# KME SE (GROUP)

Osnabrück - Germany | Manufacture of basic precious and other non-ferrous metals

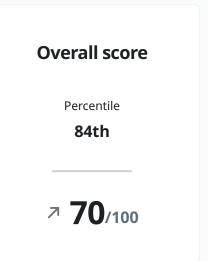
Company size: L | Assessment scope: **Group** 

Overall score **70**/100 Percentile 84th



# **Scorecard**

Publication date: 10 Nov 2025 Valid until: 10 Nov 2026















# **Environment | Policies** Impact on score ••••

 $\rightarrow$  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

Environmental policy on air pollution

Exceptional policy on major environmental issues

Environmental policy on materials, chemicals & waste

Quantitative objectives set on energy consumption & GHGs

Quantitative objectives set on materials, chemicals & waste

Environmental policy on energy consumption & GHGs

Environmental policy on water

# **Environment | Endorsements** Impact on score •000

 $\bullet \rightarrow 0_{/100}$ 

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 ••••

 $\bullet \to 100_{/100}$ 

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

# Strengths

Improvement of energy efficiency through technology or equipment upgrades

Actions to reduce or eliminate the use and release of Persistent Organic Pollutants and its associated waste

Water risk assessments performed

Actions for labeling, storing, handling and transporting hazardous substances

Purchase and/or generation of renewable energy

Adoption of cooling systems with reduced or recycled water consumption

Technologies or practices to recycle or reuse water

Use of waste heat recovery system(s) or combined heat and power unit(s)

Control of wastewater generated in finishing operations such as quenching and deburring

Wastewater quality assessment

Regular noise measuring campaign (site boundary noise measurements undertaken)

Reduction of material consumption through process optimization

Recovery and reuse of materials from company operations

Reduction of internal wastes through material reuse, recovery or repurpose

Internal sorting & disposal of waste according to waste streams

Work processes or technologies implemented to mitigate noise

Water audit

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

Actions to prevent emissions of atmospheric pollutants and other environmental nuisances (e.g. noise, odor, vibration, road and light)

Training employees to safely handle and manage hazardous substances

Use of alternative, less hazardous substances in operations

Training of employees on energy conservation/climate actions

# **Environment | Certifications** Impact on score ••••

 $\bullet \rightarrow 100_{/100}$ 

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

# Strengths

Environmental management system certification covers more than 75% of the assessed scope

ISO 14001 certified

ISO 50001 certified

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# **Environment | Coverage** Multiplying factor

**100**/100

Coverage means the level of deployment of measures and certifications throughout your company. It's a multiplying factor. The higher it is, the higher score will be given to the Measures and Certifications indicators.

#### Strengths

Supporting documents show an exceptional level of coverage of environmental actions or certification throughout company operations

# **Environment | Reporting** Impact on score ••••

**75**/100

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

#### Strengths

Reporting on total water consumption Reporting on total weight of waste recovered

Reporting in accordance with ESRS Set 1

Comprehensive reporting on environmental issues

Company reports to CDP

Reporting on total weight of hazardous waste

Reporting on total weight of non-hazardous waste

Reporting on total amount of renewable energy consumed

Reporting on total energy consumption

Reporting on total amount of water recycled and reused

Reporting on total weight of air pollutants

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

External assurance or verification of sustainability reporting

Company communicates progress towards the Sustainable Development Goals (SDGs)

Materiality analysis in sustainability reporting

# **Improvement areas**

Low priority

No information on reporting on total gross Scope 3 downstream GHG emissions Low priority Declares reporting on total gross Scope 2 GHG emissions (market or location based), but no supporting documentation available

Declares reporting on total gross Scope 1 GHG emissions, but no supporting documentation available Low priority

Low priority Declares reporting on total gross Scope 3 GHG emissions, but no supporting documentation available

# **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.

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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

01 Oct 2025

#### 360° Watch

Impact on Score

#### Neutral

Severity

### N/A

valid from Oct 2025 to Oct 2030

# Labor & Human Rights Impact on score ••••

**61**/100

**■ ■ 50**/100

# Labor & Human Rights | Policies | Impact on score ••••

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 working conditions

Standard policy on a majority of labor or human rights issues

Labor & human rights policy on social dialogue

Labor & human rights policy on employee health & safety

Labor & human rights policy on child labor, forced labor & human trafficking

Labor & human rights policy on career management & training

Labor & human rights policy on preventing discrimination and harassment

### **Improvement areas**

Low priority No quantitative target on labor and human rights issues

Low priority No quantitative target set on living wage

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

 $\rightarrow$   $0_{/100}$ 

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

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# Labor & Human Rights | Measures Impact on score ••••



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

# Strengths

Celective barganing agreement on preventing discrimination and barassment Autors to promote the industion of employees with disabilities Celevative mechanism on discrimination and/or harassment issues Celective barganing agreement on career management & training Improyer proceduration or employee representative body (e.g., words nursel) Plesible organization of work fegs, remove with, flexi time! Communication to all employees of remuneration process (e.g. sealay grid, procedure for salary advancement) Actions to contro hazardous substance exposure Regular employee borth reckup Employee health markafely arregging against allow as alley risks and best working practices Collective barganing agreement on employees the below & sarety Explore employees on health and salety risks and best working practices Collective barganing agreement on employees health & sarety Explore employees on practice in place Collective barganing agreement on employees the below & sarety Explore employees in place Compensation for cortin or adjusted working brain Family Friendly programs (FFPA implemented fegs parental or care leaves, childcare services or allowances) Celevates the employee and procedure in place for employees the report on outsuputional health and safety issues Collective by happinent agreement in place for employees to report on outsuputional health and safety issues Collectively happinent in place for employees to report on outsuputional health and safety issues Collectively happinent in place for employees to report on outsuputional health and safety issues Collectively happinent in place for employees to report on outsuputional health and safety issues Collectively happinent in place for employees to report on outsuputional health and safety issues Collectively happinent in place for employees to report on outsuputional health and safety issues Collectively happinent in place for employees to report on outsuputional health and safety issues Collectively happinent in place for employees to report on outsuputional healt	
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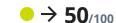
# Improvement areas

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Low priority

Declares measures on living wage, but no supporting documentation available

# 



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

#### **Strengths**

Labor and human rights management system certification covers more than 75% of the assessed scope

ISO 45001 certified

### Labor & Human Rights | Coverage | Multiplying factor

**100**/100

Coverage means the level of deployment of measures and certifications throughout your company. It's a multiplying factor. The higher it is, the higher score will be given to the Measures and Certifications indicators.

#### Strengths

Supporting documents show an exceptional level of coverage of labor and human rights actions or certification throughout company operations

## Labor & Human Rights | Reporting | Impact on score ••••

● **7 75**/100

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

# Strengths

Reporting on the percentage of direct employees covered by a living wage benchmarking analysis

Reporting on the percentage of direct employees paid below living wage

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

Reporting on ratio of the annual total compensation of the highest paid individual, to the median annual total compensation for all employees

Reporting on the percentage of all employees paid below living wage, including direct employees and non-employee workers

Reporting in accordance with ESRS Set 1

Comprehensive reporting on labor and human rights issues

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

Reporting on number of recordable work-related accidents

Reporting on the percentage of women at top management level

Reporting on the number of identified discrimination or harassment incidents or corrective actions

External assurance or verification of sustainability reporting

Company communicates progress towards the Sustainable Development Goals (SDGs)

Materiality analysis in sustainability reporting

## **Improvement areas**

Low priority

No information on average hours of training per employee

#### Labor & Human Rights | 360° Watch | Impact on score ••••



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.

#### **Improvement areas**

Medium priority

The 360° Watch has identified at least one significant adverse report regarding employee health & safety.

Medium priority

The 360° Watch has identified at least one significant controversy, fine or penalty regarding labor and human rights issues in the last five years (see news with red downward arrow in the 360° Watch section).

#### News that impacted your score (15)

News stories about your company we found in public databases.

#### Industrial accident in Lucca: A worker dies trapped in a machine [DE]

www.agenzianova.com

15 May 2024

The accident occurred at Kme Europametalli in Fornaci di Barga. A worker died at work at Kme Europametalli in Fornaci di Barga, in the province of Lucca . A worker was stuck in a machine in the mining department. The details of the victim are currently unknown. "He is another human being in an endless massacre," he comments to X Marco Furfaro, of the Secretariat of the Democratic Party.

### 360° Watch

Impact on Score

Negative >

Severity

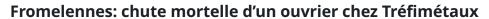
Major • •

valid from May 2024 to Jun 2029









www.lardennais.fr

29 Aug 2023

Un accident dramatique s'est déroulé ce mardi, peu avant 11 heures. À l'usine Tréfimétaux, appartenant au groupe KME, à Fromelennes, un ouvrier âgé de 43 ans a chuté d'un toit. Sa chute, d'une vingtaine de mètres, lui a été fatale. Malgré l'intervention des secours – pompiers de Givet et Vireux-Molhain, et le médecin du Samu –, ce sous-traitant de nationalité polonaise a été déclaré décédé.

### 360° Watch

Impact on Score

**Negative** 

Severity



valid from Aug 2023 to Sep 2028









### Employees of Messingwerk KME take to the streets for their jobs [DE]

www.meinstolberg.de

08 May 2024

The early shift at the oldest brass factory in Europe stopped work for the first time to march through the city with a banner and draw attention to their situation. For months now, the works council and the union have wanted to enter into negotiations with the employer in order to preserve jobs or, in the case of dismissals, to find the most acceptable solution possible for those affected. This time, many KME employees who are not affected by the planned layoffs also took part in the strike march through the city center, because according to union representative Martin Peters, their jobs are also at stake.

### 360° Watch

Impact on Score

Severity

Neutral

valid from May 2024 to Jun 2029







7/14

#### Tensions after employer offer: over 600 KME employees go on strike [DE]

www.hasepost.de

02 Nov 2022

More than 600 employees of KME Germany and KME Special Products & Solutions stopped work for more than two hours on Wednesday morning (November 2) and followed the warning strike call of IG Metall. They are demanding eight percent more money in the table.

#### 360° Watch

Impact on Score

Severity

#### Neutral

valid from Nov 2022 to Dec 2027







#### Hall fire on KME site: Dense clouds of smoke in Osnabrück city centre[DE]

www.hasepost.de

16 Sep 2025

On Tuesday afternoon, September 16, a fire broke out in a hall on the premises of copper manufacturer KME in Osnabrück. The incident on Klosterstraße caused massive smoke development, which was visible across large parts of the city center. Police confirmed the fire and advised local residents to keep their windows and doors closed. The cause of the blaze has not yet been released. The KME plant in Osnabrück spans over 500,000 square meters and employs 1,700 people.

#### 360° Watch

Impact on Score

#### **Neutral**

Severity

#### **Neutral**

valid from Sep 2025 to Oct 2030









# Licenciement économique : Tréfimétaux condamnée en appel

www.courdecassation.fr

27 Aug 2025

Suite au licenciement économique d'un salarié en 2022, la S.A.S. Tréfimétaux a fait appel d'un jugement la condamnant. La Cour d'appel de Reims a confirmé que le licenciement était sans cause réelle et sérieuse, jugeant que l'entreprise n'avait pas respecté son obligation de reclassement, faute de justifier des recherches de postes au sein de son groupe. La Cour a cependant infirmé certaines condamnations initiales mais a condamné Tréfimétaux à verser 26 000 euros de dommages et intérêts au salarié pour ne pas avoir fourni de données vérifiables sur l'application des critères d'ordre des

#### 360° Watch

Impact on Score

#### Neutral

Severity

#### N/A

valid from Nov 2022 to Dec 2027









# After 445 years: Stolberg's traditional company on the verge of collapse[DE]

www1.wdr.de

06 Feb 2025

The KME plant in Stolberg, a 445-year-old metal processing company and a leading manufacturer of copper strips for the auto industry, is scheduled to close in September 2025, threatening 114 jobs. Management has stated the plant is no longer profitable. The works council and IG Metall union disagree, attributing the plant's problems to a lack of on-site management and failure to make strategic investments in future markets like electric cars and wind turbines. They claim management has ignored their proposals for realignment. Instead of closure, the union and works council plan to

### 360° Watch

Impact on Score

### **Neutral**

Severity

## Neutral

valid from Feb 2025 to Mar 2030







# Warning strike in Hettstedt: What IG Metall is demanding[DE]

www.mz.de

06 Nov 2024

On Tuesday morning, around 200 employees from KME Mansfeld/KMCB, Elcowire GmbH, and Elcowire Rail GmbH held a warning strike in Hettstedt. The metalworkers gathered in front of their factory gates as part of a larger industrial action organized by the IG Metall union, which also covered the districts of Lower Saxony and Saxony-Anhalt. Apprentices involved in the strike are demanding higher training pay.

### 360° Watch

Impact on Score

### Neutral

Severity Neutral

valid from Nov 2024 to Dec 2029









#### Les pompiers interviennent à l'usine Tréfimétaux de Fromelennes

www.lunion.fr

24 Oct 2024

L'usine Tréfimétaux de Fromelennes a été le théâtre d'un incendie accidentel le 24 octobre 2024. Le feu s'est déclaré dans une fosse de 20 m2 contenant des déchets d'hydrocarbures, située dans une partie désaffectée du site. L'intervention des pompiers français et belges a permis de maîtriser et d'éteindre l'incendie, qui n'a fait aucun blessé et ne présentait pas de risque de propagation. Depuis la fermeture de la tuberie en 2022, seule une petite partie de l'immense usine est encore utilisée, abritant les bureaux et la fonderie où travaille le personnel restant.

#### 360° Watch

Impact on Score

#### **Neutral**

Severity

#### Neutral

valid from Oct 2024 to Nov 2029









#### Employee trapped under machine component in Osnabrück plant [DE]

www.noz.de

16 Apr 2024

There was an industrial accident on the premises of KME Germany GmbH in Osnabrück-Gartlage on Tuesday evening. According to the police, an employee of the local Cunova GmbH was trapped under a machine component. The emergency call from the company reached the police at around 5:13 p.m. According to initial information, a 250-kilogram component from a press fell on the employee's leg. This caused the man serious injuries. However, the police stressed that his life was not in danger. The injured man was taken to hospital in an ambulance.

#### 360° Watch

Impact on Score

#### Neutral

Severity

#### Neutral

valid from Apr 2024 to May 2029









## Metal company KME from Hettstedt will be on short-time work from November [DE]

www.mdr.de

13 Oct 2023

The weak economy and the resulting low order situation have hit the metal processing company KME in Hettstedt hard. In order to stabilize the company, the 900 employees are to be put on short-time work for an initial period of twelve months starting in November.

#### 360° Watch

Impact on Score

#### Neutral

Severity

#### Neutral

valid from Oct 2023 to Nov 2028







# **Accords d'entreprise chez Trefimetaux SAS**

www.droits-salaries.com

07 Sep 2023

Les négociations entre la direction de TREFIMETAUX SAS et les instances représentatives du personnel ont abouti sur les accords et avenants suivants. Les résultats des négociations avec les partenaires sociaux chez TREFIMETAUX SAS précisent les droits, avantages et obligations de l'employeur et des salariés.

### 360° Watch

Impact on Score

### Neutral

Severity

## Neutral

valid from Dec 2021 to Jan 2027





# Copper producer in Hettstedt switches to 35-hour week [DE]

www.mdr.de

17 Aug 2023

From next year, employees at the copper producer KME Mansfeld in Hettstedt will only work 35 hours a week - for the same pay. The shorter working hours will also bring about equalization between East and West. Works council chairman Ronny Wehling spoke of an important step that could only have a positive effect on motivation and loyalty to the company.

### 360° Watch

Impact on Score

### Neutral

Severity

# Neutral

valid from Aug 2023 to Sep 2028









## Ardennes : un accord entérine la suppression de 117 postes à Tréfimétaux

No records found for this company on Compliance Database

www.lejsl.com

27 Apr 2022

Les syndicats représentatifs du fabricant de tubes en cuivre Tréfimétaux ont signé un accord sur les mesures sociales d'accompagnement du Plan de sauvegarde de l'emploi (PSE) prévoyant 117 suppressions de postes sur le site de Fromelennes (Ardennes). La signature de cet accord collectif majoritaire » est intervenue lundi entre la direction de Tréfimétaux et les organisations syndicales représentatives (CFDT et CFE-CGC) au sein de la société.

#### 360° Watch

Impact on Score

#### Neutral

Severity

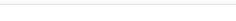
#### Neutral

valid from Apr 2022 to May 2027









01 Oct 2025

360° Watch

Impact on Score

#### Neutral

Severity

#### N/A

valid from Oct 2025 to Oct 2030

**Ethics** Impact on score •000

**■ 7 53**/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 money laundering

Policy on conflict of interest

Dedicated responsibility for ethics issues

# **Ethics | Endorsements** Impact on score •000



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

# Improvement areas

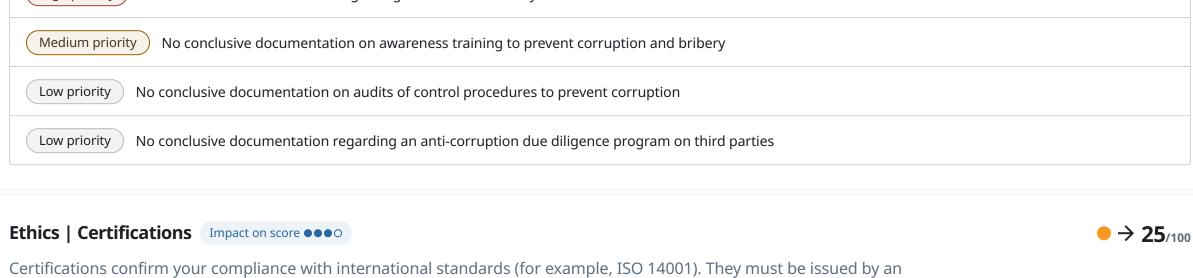
Low priority

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

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# ecovadis Sustainability scorecard Ethics | Measures | Impact on score •••• Measures are your company's actions to support your sustainability policies and commitments. Strengths Whistleblower procedure for stakeholders to report corruption and bribery Measures for gaining stakeholder consent regarding the processing, sharing and retention of confidential information Specific approval procedure for sensitive transactions (e.g. gifts, travel) Whistleblower procedure for stakeholders to report information security concerns Awareness training to prevent information security breaches Improvement areas High priority No conclusive documentation regarding corruption risk assessments No conclusive documentation regarding information security risk assessments High priority Medium priority No conclusive documentation on awareness training to prevent corruption and bribery

 $\rightarrow$  50/100



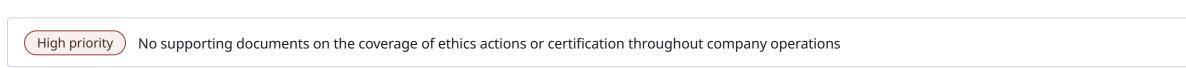
# external certification body.

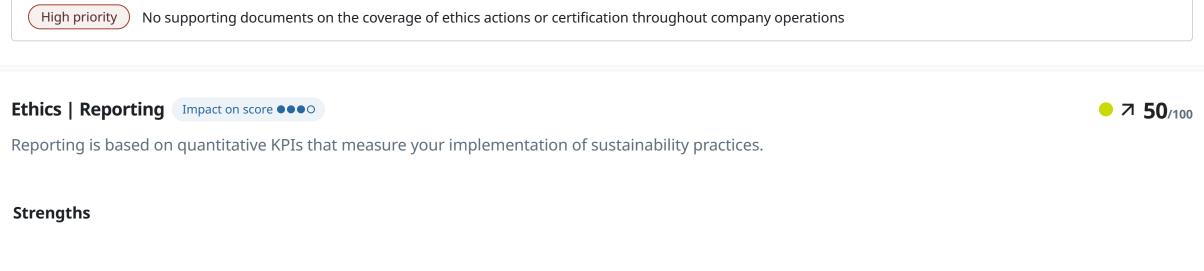
# Strengths and improvement areas No recommendations yet



higher it is, the higher score will be given to the Measures and Certifications indicators.

Improvement areas





Low priority

Reporting in accordance with ESRS Set 1 Standard reporting on ethics issues External assurance or verification of sustainability reporting Company communicates progress towards the Sustainable Development Goals (SDGs) Materiality analysis in sustainability reporting Ethics | 360° Watch | Impact on score ••••  $\rightarrow 75_{/100}$ 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 360° Watch Impact on Score 01 Oct 2025 Neutral Severity N/A valid from Oct 2025 to Oct 2030 Sustainable Procurement Impact on score •••• **● 7 60**/<sub>100</sub> 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** Comprehensive sustainable procurement policies on both social and environmental factors Policy on conflict minerals issues  $\rightarrow$   $0_{/100}$ Endorsements are your company's public adherence or commitment to meeting objectives and principles defined by a recognized third-party organization. Improvement areas

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Claims endorsement of specific international or industry sector initiatives on conflict minerals issues, but information could not be verified

# Sustainable Procurement | Measures Impact on score ••••

● **7 75**/100

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

#### Strengths

Worker voice surveys or grievance mechanisms for suppliers

Training of buyers on social and environmental issues within the supply chain

Grievance mechanism allowing any interested parties to voice and record concerns on conflict minerals

Supplier assessment on environmental and social practices

Supplier sustainability code of conduct in place

#### **Improvement areas**

High priority No conclusive documentation on the integration of social and environmental clauses into supplier contracts

Medium priority No conclusive documentation on risk assessment of adverse sustainability impacts in the supply chain

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

Low priority No conclusive documentation on capacity building of suppliers on risks of sustainability adverse impacts

Low priority No conclusive documentation on incentive programs for suppliers based on their environmental and social performances

Low priority No conclusive documentation on sustainable procurement objectives integrated into buyer performance reviews

## Sustainable Procurement | Certifications | Impact on score ••••

**50**/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 | Coverage | Multiplying factor

**50**/100

Coverage means the level of deployment of measures and certifications throughout your company. It's a multiplying factor. The higher it is, the higher score will be given to the Measures and Certifications indicators.

### Strengths

50-100% of suppliers for which conflict minerals information is available (e.g. CMRT)

## Improvement areas

Medium priority Supporting documents show a medium level of coverage of sustainable procurement actions throughout company operations or supplier base

# 

→ 25/100

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

### Strengths

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Publication of Conflict Minerals Reporting Template (e.g. CMRT, other type of template)	
Reporting in accordance with ESRS Set 1	
External assurance or verification of sustainability reporting	
Company communicates progress towards the Sustainable Development Goals (SDGs)	
Materiality analysis in sustainability reporting	
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 ••••	<ul> <li>→ 75/</li> </ul>
The 360° Watch Findings indicator is scored based on the data we gather by scanning thous domain. This allows us to get a broader overview of your company's sustainability manager	ands of sources in the public
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01 Oct 2025

Neutral

Severity

valid from Oct 2025 to Oct 2030

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