

# MONBAT AD (GROUP)

Sofia - Bulgaria | Manufacture of batteries and accumulators  
 EVID: MR409645



Publication date: 10 Jul 2024

Valid until: 10 Jul 2025

Sustainability performance

● Insufficient

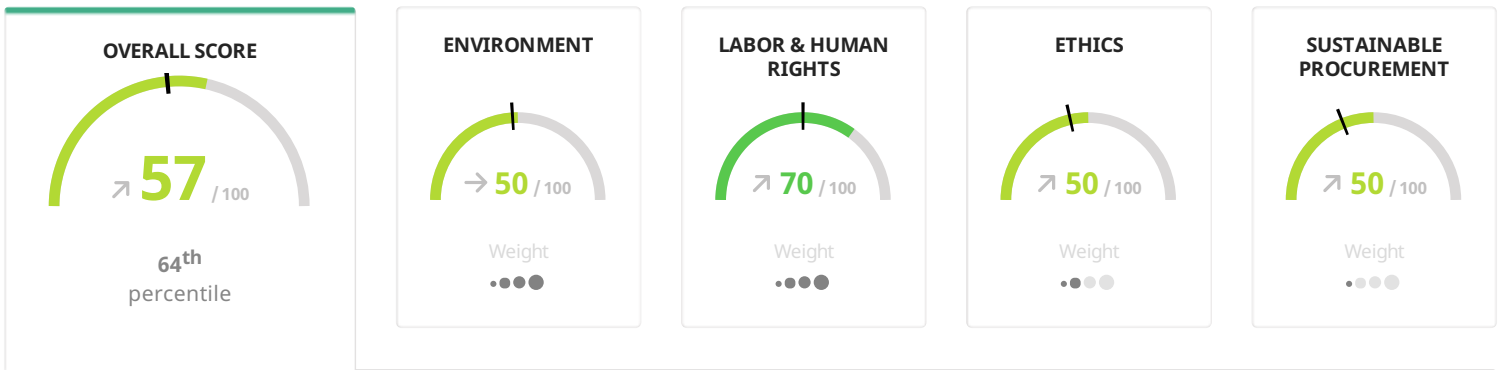
● Partial

● Good

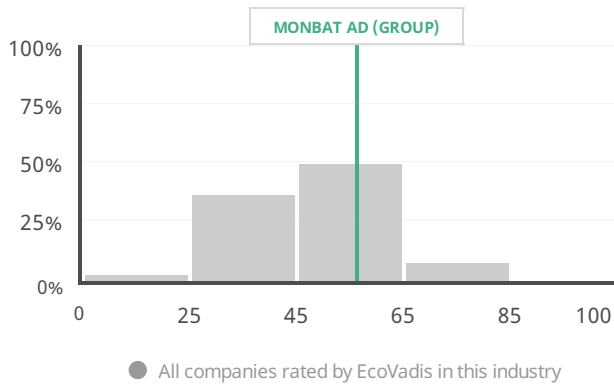
● Advanced

● Outstanding

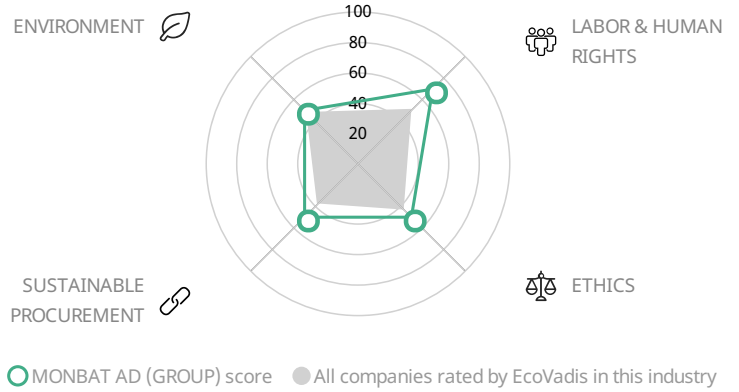
— Average score



Overall score distribution



Theme score comparison



# Strengths and Improvement Areas



## Environment

Weight ●●●●

### Strengths

#### Actions

Strengths

Environmental emergency measures in place

Internal sorting & disposal of waste according to waste streams

Actions or training to raise employee awareness on waste reduction & sorting

Regular noise measuring campaign (site boundary noise measurements undertaken)

Wastewater quality assessment

On-site or off-site wastewater treatment facilities

Provision of Safety Data Sheets (SDS)

Details on packaging about the importance of recycling batteries

ISO 14001 certified

Periodical analysis on the volumes of major air pollutants or ambient air quality monitoring (testing levels of PM, NOx, SO2, VOC or heavy metals)

Company-specific recycle or reuse programs (e.g. company-specific infrastructure or formal partnership established)

Work processes or technologies implemented to mitigate emissions of dust and/or particulate matter

#### Results

Strengths

Declares none of the sites/operations located in or near biodiversity-sensitive areas (not verified)

Reporting on total weight of waste recovered

Reporting on total water consumption

Reporting on total weight of hazardous waste

Reporting on total energy consumption

### Improvement Areas

#### Policies

Priority

Improvement Areas

High

Inconclusive documentation on environmental policies


Medium

Inconclusive documentation for policies on energy consumption & GHGs

Medium

Inconclusive documentation for policies on water

Medium	Inconclusive documentation for policies on materials, chemicals & waste
Medium	Inconclusive documentation for policies on product use
Medium	Inconclusive documentation for policies on product end-of-life
Medium	Inconclusive documentation for policies on customer health & safety
Low	No quantitative target on environmental issues
Low	Inconclusive documentation for policies on air pollution
Low	No conclusive information on endorsement of external initiatives or principles on environmental issues
<b>Actions</b>	
Priority	Improvement Areas
Medium	Declares measures on energy consumption & GHGs, but no supporting documentation available
Low	Declares actions on environmental impacts from product use, but no supporting documentation available
<b>Results</b>	
Priority	Improvement Areas
High	Insufficient reporting on environmental issues
Low	Declares reporting on total weight of non-hazardous waste, but no supporting documentation available
Low	No information related to reporting on total amount of renewable energy consumed
Low	Declares reporting on total weight of air pollutants, but no supporting documentation available
Low	No information on reporting on total amount of water recycled and reused
Low	No information on reporting on total gross Scope 1 GHG emissions
Low	No information on reporting on total gross Scope 2 GHG emissions (market or location based)

 Labor & Human Rights	Weight ●●●●
<b>Strengths</b>	
<b>Policies</b>	
Strengths	
Labor & human rights policy on diversity, equity & inclusion	
Labor & human rights policy on child labor, forced labor & human trafficking	
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

**Actions**

Strengths

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 control hazardous substance exposure

Complaints procedure in place for employees to report on occupational health and safety issues

Employee health and safety emergency action plan

ISO 45001 certified

Compensation for extra or atypical working hours

Communication to all employees of remuneration process (e.g. salary grid, procedure for salary advancement)

Employee satisfaction survey

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

Health care coverage of employees in place

Employee representatives or employee representative body (e.g. works council)

Regular employee health check-up

Preventive actions for repetitive strain injury (RSI)

Provision of skills development training

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

**Results**

Strengths

Reporting on the percentage of women at top management level

Reporting on number of recordable work-related accidents

Reporting on number of days lost to work-related injuries, fatalities and ill health

Reporting on the percentage of women employed in relation to the whole organization

Report on percentage of women within the organization's board

Standard reporting on labor and human rights issues

**Improvement Areas**

**Policies**

Priority

Improvement Areas

Medium

Inconclusive documentation for policies on social dialogue

<b>Medium</b>	Inconclusive documentation for policies on career management & training
<b>Low</b>	No quantitative target on labor and human rights issues
<b>Low</b>	No conclusive information on endorsement of external initiatives or principles on labor and human rights issues
<b>Actions</b>	
Priority	Improvement Areas
<b>Medium</b>	No information on measures to prevent child labor, forced labor and human trafficking
<b>Low</b>	Declares actions on diversity, equity & inclusion, but no supporting documentation available
<b>Results</b>	
Priority	Improvement Areas
<b>Low</b>	Declares reporting on average training hours per employee, but no supporting documentation available
<b>Low</b>	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

 **Ethics** Weight ●●●●

**Strengths**

**Policies**

Strengths

Standard policy on a majority of ethics issues

Policy on conflict of interest

Disciplinary sanctions to deal with policy violations

Policies on corruption

**Actions**

Strengths

Measures to protect third party data from unauthorized access or disclosure

Measures for gaining stakeholder consent regarding the processing, sharing and retention of confidential information

**Improvement Areas**

**Policies**

Priority Improvement Areas

**Medium** Inconclusive documentation for policies on information security

**Low** Inconclusive documentation for policies on fraud

**Low** No conclusive information on endorsement of external initiatives or principles on ethics issues

### Actions

Priority Improvement Areas

- High** No conclusive documentation regarding corruption risk assessments
- High** No conclusive documentation regarding information security risk assessments
- Medium** No conclusive documentation on awareness training to prevent corruption and bribery
- Low** No conclusive documentation on audits of control procedures to prevent corruption
- Low** No conclusive documentation on approval procedure for sensitive transactions (e.g. gifts, entertainment)
- Low** No conclusive documentation regarding an anti-corruption due diligence program on third parties
- Low** No conclusive documentation on measures regarding an effective whistleblower procedure to report corruption and bribery

### Results

Priority Improvement Areas

- High** No conclusive reporting on ethics issues



## Sustainable Procurement

Weight ●●●●

### Strengths

#### Policies

Strengths

Policy on conflict minerals issues

#### Actions

Strengths

Supplier sustainability code of conduct in place

Regular supplier assessment (e.g. questionnaire) on environmental or social practices

### Improvement Areas

#### Policies

Priority Improvement Areas

- Medium** Inconclusive documentation for policies on supplier social practices
- Medium** Inconclusive documentation for policies on supplier environmental issues
- Medium** Basic sustainable procurement policies: lacks details on specific issues
- Low** Claims endorsement of specific international or industry sector initiatives on conflict minerals issues, but information could not be verified

## Actions

Priority Improvement Areas

High

No conclusive documentation on the integration of social or environmental clauses into supplier contracts

Medium

No conclusive documentation on sustainability risk analysis (i.e. prior to supplier assessments or audits)

Medium

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

Medium

No conclusive documentation on on-site audits of suppliers on environmental or social issues

Low

Declares conducting a formal assessment of suppliers' progress with regards to REACH requirements, but no supporting documentation available

Low

Declares measures implemented to mitigate conflict minerals issues but no supporting documentation available

## Results

Priority Improvement Areas

High

Insufficient reporting on sustainable procurement issues

Low

No information on due diligence reporting on conflict minerals

Low

Declares sourcing tin, tantalum, tungsten, gold and/or their derivatives only from recycled sources but no supporting documentation

## 360° Watch Findings

13 Jul 2020 | <https://dnes.dir.bg/temida...>

Impact on Score

**Neutral** →

valid from 1 Jul 2020 to 1 Aug 2025

Impacted themes



### More waste and documents from "Monbat-Serbia" related to Bobokovi [BG]

The amount of hazardous waste buried near Cherven Bryag and associated with the names of the two businessmen, brothers Atana and Plamen Bobokovi has been announced. The total amount of hazardous waste, which is not subject to further recycling, is expected to exceed 180 tons, the Special Prosecutor's Office announced. In the course of the investigation, documents accompanying the buried cargo with the inscription Monbat - Serbia were found and seized.

14 Nov 2019 | <https://www.bulnews.bg/art...>

Impact on Score

**Neutral** →

valid from 1 Nov 2019 to 1 Dec 2024

Impacted themes



### They blamed the Montbat plant for air pollution in Montana [BG]

Residents of Montana signaled to the emergency number 112 that the air in the area of the production base of Monbat AD has been polluted for several days.

16 May 2024 |

Impact on Score

**Neutral** →

valid from 10 Jul 2024 to 16 Jun 2029

**No records found for this company on Compliance Database**

Environment Labor & Human Rights Ethics Sustainable Procurement


## Specific comments

 No records found in third party risk and compliance database.

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 Despite the company implementing measures regarding environmental issues, policies are not formalized or are only basic.

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 Since the last assessment, the overall score has increased thanks to the implementation of additional policies.


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 Despite the company implementing measures regarding sustainable procurement issues, policies are not formalized or are only basic.


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 Although the company has formalized policies regarding ethics issues, there is a lack of information on associated measures.

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 Since the last assessment, the overall score has increased thanks to the implementation of additional measures.

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 Since the last assessment, the overall score has increased thanks to the publication of additional sustainability reporting.

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