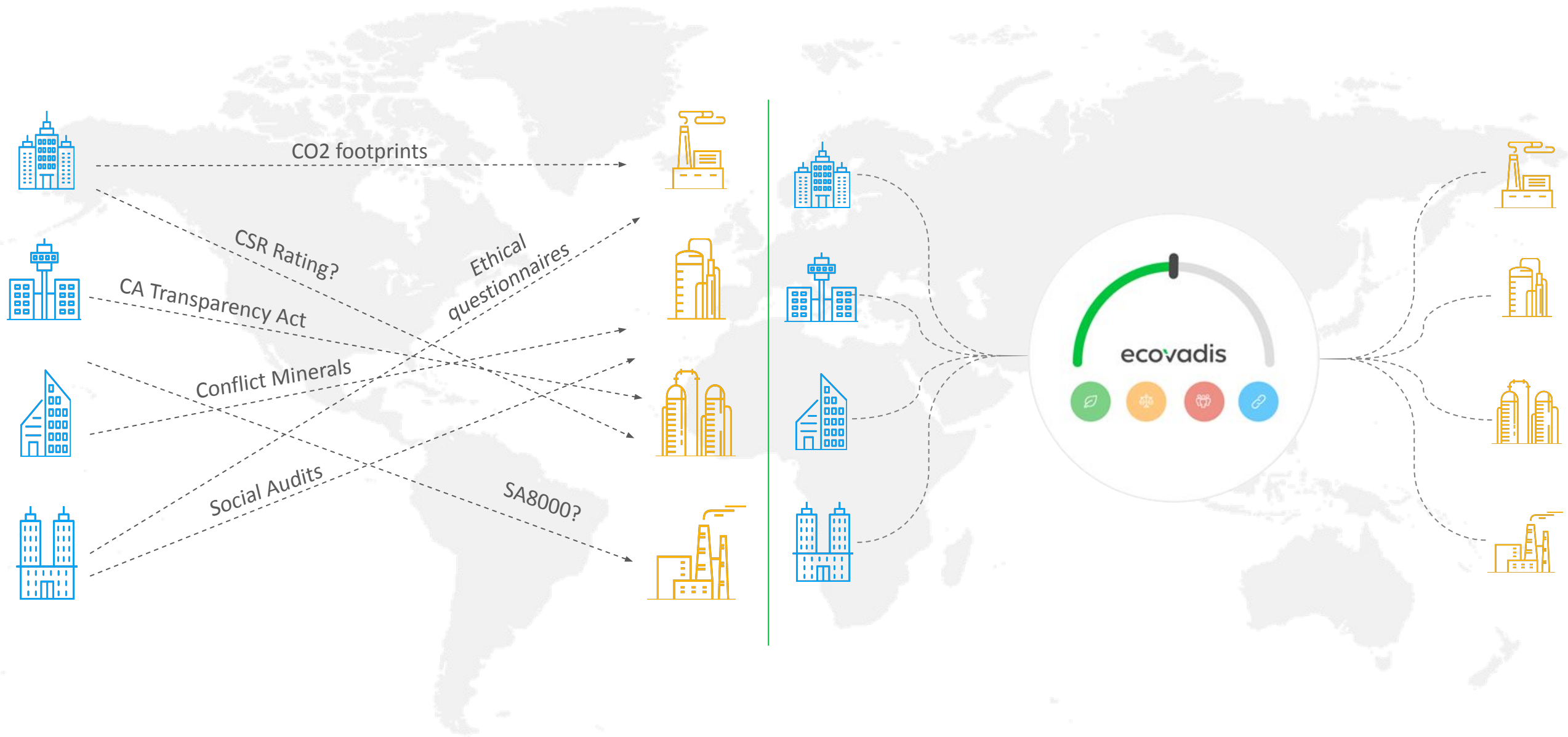
Delivery time

Quality

A Complex Challenge



Made Simpler

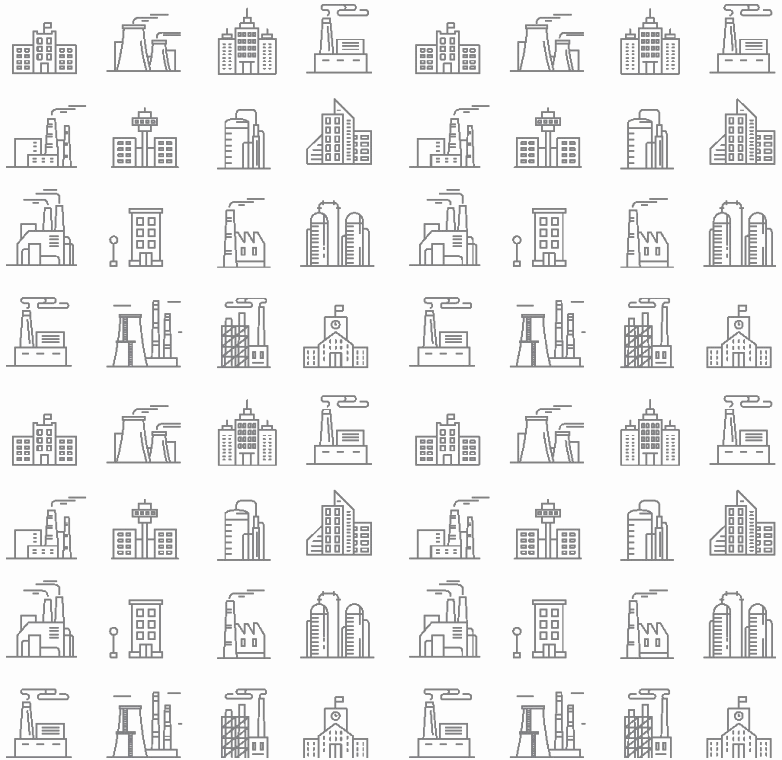


EcoVadis: The Global Sustainability Ratings Network

600+ Requesting Companies



75,000+ Rated Companies



23,000 buyers • ~2.5Tn\$ spend

70% SMEs • 200+ industries • 160+ countries

The EcoVadis Benefits



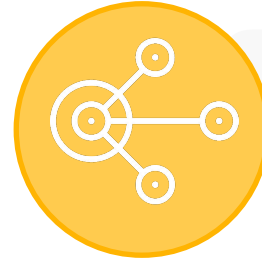
Confidential, relevant CSR questionnaire

- Customized to your industry, size and location
- Secure, confidential documents storage
- Available in multiple languages



Understand & improve CSR performance

- Easy-to-understand Scorecard
- Scores (1 - 100) in 4 themes
- Strengths & Improvement Areas
- Benchmark comparisons
- Collaborative tools



Easy sharing saves time & effort

- Share with multiple customers with a few clicks
- Unlimited users
- You choose with whom and what to share



Differentiation & recognition

- Credibility of a robust and globally-recognized methodology
- Platinum/Gold/Silver/Bronze badges offer the recognition you deserve for good sustainability performance

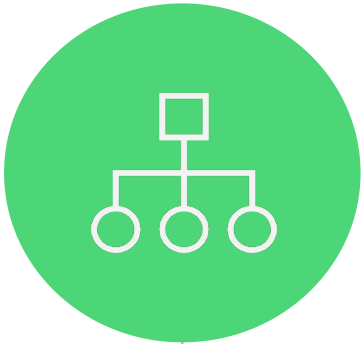
How **EcoVadis**
Works



Overview of the EcoVadis Assessment Process



Click [here](#) for a step-by-step guide to registration



REGISTER ONLINE

Create a company profile

A profile used to customize questionnaire to your industry, size, and location

5-10 days



QUESTIONNAIRE

Answer assessment and upload documents

A secure & multilingual questionnaire with a support team ready to help

30 days



EXPERT ANALYSIS

EcoVadis distills answers into an easy-to-read Scorecard

An independent document audit & analysis from sustainability experts

6-8 weeks



RESULTS


Online access to scorecard results & Corrective Action Plan

Share results and start improving performance

Valid for 1 year



Objective of the EcoVadis Assessment

 Click [here](#) to read more on the EcoVadis Methodology



The objective of the EcoVadis assessment is to **measure the quality of a company’s sustainability management system** through its policies, actions and results, which cover a range of **industry-specific CSR criteria**.

21 CSR Criteria			
 ENVIRONMENT	 LABOR & HUMAN RIGHTS	 ETHICS	 SUSTAINABLE PROCUREMENT
<p>Operations</p> <ul style="list-style-type: none"> • Energy Consumption & GHGs • Water • Biodiversity • Local & Accidental Pollution • Materials, Chemicals & Waste <p>Products</p> <ul style="list-style-type: none"> • Product Use • Product End-of-Life • Customer Health & Safety • Environmental Services & Advocacy 	<p>Human Resources</p> <ul style="list-style-type: none"> • Employee Health & Safety • Working Conditions • Social Dialogue • Career Management & Training <p>Human Rights</p> <ul style="list-style-type: none"> • Child Labor, Forced Labor & Human Trafficking • Diversity, Discrimination & Harassment • External Stakeholder Human Rights 	<ul style="list-style-type: none"> • Corruption • Anticompetitive Practices • Responsible Information Management 	<ul style="list-style-type: none"> • Supplier Environmental Practices • Supplier Social Practices

A Customized Assessment for your Company



Click [here](#) to read more on the EcoVadis Methodology

Freight transport by road



ENVIRONMENT 30%	LABOR & HUMAN RIGHTS 40%	ETHICS 10%	SUSTAINABLE PROCUREMENT 20%
<ul style="list-style-type: none"> • Energy Consumption & GHGs • Water • Biodiversity • Local & Accidental Pollution • Materials, Chemicals, & Waste • Product Use • Product End-of-Life • Customer Health & Safety • Environmental Services & Advocacy 	<ul style="list-style-type: none"> • Employee Health & Safety • Working Conditions • Social Dialogue • Career Management & Training • Child Labor, Forced Labor & Human Trafficking • Diversity, Discrimination & Harassment • External Stakeholder Human Rights 	<ul style="list-style-type: none"> • Corruption • Anticompetitive Practices • Responsible Information Management 	<ul style="list-style-type: none"> • Supplier Environmental Practices • Supplier Social Practices

Consulting services



ENVIRONMENT 12.5%	LABOR & HUMAN RIGHTS 50%	ETHICS 25%	SUSTAINABLE PROCUREMENT 12.5%
<ul style="list-style-type: none"> • Energy Consumption & GHGs • Water • Biodiversity • Local & Accidental Pollution • Materials, Chemicals, & Waste • Product Use • Product End-of-Life • Customer Health & Safety • Environmental Services & Advocacy 	<ul style="list-style-type: none"> • Employee Health & Safety • Working Conditions • Social Dialogue • Career Management & Training • Child Labor, Forced Labor & Human Trafficking • Diversity, Discrimination & Harassment • External Stakeholder Human Rights 	<ul style="list-style-type: none"> • Corruption • Anticompetitive Practices • Responsible Information Management 	<ul style="list-style-type: none"> • Supplier Environmental Practices • Supplier Social Practices

See the industry categories [here](#).

EcoVadis is a Management System Assessment

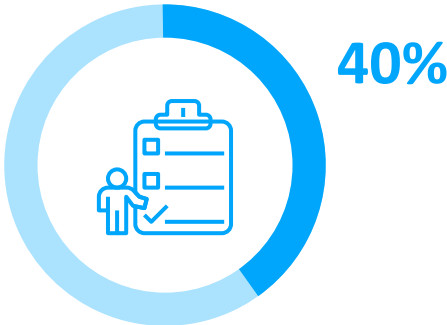


Click [here](#) to read more on the EcoVadis Methodology

POLICIES



ACTIONS



RESULTS



- 1. **Policies**
Mission, value statements, engagements, principles, objectives, & policies issued by the company
- 2. **Endorsements**
External endorsement of sustainability initiatives

- 3. **Measures**
Measures and actions implemented (e.g.: procedures, trainings, equipment)
- 4. **Certifications**
Certifications and labels (e.g.: ISO 14001)
- 5. **Coverage**
Level of deployment/dissemination of measures and actions

- 6. **Reporting**
Reporting on key performance indicators (KPIs)
- 7. **360° Watch Findings**
Positive developments, condemnations, controversies

Supporting Documents are Key

Questionnaire responses must be backed up by valid supporting documentation. There is a maximum **upload limit of 55 documents per assessment** but one document could be linked to multiple questions.

We accept the following:

- **Any type of documents:** written policies, reports, action plans, certificates, etc.
- **Many acceptable formats:** text, word, pdf, xls, etc.
- **In any language**



Read more on this topic and download our document guide [here!](#)

Valid documents

- Environmental policy
- Waste management policy
- Corruption policy
- Operating procedures
- Internal trainings
- Actions described in CSR reports
- Certifications (ISO 14001, OHSAS 18001)
- KPIs reported in Annual reports, sustainability reports
- Monitoring of KPIs in internal excel database

Invalid documents

- Policies or actions over 8 years old
 - Reporting KPIs over 2 years old
- Outdated documents are considered obsolete and will not be taken into consideration in the evaluation.



Documents provided are kept strictly confidential. [Learn more about our privacy policy and information security practices.](#)

Get your colleagues involved!



[Invite your colleagues](#) to collaborate on the questionnaire

Environment

- Quality and Sustainability Departments
- Sustainability Manager
- Quality Analyst
- EHS Manager



Labor and Human Rights

- Health and Safety Department
- Human Resources (HR) Manager
- Compliance Managers
- Training Coordinator



Ethics

- Legal Department
- Compliance or Ethics Manager
- General Manager



Sustainable Procurement

- Purchasing Department
- Director of Purchasing
- Supply Chain Manager
- Category Manager



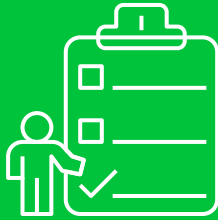


EcoVadis
Questionnaire

Questionnaire Summary

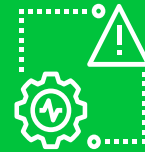


Click [here](#) for a questionnaire summary video



Questionnaire

- Questions adapted to your company size, industry & location
- Available in 13 languages
- Create accounts for your colleagues, who can help you answer questions



Upload documents

Providing supporting documentation; a key point for your assessment



Select subscription

[Basic](#)

[Premium](#)

[Corporate](#)



Submit

You're done!

1. Getting Started

Dashboard



Hi _____, it looks like your company has not yet submitted the questionnaire. Please be sure to submit before the deadline to avoid losing any work.

Questionnaire deadline is set for **29 June 2021**. [Contact us if you need more time.](#)

Enter Questionnaire



[Get your colleagues involved](#)



Registration

78%

Questionnaire

Expert analysis

Results

Be mindful of your upcoming deadline (contact us if you need more time)

Create usernames for your colleagues

Click "Enter Questionnaire" to begin

1. Getting Started



Click [here](#) to find out how to access the questionnaire

Hello, John Doe ([Logout](#))

Assessment scope: **CENTROMOTOR SAS** Deadline: **30 Sep 2019** Document library Download PDF

- Get started
- Questionnaire
- Subscription
- Check & Submit

ecovadis

0:02 / 5:26

Important information before you start:

Check your assessment scope, industry, and company size

Your current assessment scope is **CENTROMOTOR SAS**. Your industry is **Freight transport by road**. Your company size is **M**. If any of this information should be changed, please [contact us](#) as soon as possible. Your

Focus on CSR topics

This is a CSR assessment questionnaire. It has been customized to your company size, industry, and location, and includes questions on CSR topics in each assessment theme. After you submit your questionnaire, our CSR analysts will review your answers and attached

Assessment scope: This is the legal entity which will be considered during the assessment

Industry: Based on ISIC (see the complete list of classifications [here](#))

Company size*:

- XS (1-25 employees)
- S (26-99 employees)
- M (100-999 employees)
- L (1000+ employees)

*This would also have an impact on the [subscription pricing](#)

2. Answering the questions

ecovadis Hello, John Doe English Logout

Assessment scope: **CENTROMOTOR SAS** Deadline: 4 Sep 2019 Document library Download PDF

Get started

Questionnaire

46%

General

- GEN300*
- GEN600*
- GEN4001*
- GEN5005*

Labor & Human Rights

Environment

Ethics

Sustainable Procurement

Subscription

Check & Submit

GEN300 - mandatory

Does your company endorse (signed or public adherence) publicly one or more of the following international or industry initiatives, set of principles, charters, frameworks?

For this question, answers and documents from your parent company are NOT allowed.

- Global Compact (signatory)** Show more
An endorsement is the formal and public adherence by the company to an external CSR initiative or set of principles.
- Science Based Targets initiative (SBTi)** Show more
An endorsement is the formal and public adherence by the company to an external CSR initiative or set of principles.
- Industry specific code of conduct (please specify)** Show more
An endorsement is the formal and public adherence by the company to an external CSR initiative or set of principles.
- Others (please specify)**
- No**
- Do not know**

[Save & previous](#) Save Save & next

Need help? [Help Center](#) / [Contact us](#) All rights reserved



2. Answering the questions


Assessment scope: **CENTROMOTOR SAS** Deadline: **4 Sep 2019** Document library Download PDF


Get started


Questionnaire


64%


General

- GEN300*
- GEN600* 
- GEN400
- GEN500

Labor & Human Rights 

Environment 

Ethics 

Sustainable Procurement 

Next

** indicates a mandatory question*

Missing indication of page

Missing attachment

See the full list of uploaded documents

Download a PDF copy of the questionnaire

2. Answering the questions

“?” and “Show more”: Additional guidance on how to answer a question

The screenshot displays the ecovadis assessment interface. At the top, a green header shows the user's name "Hello, John Doe", the language "English", and a "Logout" button. Below the header, the assessment scope is "CENTROMOTOR SAS" and the deadline is "4 Sep 2019". On the left, a "Get started" sidebar shows a "Questionnaire" progress bar at 64% and a list of categories: "General" and "Labor & Human Rights". Under "Labor & Human Rights", several items are listed, with "LAB3202*" highlighted in red. The main content area shows a question titled "LAB3202 - mandatory" and "What actions are in place regarding working conditions?". A green question mark icon is next to the question. Below the question, an information icon indicates that answers and documents from the parent company are not allowed. A green checkmark icon is next to the answer "Interactive communication session with employees regarding working conditions". A "Show more" button is visible to the right of the answer. Below the answer, there is a search bar for documents to attach, with a magnifying glass icon. A note below the search bar states: "You need to attach at least one document for the answer to be considered during the assessment." A black callout box on the right side of the question provides "IMPACT ON SCORE" information: "This question belongs to ACTIONS, which contribute up to 40% of the theme score." Arrows from the external text boxes point to the question mark icon, the "Show more" button, and the search bar.

Upload or select document(s) to support your responses

2. Answering the questions

Get started

Questionnaire

59%

- General
- Labor & Human Rights
- Environment
- Ethics
- Sustainable Procurement**
 - SUP100*
 - SUP710*
 - SUP225
 - SUP300***
 - SUP601*
 - SUP613*
 - SUP800

Subscription

Check & Submit

SUP300 - mandatory

What actions are in place regarding the integration of social or environmental factors within procurement?

For this question, answers and documents from your parent company are NOT allowed.

- Supplier CSR code of conduct in place** Show less ^

Examples of documents to attach: supplier code of conduct, Annual Report, CSR/Sustainability Report, etc. The document(s) should demonstrate the following: expectations for the company's suppliers to follow in order to be socially and environmentally responsible. A supplier code of conduct should exist in a separate document from a company's sustainable procurement policy as each serves a different purpose (the former is external for suppliers and the latter is internal for the procurement team or other purchasing employees).
- Integration of social or environmental clauses into supplier contracts** Show less ^

Examples of documents to attach: standard operating procedures, work instructions, contracts, terms and conditions documents, Annual Report, CSR/Sustainability Report, etc. The document(s) should demonstrate the following: provisions/clauses in business contracts that cover social & environmental issues which are not directly connected to the subject matter of the specific contract with the aim to set the expectations on sustainability.
- CSR risk analysis (i.e. prior to supplier assessments or audits)** Show less ^

Examples of documents to attach: standard operating procedures, work instructions, risk assessment documents, manual, presentation, Annual Report, CSR/Sustainability Report, etc. The document(s) should demonstrate the following: a process to identify which suppliers, products or purchasing categories expose the company to CSR risk.
- Supplier assessment (e.g. questionnaire) on environmental or social practices** Show more v

Examples of documents to attach: standard operating procedures, work instructions, questionnaires, checklists,

All questions and options have help content including some examples of documents to attach.

3. Choose a Subscription Plan

Subscription fees are determined by **company size**.

Basic Subscription

- **Scorecard with benchmarking** to evaluate sustainability performance against industry peers
- Share your results with an unlimited number of trading partners ([find out how](#))
- Improve through the **Corrective Action Plans** tool

Premium Subscription (starting at \$1260/875 €)

- In addition to the features of a Basic Plan...
- Download the scorecard and medal, if received, to share externally (e.g. website, marketing material)
- Gain **additional resources** (e.g. certificate, sustainability profile report)



Click [here](#) to see the complete pricing and difference between the plans

2021 Pricing (1 year subscription in USD/EUR)

Company Size	Basic Plan
XS (1-25 employees)	\$465/320 €
S (26-99 employees)	\$720/495 €
M (100-999 employees)	\$1030/725 €
L (1,000+ employees)	\$1720/1,205 €

New for 2021: Access to

the ecovadis
Academy

4. Check and Submit

ecovadis Hello, John Doe English Logout

Assessment scope: **TOP TRAINS GROUP NV (GROUP)** Deadline: 6 Sep 2019 Document library Download PDF

- Get started
- Questionnaire
- Subscription
- Check & Submit**

Check & Submit

Total progress 28% 12 out of 43 answered

50%	8%	54%	13%	17%
General	Labor & Human Rights	Environment	Ethics	Sustainable Procurement

3 of your answers do not have any supporting documents attached.

These documents will not be considered for this assessment:

There are 3 documents in your library which have not been attached to any answers. If you want them to be considered during this assessment, please attach them to the relevant answers before submitting your questionnaire.

Document name	Upload date ^	Uploaded by	Document type	
Environmental audit	19 Sep 2018	John Doe	Other	↓
Annual report	27 Jan 2017	Sookraj Lahootan	Annual report	↓
CSR management procedure 2014	4 Sep 2014	John Doe	Other	↓

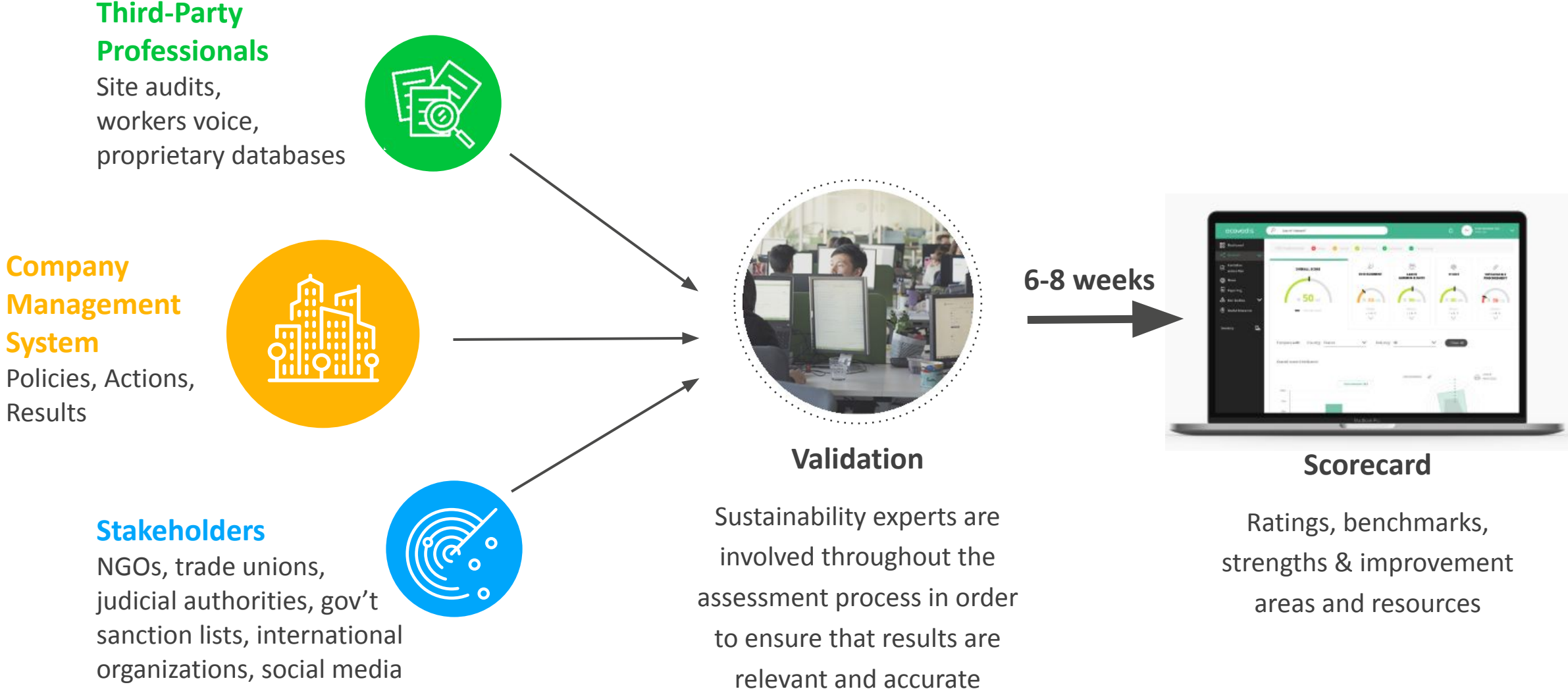
[Back to questionnaire](#) Submit questionnaire

Need help? [Help Center](#) / [Contact us](#) All rights reserved



**After
Questionnaire
Submission**

Questionnaire Analysis



EcoVadis Scorecard

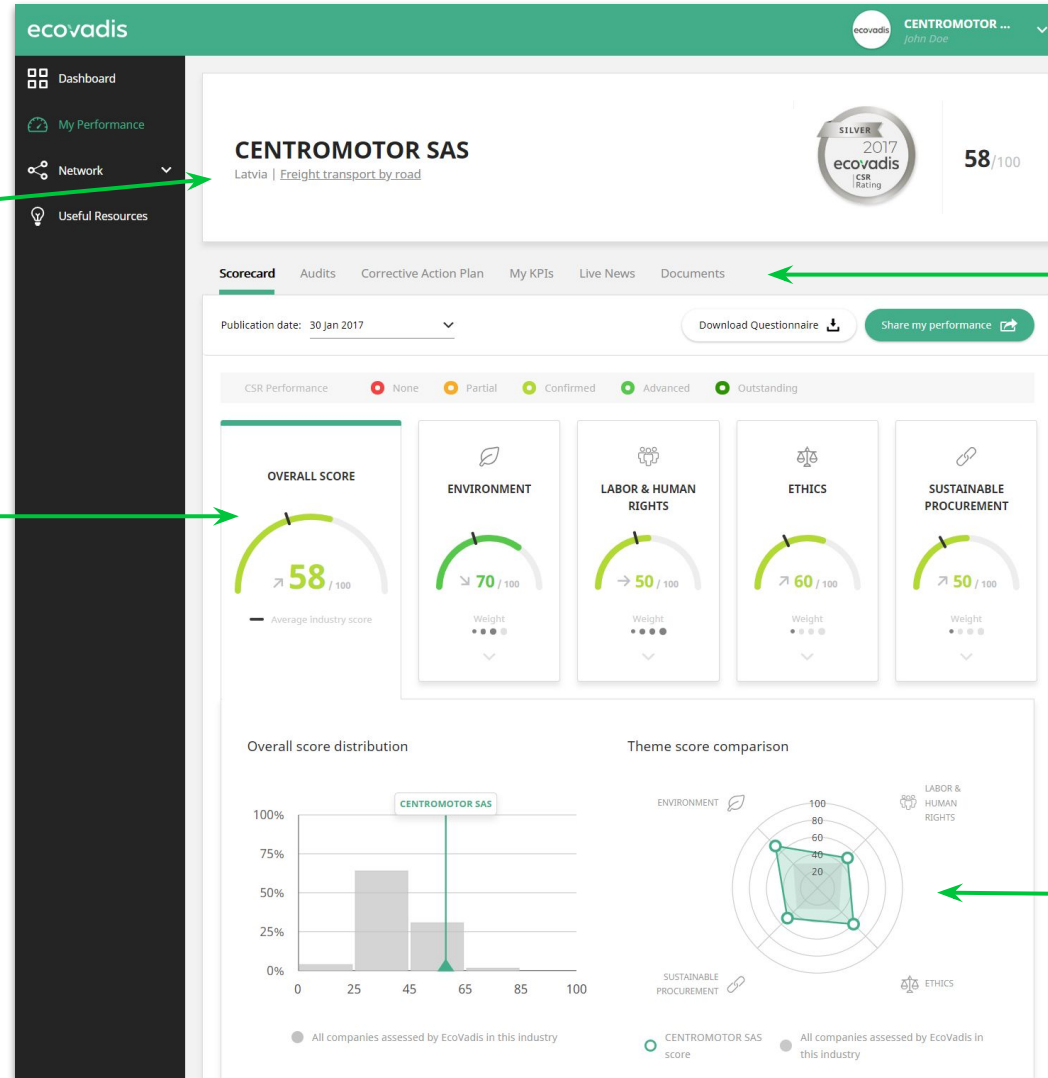
Valid for 12 months from the publication date



You can share your scorecard with an unlimited number of customers ([Find out how](#))

Your **company details** and link to your industry **risk profile**


- Average score mark
- **Trend arrow** (your performance compared to industry benchmark)
- **Theme scores** and **overall score**



Find all performance information in **dedicated tabs**: Scorecard, Audits, Corrective Action Plan, KPIs, Live News and Documents

Benchmark performance against companies in the same industry

Understanding the Scoring Scale



	CSR PERFORMANCE	LIKELY OUTCOME	
	85-100	OUTSTANDING	High Opportunity
			<ul style="list-style-type: none"> Structured and proactive CSR approach Policies and tangible actions on major issues with detailed implementation information Comprehensive CSR Reporting on actions & performance indicators Innovative practices and external recognition
	65-84	ADVANCED	Medium Opportunity
			<ul style="list-style-type: none"> Structured and proactive CSR approach Policies and tangible actions on major issues with detailed implementation information Significant CSR Reporting on actions & performance indicators
	45-64	MODERATE	Engaged
			<ul style="list-style-type: none"> Structured and proactive CSR approach Policies and tangible actions on major issues Basic reporting on actions or performance indicators
	25-44	PARTIAL	Medium Risk
			<ul style="list-style-type: none"> Minimum structured CSR approach Few policies or tangible actions on selected issues (reactive)
	0-24	INSUFFICIENT	High Risk
			<ul style="list-style-type: none"> No policies or tangible actions regarding CSR Evidence in certain cases of misconduct (e.g. pollution, corruption)

Continuous Improvement: Corrective Action Plan

Build an **improvement plan** online

Communicate planned and completed corrective actions with your customers

Receive **feedback** from your customers

The screenshot shows the ecovadis web interface for CENTROMOTOR SAS. The header includes the ecovadis logo, the company name 'CENTROMOTOR SAS', and a '2017 ecovadis CSR Rating' badge showing a 'SILVER' rating with a score of 58/100. The main navigation menu includes Dashboard, My Performance, Network, and Useful Resources. The current view is the 'Corrective Action Plan' section, which is based on the Scorecard. It displays a table of corrective actions with columns for Priority, Theme, Indicator, Corrective actions, Customer request(s), Due/Solved, and Status. Two actions are listed: one with a 'High' priority, 'Results' theme, and 'Rejected' status; another with a 'High' priority, 'Actions' theme, and 'Completed' status. Below the table, there is a section titled 'No information on % of sites ISO 14001 certified' with a 'Guidance' box explaining the ISO 14001 standard and providing examples of evidence. At the bottom, there is a 'Customer request(s)' section showing a request from 'Ecovadis Demo Client' with a due date of 28 Jun 2014 and an 'Approved' button.

Find out more [here](#)

EcoVadis Support - We're here to help!



DESIGNATED POINT OF CONTACT for companies answering for the first time



AUTOMATED EMAILS reminding deadline for submission



PLATFORM GUIDE explaining features of platform and questionnaire



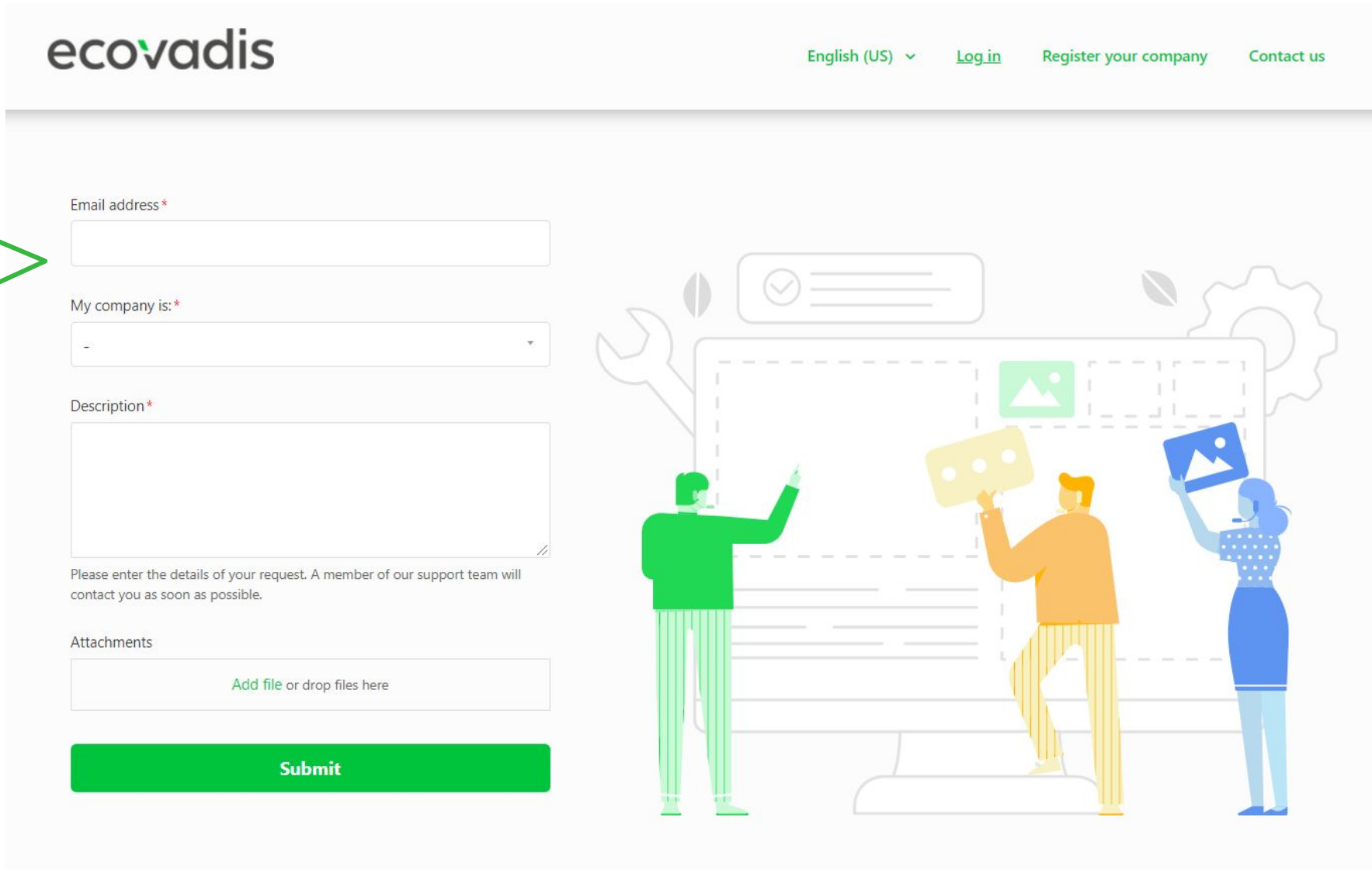
SUPPORT via Help Centre

Support available at support.ecovadis.com

**15
Languages**

**70+
Nationalities**

10 Locations



The screenshot shows the ecovadis support form interface. At the top left is the ecovadis logo. At the top right are links for "English (US)", "Log in", "Register your company", and "Contact us". The form fields are: "Email address*" (text input), "My company is:*" (dropdown menu), "Description*" (text area), and "Attachments" (file upload area with "Add file or drop files here" text). A green "Submit" button is at the bottom. Below the form is an illustration of three stylized figures (green, orange, and blue) standing around a large computer monitor. The monitor displays a checklist, a gear, and a speech bubble. The figures appear to be collaborating and presenting information.

Leave us a note and our Support team will get back to you promptly with an email or phone call - whichever you prefer!

- ★ How to register
- ★ Deadline extensions
- ★ Log-in assistance
- ★ Update my company profile
- ★ Questionnaire content and documents
- ★ How to improve my score



Questions?

Helpful links:

[About EcoVadis](#)

[Methodology Guide](#)

[Document Guidelines](#)

[Help Center](#)

xylem
Let's Solve Water

ecovadis

**Thank you for your
participation!**



EcoVadis: Supplier FAQs

Questions

Answer

Why are you asking me to do this?

- Suppliers play a pivotal role in our business and we want to align on the importance of sustainable and responsible business performance

What happens if I do not participate?

- Engagement level and results will be considered in sourcing and/or audit and review decisions

Why do I need to pay?

- EcoVadis service is co-financed; You are responsible to cover the subscription fee
- The fee is quite low and is adjusted based on your company size <http://fees.ecovadis.com>
- If you already have a valid scorecard, you will not be asked to pay again; You may also share this scorecard with your other customers without paying again for 1 year after completion. You may also access the resources, CAP module, EV Support team and take actions toward improvement that can be shared

What is the benefit to my company?

- Reliable, third-party assessment to understand your CSR performance and benchmark
- Communicate and share with other customers at no additional cost
- Understand and improve my CSR performance
- Leverage performance badges for credibility and global CSR recognition

If my performance is low, what happens?

- This is the first step of a journey to ensure our key suppliers not only understand their CSR performance but to work together on improvements to become best-in-class

What if I need support or have questions?

- You can reach the EcoVadis support team by phone, chat or email at <https://support.ecovadis.com>. You will find further information there as well as worldwide support in 10 languages.