

ATMAN SP Z OO (GROUP)

Warszawa - Poland | Data processing, hosting and related activities; web portals
 Company size: **M** | Assessment scope: **Group**

Overall score
 ↗ **61**/100
 Percentile
66th



Scorecard

Publication date: 25 Jun 2025 Valid until: 25 Jun 2026

Overall score

Percentile
66th

↗ **61**/100



Environment

Impact on score ●●○○



Labor & Human Rights

Impact on score ●●●●



Ethics

Impact on score ●○○○



Sustainable Procurement

Impact on score ●○○○



Environment

Impact on score ●●○○

↗ **60**/100

Environment | Policies

Impact on score ●●●●

↗ **25**/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

Environmental policy on energy consumption & GHGs

Improvement areas

Medium priority Basic environmental policies: lacks details on specific issues

Medium priority Inconclusive documentation for policies on waste

Medium priority Inconclusive documentation for policies on water

Low priority No quantitative target on environmental issues

Low priority Inconclusive documentation for policies on air pollution

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

Energy and/or carbon audit
Regular noise measuring campaign (site boundary noise measurements undertaken)
Purchase and/or generation of renewable energy
Reduction of internal wastes through material reuse, recovery or repurpose
Internal sorting & disposal of waste according to waste streams

Improvement areas

Low priority Declares measures on water management, but no supporting documentation available
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Environment | Certifications Impact on score ●●●○

● → 0/100

Certifications confirm your compliance with international standards (for example, ISO 14001). They must be issued by an external certification body.

Improvement areas

Medium priority No information regarding certification of an environmental management system

Environment | Reporting Impact on score ●●●○

● → 50/100

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 communicates progress towards the Sustainable Development Goals (SDGs)
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
Reporting on total water consumption
Reporting on total weight of hazardous waste
Reporting on total weight of non-hazardous waste
Reporting on total energy consumption

Improvement areas

Low priority	No information on reporting on total weight of air pollutants
Low priority	No information on reporting on total gross Scope 3 downstream GHG emissions
Low priority	No information related to reporting on total weight of waste recovered
Low priority	Declares reporting on total amount of renewable energy consumed, but no supporting documentation available
Low priority	No information on reporting on total amount of water recycled and reused

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.

<p>No records found for this company on Compliance Database</p> <p>12 May 2025</p>	<p>360° Watch</p> <p>Impact on Score</p> <p>Neutral</p> <hr/> <p>Severity</p> <p>N/A</p> <p>valid from May 2025 to May 2030</p>
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Labor & Human Rights

Impact on score ●●●●

● ↗ 61/100

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 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

Medium priority Inconclusive documentation for policies on working conditions

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

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

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

Other actions to ensure good working conditions

Other actions on employee health & safety

Actions to improve workstation ergonomics

Provision of skills development training

Actions to prevent discrimination during recruitment phase

Actions to prevent workplace harassment

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

Employee health and safety emergency action plan

Employee health & safety risk assessment

Actions in place to ensure health and safety of non-employee workers and other contracted workers on premises

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

● → 0/100

Certifications confirm your compliance with international standards (for example, ISO 14001). They must be issued by an external certification body.

Improvement areas

Medium priority No information regarding certification of a labor and human rights management system

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

● → 25/100

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
- Company communicates progress towards the Sustainable Development Goals (SDGs)
- Reporting on the percentage of employees from minority and/or vulnerable groups in the whole organization
- Report on percentage of women within the organization's board
- Reporting on the percentage of women at top management level

Improvement areas

- High priority** Insufficient reporting on labor and human rights issues
- Low priority** No information on average hours of training per employee
- Low priority** No information on reporting on ratio of the annual total compensation of the highest paid individual, to the median annual total compensation for all employees

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)

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12 May 2025

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from May 2025 to May 2030

Ethics Impact on score ●○○○

● ↗ 75/100

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 conflict of interest
Dedicated responsibility for 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

Ethics | Measures Impact on score ●●●●

75/100

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

Strengths

Implementation of a records retention schedule
Information security risk assessments performed
Measures for gaining stakeholder consent regarding the processing, sharing and retention of confidential information
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

Improvement areas

High priority No conclusive documentation regarding corruption risk assessments
Low priority No conclusive documentation on approval procedure for sensitive transactions (e.g. gifts, entertainment)
Low priority No conclusive documentation on audits of control procedures to prevent corruption
Low priority No conclusive documentation regarding an anti-corruption due diligence program on third parties

Ethics | Certifications

Impact on score ●●●○

● ↗ 75/100

Certifications confirm your compliance with international standards (for example, ISO 14001). They must be issued by an external certification body.

Strengths

ISO 27001 certified (certification of information security management system)

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)

Ethics | 360° Watch

Impact on score ●●●●

● → 75/100

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Strengths and improvement areas

No recommendations yet

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360° Watch

Impact on Score

Neutral

Severity

N/A

valid from May 2025 to May 2030

Sustainable Procurement

Impact on score ●○○○

● ↗ 48/100

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 Inconclusive documentation on sustainable procurement policies

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

Consideration for sustainability integrated into internal purchasing processes for specific products or services (stationery, wood-related products, data hosting services)

Integration of social and environmental clauses into supplier contracts

Supplier sustainability code of conduct in place

Supplier assessment on environmental and social practices

Improvement areas

Medium priority No conclusive documentation on the training of buyers on social and environmental issues within the supply chain

Medium priority No conclusive documentation on on-site audits of suppliers on environmental and social issues

Medium priority No conclusive documentation on 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). They must be issued by an external certification body.

Strengths and improvement areas

No recommendations yet

Sustainable Procurement | Reporting

Impact on score ●●●○

● ↗ 25/100

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

Strengths

Company communicates progress towards the Sustainable Development Goals (SDGs)

Improvement areas

High priority Insufficient reporting on sustainable procurement issues

Low priority No information on reporting on total gross Scope 3 upstream GHG emissions

Sustainable Procurement | 360° Watch Impact on score ●●●●

● → **75**/₁₀₀

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Strengths and improvement areas

No recommendations yet

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12 May 2025

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from May 2025 to May 2030

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