

GBTEC SOFTWARE AG (GROUP)

Bochum - Germany | Computer programming, consultancy and related activities
Company size: **M** | Assessment scope: **Group**

Overall score
↗ **54**_{/100}

Percentile
36th



Scorecard

Publication date: 25 Jun 2026 Valid until: 25 Jun 2027

Overall score

Percentile
36th

↗ 54_{/100}

Environment

Impact on score ●●○○

↘ 41_{/100}

Labor & Human Rights

Impact on score ●●●●

↗ 58_{/100}

Ethics

Impact on score ●●○○

↘ 68_{/100}

Sustainable Procurement

Impact on score ●○○○

↘ 37_{/100}

Environment

Impact on score ●●○○

↘ 41_{/100}

Environment | Policies

Impact on score ●●●●

→ 0_{/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.

Improvement areas

High priority	No supporting evidence of environmental policies
Medium priority	No supporting evidence of policies on waste
Medium priority	No supporting evidence of policies on energy consumption and GHGs
Low priority	No supporting evidence of dedicated responsibility for environmental policy
Low priority	No supporting evidence of a scope of application for environmental policy
Low priority	No supporting evidence of quantitative target set on energy consumption and GHGs
Low priority	No supporting evidence of a mechanism to review and amend environmental policy
Low priority	No supporting evidence of quantitative target set on waste
Low priority	No supporting evidence of quantitative target set on environmental issues

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 supporting evidence of an endorsement of external initiatives or principles on environmental topics
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Environment | Measures

Impact on score ●●●●

● → 50/100

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

Strengths

Refurbishing and internal reuse of IT hardware
Internal sorting & disposal of waste according to waste streams

Improvement areas

Medium priority	No supporting evidence of actions regarding energy consumption and GHGs
Low priority	No supporting evidence of reduction of energy consumption of IT infrastructure
Low priority	No supporting evidence of reduction of internal wastes through material reuse, recovery or repurpose
Low priority	No supporting evidence of reduction of material consumption through process optimization
Low priority	No supporting evidence of the establishment of emergency reserves or safety nets for environmental disruptions
Low priority	No supporting evidence of actions implemented to address external environmental disruptions
Low priority	No supporting evidence of training of employees on energy conservation and climate action
Low priority	No supporting evidence of use of eco-friendly or bio-based process materials
Low priority	No supporting evidence of purchase or generation of renewable energy
Low priority	No supporting evidence of reduction of energy consumption of HVAC (heating, ventilation, and air conditioning) systems
Low priority	No supporting evidence of the execution of a physical climate risk assessment for the company’s operations
Low priority	No supporting evidence of the execution of an assessment of external environmental risks for the company's operations
Low priority	No supporting evidence of the integration of adaptive practices into operational processes to withstand environmental disruptions

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

Medium priority	No supporting evidence of ISO 14001/EMAS certification
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Environment | Reporting

Impact on score ●●●○

● → 0/100

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

Improvement areas

High priority	No supporting evidence of reporting on environmental issues
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 energy consumption
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)
Low priority	No supporting evidence of materiality analysis conducted to identify relevant sustainability issues
Low priority	No supporting evidence of reporting on the total gross Scope 1 GHG emissions
Low priority	No supporting evidence of reporting on the total gross Scope 3 GHG emissions
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 gross Scope 2 GHG emissions (market or location based)
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

17 Jun 2026

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from Jun 2026 to Jun 2031

Labor & Human Rights

Impact on score ●●●●

● ↗ 58_{/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 and human rights policy on social dialogue
Labor and human rights policy on working conditions
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
Standard policy on a majority of labor or human rights issues
Labor and human rights policy on employee health and safety
Labor and human rights policy on preventing discrimination and harassment

Improvement areas

Medium priority	No supporting evidence of policies on career management and training
Low priority	No supporting evidence of quantitative target set on preventing discrimination and harassment
Low priority	No supporting evidence of quantitative target set on career management and training
Low priority	No supporting evidence of quantitative target set on employee health and safety
Low priority	No supporting evidence of quantitative target set on working conditions
Low priority	No supporting evidence of quantitative target set 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 supporting evidence of an endorsement of external initiatives or principles on labor and human rights topics
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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)
Actions to ensure equal pay for equal work
Family Friendly programs (FFPs) implemented (e.g. parental or care leaves, childcare services or allowances)
Other actions on employee health & safety
Actions to improve workstation ergonomics
Employee satisfaction survey
Health care coverage of employees in place
Compensation for extra or atypical working hours
Actions to prevent workplace harassment
Flexible organization of work (eg. remote work, flexi-time)
Training of employees on health and safety risks and best working practices
Employee health and safety emergency action plan
Actions to manage working hours and overtime
Provision of skills development training
Regular assessment of individual performance
Individual development and career plan for all employees

Improvement areas

Low priority	No supporting evidence of employee representatives or employee representative body
Low priority	No supporting evidence of actions to promote internal mobility
Low priority	No supporting evidence of training of employees on discrimination and harassment
Low priority	No supporting evidence of actions to address stress and psychological wellbeing in the workplace
Low priority	No supporting evidence of actions to prevent discrimination during recruitment phase
Low priority	No supporting evidence of employee health and safety risk assessment
Low priority	No supporting evidence of actions to ensure adequate wages
Low priority	Further develop your grievance mechanism on discrimination and harassment issues
Low priority	No supporting evidence of actions regarding structured social dialogue (such as collective agreements)
Low priority	Further develop your grievance mechanism on working conditions

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 supporting evidence of ISO 45001 certification
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Labor & Human Rights | Reporting

Impact on score ●●●○

● → 25/100

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

Improvement areas

High priority	Insufficient reporting on labor and human rights issues
Low priority	No supporting evidence of reporting on the average hours of training per employee
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)
Low priority	No supporting evidence of materiality analysis conducted to identify relevant sustainability issues
Low priority	No supporting evidence of reporting on discrimination and harassment
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 reporting on the number of recordable work-related ill health

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 17 Jun 2026	360° Watch Impact on Score Neutral Severity N/A valid from Jun 2026 to Jun 2031
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Ethics

Impact on score ●●○○

● ↘ 68/100

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

Formal mechanisms to review and amend ethics policy
Ethics policy scope of application specified
Detailed examples available regarding ethics issues
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

Improvement areas

Low priority	No supporting evidence of employee signature acknowledgement of ethics policy
Low priority	No supporting evidence of quantitative target set on ethics

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 supporting evidence of an endorsement of external initiatives or principles on ethics
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Ethics | Measures

Impact on score ●●●●

● → 50/100

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

Strengths

Information security due diligence program on third parties in place
Implementation of a records retention schedule
Measures for gaining stakeholder consent regarding the processing, sharing and retention of confidential information
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
High priority	No supporting evidence of information security risk assessments
Low priority	No supporting evidence of an approval procedure for sensitive transactions (such as gifts, entertainment)
Low priority	No supporting evidence of awareness training to prevent corruption and bribery
Low priority	No supporting evidence of audits of control procedures to prevent corruption
Low priority	No supporting evidence of actions regarding an effective whistleblower procedure to report corruption and bribery
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

ISO 27001 certified (certification of information security management system)

Improvement areas

Medium priority No supporting evidence of ISO 37001 certification

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

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)
- Low priority No supporting evidence of materiality analysis conducted to identify relevant sustainability issues

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

17 Jun 2026

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from Jun 2026 to Jun 2031

Sustainable Procurement

Impact on score ●○○○

● ↘ 37/100

Sustainable Procurement | Policies

Impact on score ●●●●

● → 0/100

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.

Improvement areas

High priority	No supporting evidence of sustainable procurement policies
Low priority	No supporting evidence of a mechanism to review and amend sustainable procurement policy
Low priority	No supporting evidence of dedicated responsibility for sustainable procurement policy
Low priority	No supporting evidence of a scope of application for sustainable procurement policy
Low priority	No supporting evidence of quantitative target set on sustainable procurement

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.

Improvement areas

Low priority	No supporting evidence of an endorsement of external initiatives or principles on sustainable procurement
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Sustainable Procurement | Measures

Impact on score ●●●●

● → 25/100

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

Strengths

Supplier sustainability code of conduct in place
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Improvement areas

Medium priority	No supporting evidence of the integration of social and environmental clauses into supplier contracts
Medium priority	No supporting evidence of supplier assessment on environmental and social practices
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 a risk assessment of adverse sustainability impacts in the supply chain

Sustainable Procurement | 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 supporting evidence of certification regarding the sustainable procurement theme
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Sustainable Procurement | Reporting

Impact on score ●●●○

● → 0/100

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

Improvement areas

High priority	No supporting evidence of reporting on sustainable procurement issues
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)
Low priority	No supporting evidence of materiality analysis conducted to identify relevant sustainability issues
Low priority	No supporting evidence of reporting on the total gross Scope 3 upstream GHG emissions

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 17 Jun 2026	360° Watch Impact on Score Neutral Severity N/A valid from Jun 2026 to Jun 2031
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