CALIBER GLOBAL BV (GROUP)

Arnhem - Netherlands Other transportation support activities

Company size: **S** Assessment scope: **Group**

Overall score **7 82**/100 Percentile 98th



Scorecard

Publication date: 15 Aug 2025 Valid until: 15 Aug 2026













● **77**/100

Environment | 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.

■ 7 100/100

Strengths

Environmental policy on waste

Quantitative objectives set on waste

Exceptional policy on major environmental issues

Quantitative objectives set on energy consumption & GHGs

Environmental policy on energy consumption & GHGs

Environment | 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.

75/100

Strengths

Endorsement of the United Nations Global Compact (UNGC)

Environment | Measures | Impact on score ••••

75/100

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

Strengths

1/10 © 2025 EcoVadis SAS

Reduction of internal wastes through material reuse, recovery or repurpose

Internal sorting & disposal of waste according to waste streams

Reduction of energy consumption of IT infrastructure

Improvement areas

Low priority

No information on measures regarding hazardous materials

Environment | Certifications Impact on score ••••



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

Environment | Reporting Impact on score ••••

25/100

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

Strengths

Reporting on total energy consumption

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)

Materiality analysis in sustainability reporting

Reporting on total gross Scope 3 downstream GHG emissions

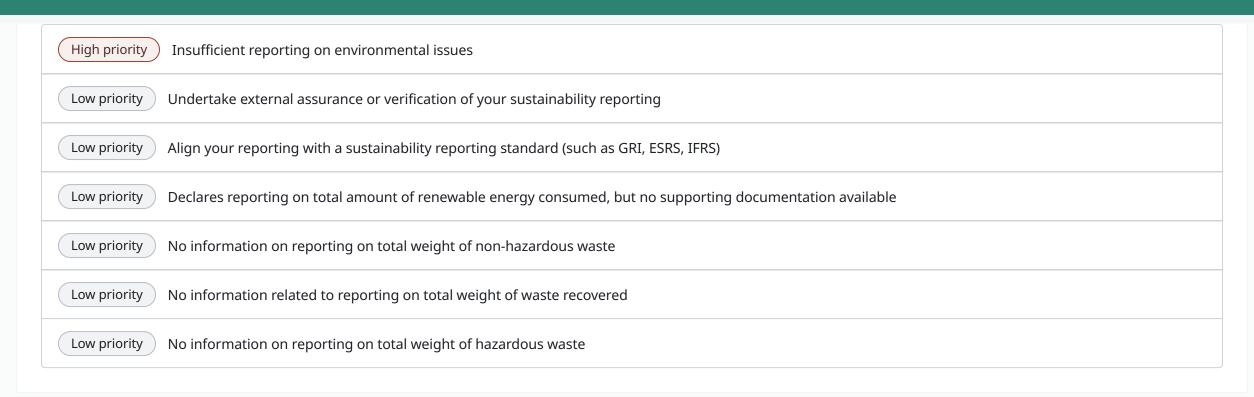
Total gross Scope 3 downstream GHG emissions value confirmed in supporting documentation

Total gross Scope 2 reporting value confirmed in supporting documentation

Total gross Scope 1 reporting value confirmed in supporting documentation

Improvement areas

2/10 © 2025 EcoVadis SAS



Environment | 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

Jul 2025

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from Jul 2025 to Jul 2030

Labor & Human Rights Impact on score ••••

89/100

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

● 7 100/100

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

Exceptional policies on major labor and human rights issues

Quantitative objectives set on employee health & safety

Quantitative objectives set on career management & training

Labor & human rights policy on career management & training

Quantitative objectives set on preventing discrimination and harassment

Labor & human rights policy on working conditions

Labor & human rights policy on employee health & safety

Labor & human rights policy on preventing discrimination and harassment

■ 75/100

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

Strengths

Endorsement of the United Nations Global Compact (UNGC)

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

→ 100/100

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

Strengths

Actions to prevent discrimination during recruitment phase Flexible organization of work (eq. remote work, flexi-time) Compensation for extra or atypical working hours Employee satisfaction survey Health care coverage of employees in place Family Friendly programs (FFPs) implemented (e.g. parental or care leaves, childcare services or allowances) Employee health and safety emergency action plan Actions to address stress and psychological wellbeing in the workplace Actions to ensure adequate wages Actions to promote equal opportunites for all in the workplace Training of employees on health and safety risks and best working practices Actions to promote internal mobility Grievance mechanism on discrimination and/or harassment issues Actions to prevent workplace harassment Employee health & safety risk assessment Provision of skills development training Awareness training on discrimination and harassment Regular assessment of individual performance Formal discussions with employees on their career development

Labor & Human Rights | Certifications | Impact on score ••••

 \rightarrow 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

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

50/100

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

Standard reporting on labor and human rights issues Reporting on number of average training hours per employee Materiality analysis in sustainability reporting Reporting on number of recordable work-related ill health

Improvement areas

Low priority Undertake external assurance or verification of your sustainability reporting Low priority Align your reporting with a sustainability reporting standard (such as GRI, ESRS, IFRS)

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

100/100

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

The 360° Watch has identified best practices and/or external recognition regarding labor and human rights issues (see 360° Watch section).

News that impacted your score (3)

News stories about your company we found in public databases.

Great Place To Work™ Certified 2025

www.greatplacetowork.nl

Mar 2025

For March 2025, Caliber Global has been certified as a Great Place To Work.

360° Watch

Impact on Score

Positive 7

Severity

Positive

valid from Mar 2025 to Apr 2030









Caliber Global certified as a Great Place To Work

www.greatplacetowork.nl

Mar 2023

For March 2023, Caliber Global has been certified as a Great Place To Work.

360° Watch

Impact on Score

Positive 7

Severity

Positive

valid from Mar 2023 to Apr 2028







No records found for this company on Compliance Database

Jul 2025

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from Jul 2025 to Jul 2030

Ethics | 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 Exceptional policy on ethics issues Policies on corruption Policy on fraud

Ethics | Endorsements Impact on score •○○○

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

Strengths

Endorsement of the United Nations Global Compact (UNGC)

Disciplinary sanctions to deal with policy violations

Quantitative objectives set on some relevant issues

Policy on information security

Policy on conflict of interest

Dedicated responsibility for ethics issues

Employee signature acknowledgement of ethics policies

Ethics | Measures | Impact on score ••••

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

Strengths

Measures to protect third party data from unauthorized access or disclosure

Information security risk assessments performed

Whistleblower procedure for stakeholders to report corruption and bribery

 $Whist leb lower \ procedure \ for \ stakeholders \ to \ report \ information \ security \ concerns$

Incident response procedure (IRP) to manage breaches of confidential information

Awareness training to prevent information security breaches

Improvement areas

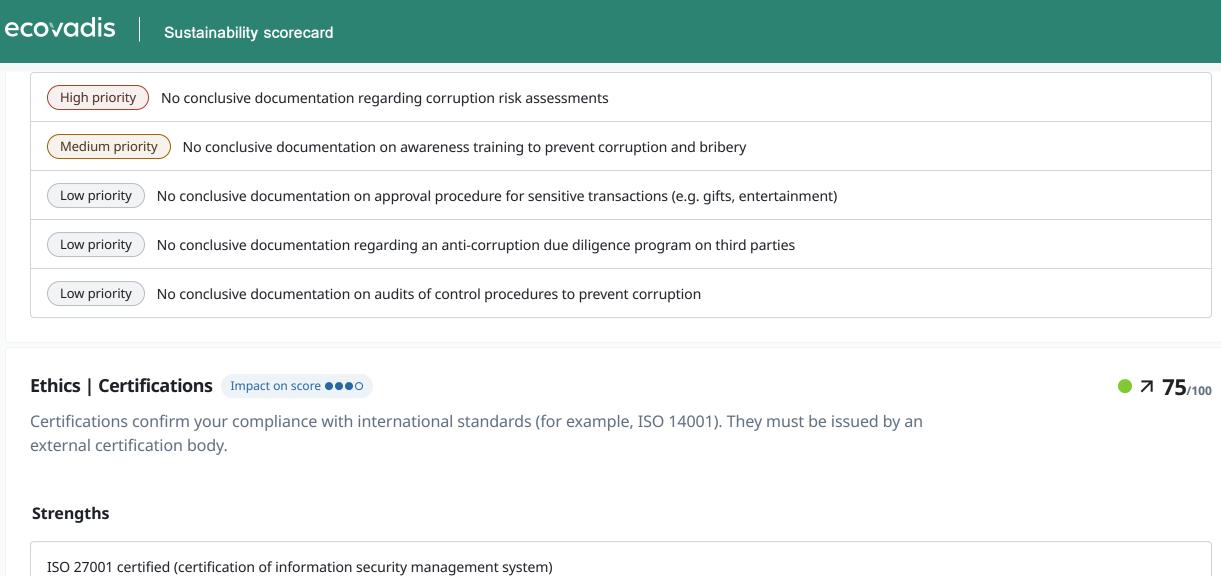
© 2025 EcoVadis SAS 7/10

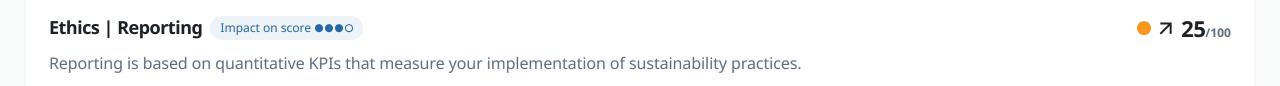
50/100

81/100

■ 7 100/₁₀₀

● **7 75**/100





Strengths

Materiality analysis in sustainability reporting

Improvement areas

Low priority Undertake external assurance or verification of your sustainability reporting Low priority Align your reporting with a sustainability reporting standard (such as GRI, ESRS, IFRS)



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

Ethics | 360° Watch | Impact on score ••••

No recommendations yet

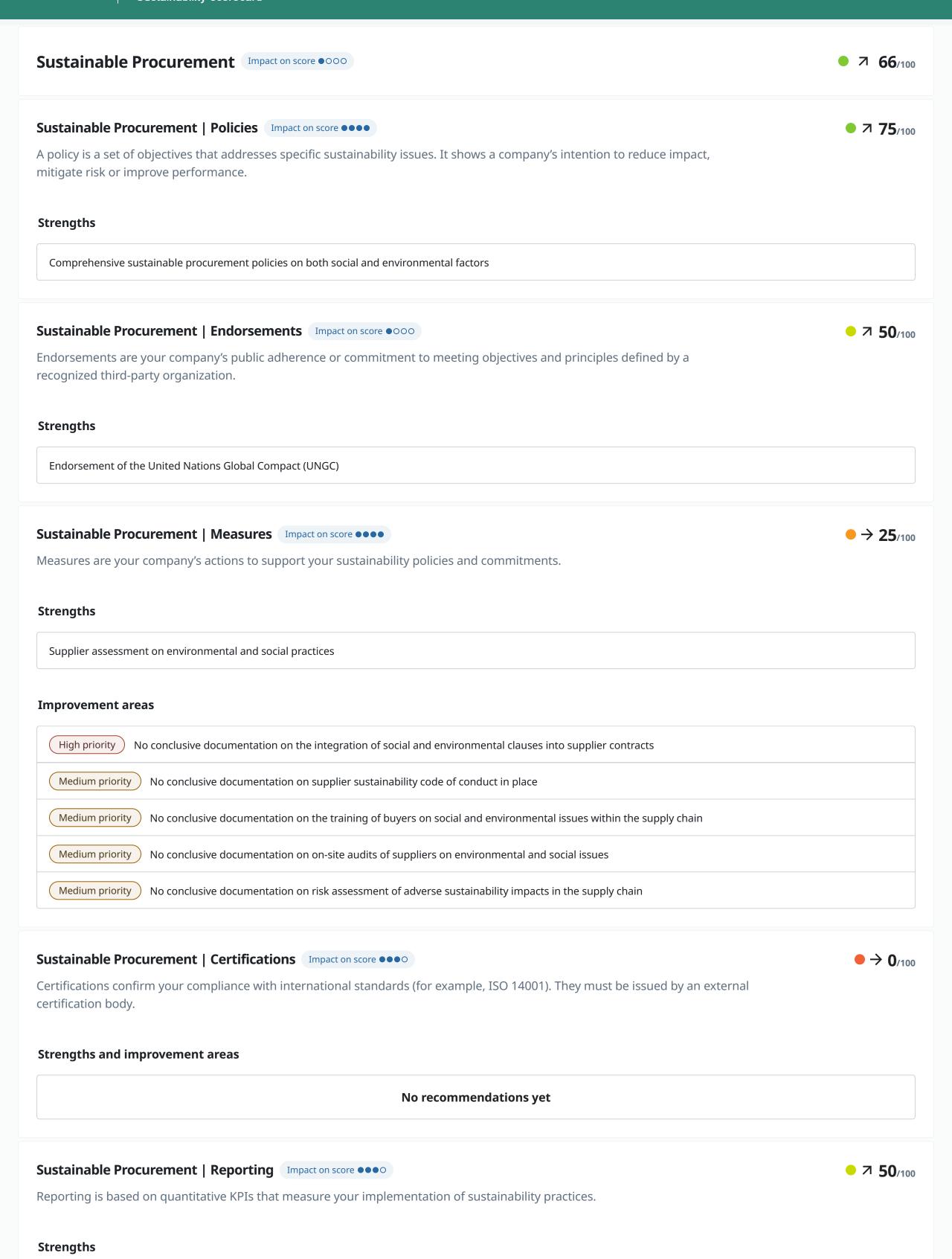
 $- \rightarrow 75/100$

News that impacted your score (1)

News stories about your company we found in public databases.

360° Watch
Impact on Score
Neutral
Severity N/A
valid from Jul 2025 to Jul 2030

8/10 © 2025 EcoVadis SAS



© 2025 EcoVadis SAS 9/10

COVACIS Sustainability scorecard	
Standard reporting on sustainable procurement issues	
Reporting on total gross Scope 3 upstream GHG emissions	
Total gross Scope 3 upstream GHG emissions value confirmed in supporting documentation	า
Materiality analysis in sustainability reporting	
Improvement areas	
Low priority Undertake external assurance or verification of your sustainability reporting	g
Low priority Align your reporting with a sustainability reporting standard (such as GRI, E	ESRS, IFRS)
Sustainable Procurement 360° Watch Impact on score •••• The 360° Watch Findings indicator is scored based on the data we gather by scannidomain. This allows us to get a broader overview of your company's sustainability respectively. Strengths and improvement areas	·
No recommend	ations 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
Jul 2025	Impact on Score Neutral
	Severity N/A valid from Jul 2025 to Jul 2030

The below disclaimers apply to you if you have no contractual relationship with EcoVadis:

- 1. This Scorecard has a validity of twelve (12) months from the issue date. The rating and this Scorecard have been prepared based on information provided by the rated company and in accordance with best industry practices and EcoVadis methodology, which may differ from those used by other companies conducting similar assessments. EcoVadis disclaims any liability for any actions and/or decisions taken by a third party, including any investment decision, based on the ratings and/or this Scorecard.
- 2. This Scorecard is based on the disclosed information and news resources available to EcoVadis at the time of assessment. Should any information or circumstances change materially during the period of the Scorecard validity, EcoVadis reserves the right to place the Scorecard on hold and, if considered appropriate, to re-assess and possibly issue a revised Scorecard.
- 3. This Scorecard is the intellectual property of EcoVadis and must not be: (i) copied, modified, translated, published, reproduced and/or (ii) used as part of or in connection with any other CSR/ESG assessment, unless agreed otherwise in a written agreement signed with EcoVadis.
- 4. This Scorecard is the confidential information of EcoVadis. Unless agreed otherwise in a written agreement signed with EcoVadis, this Scorecard and the rating must not be used by a third party as part of or in connection with any activity related to revenue generation and shared any further; it may be used only for a third party's internal purposes.
- 5. Only a Scorecard of a rated company having a Select subscription can be used for the purpose of ESG linked loans and similar products offered by any financial institution outside of the EcoVadis solution.
- 6. The rating and this Scorecard have been prepared based on information provided by the rated company and in accordance with best industry practices and EcoVadis methodology, which may differ from those used by other companies conducting similar assessments. EcoVadis disclaims any liability for any actions and/or decisions taken by a third party, including any investment decision, based on the ratings and/or this Scorecard.

© 2025 EcoVadis SAS 10/10