

# STARK GROUP AS (GROUP)

Frederiksberg - Denmark | Wholesale of construction materials, hardware, plumbing and heating equipment and supplies  
 Company size: L | Assessment scope: Group

Overall score  
 ↗ **93**/100  
 Percentile  
**99th**



## Scorecard

Publication date: 31 Jan 2025 Valid until: 31 Jan 2026

### Overall score

Percentile  
**99th**

↗ **93**/100



### Environment

Impact on score ●●●○



### Labor & Human Rights

Impact on score ●●●●



### Ethics

Impact on score ●○○○



### Sustainable Procurement

Impact on score ●●●○



## Environment

Impact on score ●●●○

↗ **94**/100

### Environment | Policies

Impact on score ●●●●

→ **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

Quantitative objectives set on environmental services & advocacy
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 customer health & safety
Environmental policy on environmental services & advocacy

### Environment | Endorsements

Impact on score ●○○○

→ **100**/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 Science Based Targets initiative - Targets Set
Endorsement of the United Nations Global Compact (UNGC)

**Environment | Measures** Impact on score ●●●●

● → 100/100

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

**Strengths**

Other actions on customer health & safety management
Training employees to safely handle and manage hazardous substances
Use of eco-friendly or bio-based input materials
Post-purchase care services to extend product lifetime
Provision of product maintenance instructions to extend product lifetime
Infrastructure or program to collect and recycle used products
Offer of electric, solar or hydrogen powered tools or machinery
Recommerce or reverse commerce platform available to customers
Other actions to ensure environmental services and advocacy during operation
Awareness program offered to customers regarding product/service health & safety issues
Training of employees on energy conservation/climate actions
External partnerships or collection programs established to reuse and recycle major waste streams
Purchase of verified carbon offset credits
Other actions to reduce energy consumption/GHG emissions
Actions for labeling, storing, handling and transporting hazardous substances
Environmental emergency measures in place
Internal sorting & disposal of waste according to waste streams
Reduction of internal wastes through material reuse, recovery or repurpose
Company-specific emergency preparedness and response procedure regarding customer health and safety
Reduction of material consumption through process optimization
Actions or training to raise employee awareness on waste reduction & sorting
Purchase and/or generation of renewable energy
Energy and/or carbon audit
Reduction of energy consumption of lighting systems
Reduction of carbon emissions in logistics or optimization of fleet efficiency

**Environment | Certifications** Impact on score ●●●○

● → 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

Specific environmental certification

ISO 14001 certified

**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 in accordance with GRI Universal Standards

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 on total gross Scope 3 downstream GHG emissions

Total gross Scope 2 reporting value confirmed in supporting documentation

Total gross Scope 1 reporting value confirmed in supporting documentation

Reporting on total energy consumption

External assurance or verification of sustainability reporting

Reporting on total weight of waste recovered

Company communicates progress towards the Sustainable Development Goals (SDGs)

Materiality analysis in sustainability reporting

Reporting on total amount of renewable energy consumed

Comprehensive reporting on environmental issues

Reporting on total weight of non-hazardous waste

Reporting on total weight of hazardous waste

**Improvement areas**

Low priority Total gross Scope 3 downstream GHG emissions value not confirmed in supporting documentation

**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 (11)**

News stories about your company we found in public databases.

**Stark Group term loan includes emissions-based margin ratchet**

www.spglobal.com | 09 Feb 2021

The new €1.345 billion term loan B from Stark Group A/S backing its takeover by CVC includes a margin ratchet of 7.5 basis points linked to environmental, social, and governance factors. The margin ratchet is linked to the company achieving a 4.2% per annum reduction in greenhouse gas emissions versus the baseline for full year 2020 (at July year-end). This KPI is consistent with the firm's four-year target published in its sustainability report for full-year 2020. All of the savings made under the margin ratchet will be reinvested in environmental investments.

**360° Watch**

Impact on Score

**Neutral**

Severity

**Neutral**

valid from 1 Feb 2021 to 1 Mar 2026



**Builds another sustainable construction center [DK]**

bygtek.dk | 16 Nov 2020

The construction market chain Stark will build an 8100 m2 flagship store in Aarhus North. Both buildings and assortment will be characterized by sustainable materials in Stark's new flagship store in Aarhus North.

**360° Watch**

Impact on Score

**Neutral**

Severity

**Neutral**

valid from 1 Nov 2020 to 1 Dec 2025



**Stark will ensure more recycling from construction sites [DK]**

borsen.dk | 20 Nov 2020

The timber chain Stark is working to get more materials recycled. Stark is currently running a pilot project on a Copenhagen construction site to find out how, among other things, plastic waste can be handled. On the construction site, colored plastic and plastic strips from materials are sorted separately.

**360° Watch**

Impact on Score

**Neutral**

Severity

**Neutral**

valid from 1 Nov 2020 to 1 Dec 2025



**Stark will be CO2 neutral [DK]**

www.wood-supply.dk | 12 Apr 2021

Stark Group joins the Science Based Targets Initiative (SBTi) in recognition of the urgent need to reduce climate change and its consequences. With the commitment to the UN's Business Ambition to 1.5 ° C, Stark Group is now taking the next step in the goal of integrating sustainability throughout the value chain with the long-term goal of becoming a CO2-neutral distributor of building materials. In concrete terms, this means that the timber chain is adapting its business strategy to the most ambitious goal of the Paris Agreement, namely to limit global temperature rise to 1.5 ° C.

**360° Watch**

Impact on Score

**Neutral**

Severity

**Neutral**

valid from 1 Apr 2021 to 1 May 2026



**Stark expands the number of electric trucks to three [DK]**

detailwatch.dk | 07 Sep 2022

Stark has more than 135 trucks. After a trial period with an electric truck, the hardware store chain is expanding the number of electric trucks to a total of three. With 135 trucks that deliver building materials around Denmark, the construction market Stark's trucks account for a large CO2 emission.

**360° Watch**

Impact on Score

**Neutral**

Severity

**Neutral**

valid from 1 Sept 2022 to 1 Oct 2027



**Stark gets CO2 plan approved - complies with the Paris Agreement [DK]**

www.dagensbyggeri.dk | 16 Mar 2022

Stark Group's overall climate action plan to reduce CO2 emissions has been endorsed by the independent international climate partnership, SBTi. This documents that the company's goals meet the Paris Agreement.

**360° Watch**

Impact on Score

**Neutral**

Severity

**Neutral**

valid from 1 Mar 2022 to 1 Apr 2027



**Stark wins the CSR award for the year's best sustainability report [DK]**

www.dagensbyggeri.dk | 12 Oct 2022

Stark Group wins the CSR award for best sustainability report among large Danish unlisted companies for, among other things, to explain the company's role in ensuring sustainability in the construction industry.

**360° Watch**

Impact on Score

**Neutral**

Severity

**Neutral**

valid from 1 Oct 2022 to 1 Nov 2027



**Stark Group will power the employees' cars [DK]**

sustainreport.dk | 29 Apr 2022

The installation of 30 charging stations for electric cars at the head office in Frederiksberg has given Stark Group the award as Electric Car Workplace of the Year. The company hopes that with the installation of the charging stations, they can nudge their employees to make the best climate choices outside of their workplace as well.

**360° Watch**

Impact on Score

**Neutral**

Severity

**Neutral**

valid from 1 Apr 2022 to 1 May 2027



**Stark puts the climate figure at 30,000 building materials [DK]**

borsen.dk | 02 Nov 2023

An online platform with building materials for sale, where tradesmen are presented with a very brief overview of the CO2 footprint of the individual items they add to the shopping basket for their next building project. This is how the Klimalog project works, which Stark Denmark, the country's largest retailer and distributor of building materials, has just launched.

**360° Watch**

Impact on Score

**Neutral**

Severity

**Neutral**

valid from 2 Nov 2023 to 2 Nov 2028



**Statement from Danish Businesses to stand together globally with high ambitions for a just and green transition to a net-zero future. [DK]**

globalcompact.dk | 18 Sep 2023

CEO Statement from 40 Danish Businesses to stand together globally with high ambitions for a just and green transition to a net-zero future. STARK Group CEO Søren P. Olesen is part of the 40 CEOs standing together for a net-zero future.

**360° Watch**

Impact on Score

**Neutral**

Severity

**Neutral**

valid from 18 Sept 2023 to 18 Sept 2028



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

21 Jan 2025

**360° Watch**

Impact on Score

**Neutral**

Severity

**N/A**

valid from 21 Jan 2025 to 21 Jan 2030

**Labor & Human Rights**

Impact on score ●●●●

● ↗ 98/100

**Labor & Human Rights | Policies**

Impact on score ●●●●

● → 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**

Quantitative objectives set on working conditions
Exceptional policies on major labor and human rights issues
Labor & human rights policy on social dialogue
Labor & human rights policy on working conditions
Labor & human rights policy on employee health & safety
Quantitative objectives set on employee health & safety
Labor & human rights policy on career management & training
Labor & human rights policy on diversity, equity & inclusion
Quantitative objectives set on diversity, equity & inclusion

**Labor & Human Rights | Endorsements**

Impact on score ●○○○

● → 100/100

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

**Strengths**

Endorsement of a diversity charter
Endorsement of the United Nations Global Compact (UNGC)

**Labor & Human Rights | Measures** Impact on score ●●●●● → **100**/<sub>100</sub>

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

**Strengths**

Collective bargaining agreement on working hours, overtime, or leaves
Collective bargaining agreement on diversity, discrimination and/or harassment
Women development, mentorship, and/or sponsorship programs in place
Actions to promote the inclusion of employees with disabilities
Collective bargaining agreement on career management & training
Employee stock ownership plan (not restricted to executive level)
Employee representatives or employee representative body (e.g. works council)
Awareness training regarding diversity, discrimination, and/or harassment
Actions to prevent workplace harassment
Complaints procedure in place for employees to report on occupational health and safety issues
Preventive actions for repetitive strain injury (RSI)
Actions to address stress and psychological wellbeing in the workplace
Skills development program tailored to employee needs
Collective bargaining agreement on employees' health & safety
Actions to prevent accidents related to falls
Regular assessment of individual performance
Individual development and career plan for all employees
Actions to promote internal mobility
Actions in place to ensure health and safety of non-employee workers and other contracted workers on premises
Actions to promote gender inclusion in the workplace
Actions to prevent discrimination in professional development and promotion processes
Communication to all employees of remuneration process (e.g. salary grid, procedure for salary advancement)
Employee satisfaction survey
Two-way communication system in place to facilitate employee voice regarding working conditions
Health care coverage of employees in place
Actions to promote wage equality in the workplace
Bonus scheme related to company performance
Grievance mechanism on discrimination and/or harassment issues
Affinity or other support groups for minorities/vulnerable groups
Actions to prevent discrimination during recruitment phase
Family Friendly programs (FFPs) implemented (e.g. parental or care leaves, childcare services or allowances)
Training of employees on health and safety risks and best working practices
Flexible organization of work (eg. remote work, flexi-time)
Employee health & safety risk assessment



Employee health and safety emergency action plan

Equipment safety inspections or audits

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

● ↗ 100/100

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

Specific labor or human rights certification

FSC chain-of-custody certified

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 ●●●○

● ↗ 100/100

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

**Strengths**

Reporting in accordance with GRI Universal Standards

Exceptional reporting on labor and human rights issues

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

Report on percentage of women within the organization's board

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

External assurance or verification of sustainability reporting

Reporting on number of average training hours per employee

Company communicates progress towards the Sustainable Development Goals (SDGs)

Materiality analysis in sustainability reporting

**Improvement areas**

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

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 (3)**

News stories about your company we found in public databases.

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

21 Jan 2025

**360° Watch**

Impact on Score

**Neutral**

Severity

**N/A**

valid from 21 Jan 2025 to 21 Jan 2030

**HSE Improvement Notice served against Stark Building Materials UK Limited**

resources.hse.gov.uk | 08 Mar 2020

In 08/03/2020, HSE issued an Improvement Notice to Stark Building Materials UK Limited's facility in Midlands due to failure to ensure the health and safety of the employees and others, and have failed to take all measures necessary to prevent major accidents, due to the potential for rupture or disintegration of the atmospheric tanks caused by overpressure, with the potential to discharge hot creosote liquid, parts of the work tank or other projected debris into an area where personnel may be located.

**360° Watch**

Impact on Score

Severity

**Neutral**

valid from 1 Mar 2020 to 1 Apr 2025



**2023-24 Gender pay gap report for STARK BUILDING MATERIALS UK LIMITED**

gender-pay-gap.service.gov.uk | 05 Apr 2023

In this organisation, women's median hourly pay was 6.7% higher than men's, this means they earned £1.07 for every £1 that men earn when comparing median hourly pay.

**360° Watch**

Impact on Score

**Neutral**

Severity

**Neutral**

valid from 5 Apr 2023 to 5 Apr 2028



**Ethics** Impact on score ●○○○

● ↗ 75/100

**Ethics | Policies** Impact on score ●●●●

● ↗ 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 policy on ethics issues
Policies on corruption
Policy on fraud
Disciplinary sanctions to deal with policy violations
Quantitative objectives set on some relevant issues
Policy on information security
Policy on money laundering
Policy on conflict of interest
Dedicated responsibility for ethics issues

**Ethics | Endorsements**

Impact on score ●○○○

● ↗ 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)
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**Ethics | Measures**

Impact on score ●●●●

● ↗ 100/100

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

**Strengths**

Specific approval procedure for sensitive transactions (e.g. gifts, travel)
Corruption risk assessments performed
Anti-corruption due diligence program on third parties in place
Implementation of a records retention schedule
Information security risk assessments performed
Whistleblower procedure for stakeholders to report information security concerns
Awareness training to prevent information security breaches
Information security due diligence program on third parties in place
Whistleblower procedure for stakeholders to report corruption and bribery
Measures for gaining stakeholder consent regarding the processing, sharing and retention of confidential information
Awareness training performed to prevent corruption
Audits of control procedures to prevent corruption
Audits of control procedures to prevent information security breaches
Incident response procedure (IRP) to manage breaches of confidential information
Measures to protect third party data from unauthorized access or disclosure

**Ethics | 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

**Ethics | 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.

**Improvement areas**

Medium priority

Supporting documents show a medium level of coverage of ethics actions or certification throughout company operations

**Ethics | Reporting**

Impact on score ●●●○

● ↘ 50/100

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

**Strengths**

Reporting in accordance with GRI Universal Standards

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 ●●●●

● → 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**

21 Jan 2025

**360° Watch**

Impact on Score

**Neutral**

Severity

**N/A**

valid from 21 Jan 2025 to 21 Jan 2030

**Sustainable Procurement**

Impact on score ●●●○

● ↗ 91/100

**Sustainable Procurement | Policies**

Impact on score ●●●●

● → 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**

Quantitative objectives set on sustainable procurement policy

Exceptional policy on sustainable procurement issues

Sustainable wood and wood products sourcing policy

**Sustainable Procurement | Endorsements**

Impact on score ●○○○

● ↗ 100/100

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 Business Social Compliance Initiative (BSCI)
- Endorsement of external initiative on sustainable procurement issues
- Endorsement of the United Nations Global Compact (UNGC)

**Sustainable Procurement | Measures** Impact on score ●●●●

● → 100/100

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

**Strengths**

- Training of buyers on social and environmental issues within the supply chain
- Performing suppliers on environmental and social issues have access to unique incentives (e.g. supplier awards, preferred supplier program, access to RFPs)
- Integration of social or environmental clauses into supplier contracts
- Regular supplier assessment (e.g. questionnaire) on environmental or social practices
- Sustainability risk analysis (i.e. prior to supplier assessments or audits)
- On-site audits of suppliers on environmental or social issues
- Supplier sustainability code of conduct in place
- Capacity building of suppliers on environmental or social issues (e.g. corrective actions, training)

**Sustainable Procurement | 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**

- Specific certification on sustainable procurement
- FSC chain-of-custody certified
- PEFC chain-of-custody certified

**Sustainable Procurement | Coverage** Multiplying factor

● 75/100

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 a high level of coverage of sustainable procurement actions throughout company operations or supplier base

**Sustainable Procurement | Reporting** Impact on score ●●●○

● → 100/100

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

**Strengths**

Reporting in accordance with GRI Universal Standards

Reporting on total gross Scope 3 upstream GHG emissions

External assurance or verification of sustainability reporting

Company communicates progress towards the Sustainable Development Goals (SDGs)

Materiality analysis in sustainability reporting

Exceptional reporting on sustainable procurement issues

Reporting on the percentage of certified wood or wood-based products/materials

**Improvement areas**

**Low priority** Total gross Scope 3 upstream GHG emissions value not confirmed in supporting documentation

**Low priority** No information about use of tin, tantalum, tungsten, gold and/or their derivatives

**Low priority** No reporting on the percentage of recycled wood or wood-based products/materials

**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**

**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**

21 Jan 2025

**360° Watch**

Impact on Score

**Neutral**

Severity

**N/A**

valid from 21 Jan 2025 to 21 Jan 2030

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