

TREFIMETAUX SAS (GROUP)

FROMELENNES - France | Manufacture of basic precious and other non-ferrous metals

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

Overall score

↗ **67**<sub>/100</sub>

Percentile

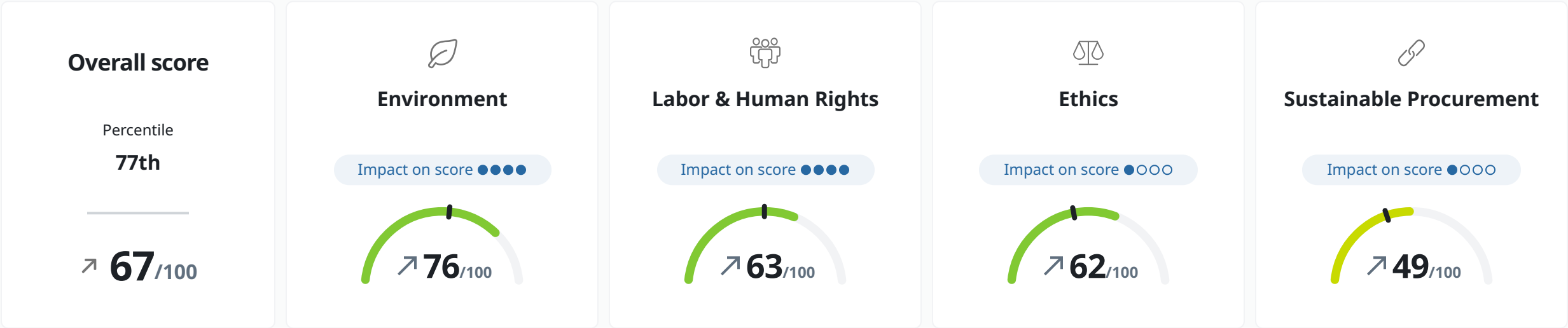
**77th**



Scorecard

Publication date: 12 Nov 2025

Valid until: 12 Nov 2026



Environment

Impact on score ●●●●

↗ **76**<sub>/100</sub>

Environment | Policies

Impact on score ●●●●

↗ **75**<sub>/100</sub>

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
Environmental policy on materials, chemicals & waste
Quantitative objectives set on energy consumption & GHGs
Comprehensive policy on a majority of environmental issues
Environmental policy on energy consumption & GHGs
Environmental policy on water

Environment | Endorsements

Impact on score ●○○○

→ **0**<sub>/100</sub>

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
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Environment | Measures

Impact on score ●●●●

↗ **100**<sub>/100</sub>

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

Strengths

Energy and/or carbon audit
Wastewater quality assessment
Work processes or technologies implemented to mitigate emissions of dust and/or particulate matter
Regular noise measuring campaign (site boundary noise measurements undertaken)
Reduction of internal wastes through material reuse, recovery or repurpose
Internal sorting & disposal of waste according to waste streams
Water risk assessments performed
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
Specialized treatment and safe disposal of hazardous substances or waste
Environmental emergency measures in place
Training of employees on waste reduction and sorting

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 on ISO 14001/EMAS certification

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
External assurance or verification of sustainability reporting
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)
Reporting in accordance with ESRS Set 1
Comprehensive reporting on environmental issues
Company communicates progress towards the Sustainable Development Goals (SDGs)
Reporting on total weight of hazardous waste
Materiality analysis in sustainability reporting
Reporting on total weight of non-hazardous waste
Reporting on total amount of renewable energy consumed
Reporting on total energy consumption
Parent company reports to CDP
Reporting on total amount of water recycled and reused
Reporting on total weight of air pollutants
Total gross Scope 2 reporting value confirmed in supporting documentation
Total gross Scope 1 reporting value confirmed in supporting documentation
Declares none of the sites/operations located in or near biodiversity-sensitive areas (not verified)

Improvement areas

Low priority

No information on reporting on total gross Scope 3 downstream GHG emissions

Environment | 360° Watch

Impact on score ●●●●

● → 75<sub>/100</sub>

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

02 Oct 2025

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from Oct 2025 to Oct 2030

Labor & Human Rights

Impact on score ●●●●

● ↗ 63/100

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 social dialogue
Labor & human rights policy on working conditions
Labor & human rights policy on employee health & safety
Labor & human rights policy on child labor, forced labor & human trafficking
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

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 ●○○○

● → 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 ●●●●

● ↗ 75/100

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

Strengths

Provision of skills development training
Collective bargaining agreement on working hours, overtime, or leaves
Collective bargaining agreement on preventing discrimination and harassment
Grievance mechanism on discrimination and/or harassment issues
Collective bargaining agreement on career management & training
Family Friendly programs (FFPs) implemented (e.g. parental or care leaves, childcare services or allowances)
Employee health & safety risk assessment
Regular assessment of individual performance
Collective bargaining agreement on employees’ health & safety
Individual development and career plan for all employees
Age verification of candidates before hiring
Grievance mechanism on child labor, forced labor and/or human trafficking issues
Grievance mechanism on working conditions
Collectively bargained wages
Regular employee health check-up
Equipment safety inspections or audits
Employee health and safety emergency action plan

Improvement areas

Low priority

Declares measures on living wage, but no supporting documentation available

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

Low priority

No information on ISO 45001 certification

Labor & Human Rights | Reporting

Impact on score ●●●○

● ↗ 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
External assurance or verification of sustainability reporting
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
Report on average unadjusted gender pay gap
Company communicates progress towards the Sustainable Development Goals (SDGs)
Report on percentage of women within the organization's board
Materiality analysis in sustainability reporting
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

Improvement areas

Low priority

No information on average hours of training per employee

Labor & Human Rights | 360° Watch

Impact on score ●●●●

● ↘ 50/100

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.

Improvement areas

Medium priority

The 360° Watch has identified at least one significant adverse report regarding working conditions (e.g. wages, work overtime).

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 (5)

News stories about your company we found in public databases.

La société Tréfimétaux condamnée par le tribunal d'appel de Reims

www.courdecassation.fr | 27 Aug 2025

La Cour d'appel de Reims a confirmé le licenciement sans cause réelle et sérieuse de M. [C] [W] par la société Tréfimétaux. L'entreprise n'a pas pu prouver qu'elle avait respecté son obligation de reclassement, ce qui était la principale raison de la décision initiale. La Cour a également maintenu la condamnation de Tréfimétaux à verser des dommages et intérêts de 45 558,47 euros au salarié.

360° Watch

Impact on Score

Negative ↘

Severity

Minor ●●●

valid from Aug 2022 to Sep 2027

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🔗

La société Tréfinétaux condamnée par le tribunal d'appel de Reims

www.courdecassation.fr | 27 Aug 2025

Dans cette affaire, un employé de Tréfinétaux a été licencié pour motif économique. La Cour d'appel de Reims a confirmé que l'employeur n'avait pas respecté son obligation de reclassement, rendant le licenciement sans cause réelle et sérieuse. La Cour a condamné l'entreprise à verser 42 000 euros de dommages et intérêts à l'employé pour ne pas avoir respecté l'ordre des licenciements.

360° Watch

Impact on Score

Negative ↘

Severity

Minor ●●●

valid from Aug 2022 to Sep 2027



Accord d'entreprise TREFIMETAUX SAS

www.maitredata.com | 22 Apr 2025

L'accord d'entreprise de Tréfinétaux SAS, établissement de Niederbruck, signé le 22 avril 2025 pour une durée allant jusqu'au 31 décembre 2025, concerne l'accomplissement des heures supplémentaires sur le repos cycle pour s'adapter aux variations de charge. Les heures travaillées les vendredis (en lieu et place du repos cycle) sont compensées différemment selon leur rang dans le mois : le premier vendredi est payé en heures supplémentaires, le deuxième donne droit à un repos compensateur majoré de 25% et placé dans un compteur de "modulation" plafonné à 35 heures, et les vendredis

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Apr 2025 to Apr 2030



Ardennes : un accord entérine la suppression de 117 postes à Tréfinétaux

www.lejssl.com | 27 Apr 2022

Les syndicats représentatifs du fabricant de tubes en cuivre Tréfinétaux 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 Tréfinétaux 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



No records found for this company on Compliance Database

02 Oct 2025

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from Oct 2025 to Oct 2030

Ethics Impact on score ●○○○

● ↗ 62/100

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 ●○○○

● → 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
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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

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
Training of employees on corruption and bribery prevention

Improvement areas

High priority	No conclusive documentation regarding corruption risk assessments
High priority	No conclusive documentation regarding information security risk assessments
Low priority	No conclusive documentation on audits of control procedures to prevent corruption
Low priority	No conclusive documentation on measures regarding an effective whistleblower procedure to report corruption and bribery
Low priority	No conclusive documentation regarding an anti-corruption due diligence program on third parties

Ethics | Certifications

Impact on score ●●●○

● ↗ 25/100

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

Strengths and improvement areas

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No recommendations yet

Ethics | Reporting

Impact on score ●●●○

● → 0/100

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

Strengths

- External assurance or verification of sustainability reporting
- Reporting in accordance with ESRS Set 1
- Company communicates progress towards the Sustainable Development Goals (SDGs)
- Materiality analysis in sustainability reporting

Improvement areas

- High priority
- No conclusive reporting on ethics 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

02 Oct 2025

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from Oct 2025 to Oct 2030

Sustainable Procurement

Impact on score ●○○○

● ↗ 49/100

Sustainable Procurement | 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

- Sustainable procurement policy on supplier environmental practices

Improvement areas

Medium priority	Inconclusive documentation for policies on supplier labor and human rights practices
Medium priority	Basic sustainable procurement policies: lacks details on specific issues

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
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Sustainable Procurement | Measures

Impact on score ●●●●

● ↗ 50/100

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

Strengths

Risk assessment of adverse sustainability impacts in the supply chain
Supplier sustainability code of conduct in place

Improvement areas

Medium priority	No conclusive documentation on supplier assessment on environmental and social practices
Medium priority	No conclusive documentation on on-site audits of suppliers on environmental and social issues
Medium priority	No conclusive documentation on the integration of social and environmental clauses into supplier contracts
Medium priority	No conclusive documentation on the training of buyers on social and environmental issues within 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
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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.

Strengths

External assurance or verification of sustainability reporting
Reporting in accordance with ESRS Set 1
Company communicates progress towards the Sustainable Development Goals (SDGs)
Materiality analysis in sustainability reporting
Declares using no tin, tantalum, tungsten, gold, and/or their derivatives (Not verified)

Improvement areas

High priority	No conclusive 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

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
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News that impacted your score (1)

News stories about your company we found in public databases.

<div>No records found for this company on Compliance Database</div> <div>02 Oct 2025</div>	<div>360° Watch</div> <div>Impact on Score</div> <div>Neutral</div> <div>Severity</div> <div>N/A</div> <div>valid from Oct 2025 to Oct 2030</div>
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