

# Lion FPG Limited

Business Sector : Media, advertising and communications  
 No of Employees : 50-249  
 Company Turnover : £2-10 million (€2-10m)

## Scorecard - CSI Rated Supplier

Valid Till : 30-05-2017

**Economic**  
**Score 94%**

**Overview**

**Doing Well** ✓

- Corporate Governance
- Financial Robustness
- Innovation Capacity
- Business Integrity and Ethics

**Doing ok** ✓

- None

**Need to improve** ?

- None

**Environmental**  
**Score 100%**

**Overview**

**Doing Well** ✓

- Environmental Management
- Waste Management
- Water Consumption and Discharges

**Doing ok** ✓

- None

**Need to improve** ?

- None

**Social**  
**Score 92%**

**Overview**

**Doing Well** ✓

- Employment Practice
- Corporate Citizenship
- People Management and Development
- Human Rights Compliance

**Doing ok** ✓

- None

**Need to improve** ?

- None

## Benchmarking

As on : 01-06-2016

Supplier Metrics	 Economic	 Environmental	 Social
Lion FPG Limited	94	100	92
Same Size	70	71	78
Same Sector	72	74	78
Same Size and Sector	71	80	78
All CSI Suppliers	72	69	80



Social  
Score 92%



Employment  
Practice



Advice

- Demonstrate your commitment to diversity, equal opportunity and fair pay practices for all employees
- Demonstrate how you manage health and safety within your organisation through policies and procedures
- Where appropriate show how you train and protect workers from potential workplace hazards and health risks including the use of risk assessments and supply of protective equipment
- Be able to demonstrate that you have an accident book in place to log all accidents and near-misses for all employees, visitors and contractors
- Have a designated member of staff to lead your health and safety related activities who is appropriately trained for the task
- If appropriate to your organisation, demonstrate you have undertaken health surveillance screening/monitoring for workers in hazardous environments
- Demonstrate you have formal and informal procedures in place to manage, alleviate and eradicate workplace violence and abuse, including any legal action you would take
- Give details on how you communicate with your employees and encourage their feedback



Corporate  
Citizenship



Advice

- Be able to give examples of initiatives where you made efforts to interact with the community who are local to your area of operations



People  
Management and  
Development



Advice

- List methods you use to provide staff training. These could be conducted in-house or with an outside company
- Demonstrate you have a lead individual or department in place to oversee staff development and monitor staff skill progression
- If you have a less formal approach to staff development, give detailed information on how these informal methods work for you and your staff
- Demonstrate you have procedures in place to attract new talent as well as methods to help retain existing talent
- Prove you have an appraisal system in place to regularly review and measure employee performance



Human Rights  
Compliance



Advice

- Demonstrate how you provide your employees with collective representation in respect of their employment conditions, either through a trade union or employee representation groups
- Be able to demonstrate that you have taken steps to ensure that where your goods and services are provided from low cost / high social risk sourcing countries, you or your key suppliers have a process in place to effectively monitor suppliers to ensure against inappropriate working conditions and general exploitation of the workforce



**Environmental**

Score 100%



**Environmental Management**



Advice

- Invest in developing an environmental management policy that sets out the steps you are taking to minimise the effect your business has upon the environment
- Nominate a member of staff to oversee and regularly review your company's overall environmental related activities
- Introduce processes to monitor and improve your organisation's energy consumption and greenhouse gas emissions (carbon footprint)
- Maintain a prosecution free record in respect of breaches of any environmental laws within the countries you have operated over the last five years
- Develop a blemish free record in respect of formal compliance and improvement notices from a relevant national body
- Be able to demonstrate that you undertake and act on environmental risk assessments



**Waste Management**



Advice

- Be able to demonstrate you are taking steps to encourage the promotion of waste reduction, reuse and recycling
- Be able to explain how your business manages hazardous waste including any legal compliance that is appropriate
- Develop and document processes to manage waste in everyday business activity with targets for reduction
- Ensure you have documented procedures in place to protect staff and visitors from harmful substances that are used/occur within your business



**Water Consumption and Discharges**



Advice

- Be able to demonstrate how your company monitors, calculates and reports on overall water usage
- Be able to demonstrate past, current and future targets and results with regards to your reduced water usage



Economic  
Score 94%



Corporate  
Governance



Advice

- Ensure you have a well-documented business plan, which considers financial and economic factors and any risks that could affect the survival of your business
- Prove you have access to a range of knowledge including experts in finance, business strategy, legal compliance and someone with a specific understanding of your industry and business
- Have processes in place to help you recognise talented employees and quickly replace job roles when they become vacant
- Be able to demonstrate how customers would be supported in the event of a prolonged absence of key people in your business
- Demonstrate you have identified potential operational threats that could affect your ability to trade, and have a plan in place to keep your business thriving in adverse conditions



Financial  
Robustness



Advice

- Improve your financial profitability, cash reserves and return on capital employed
- Pay your suppliers in a timely and consistent manner
- Avoid adverse publicity, particularly any formal legal activity
- Continue trading as the same entity over a period of 3-5 years or more



Innovation Capacity



Advice

- Ensure you can calculate and report how you are investing a percentage of your net revenues in business research and development every year to help you keep ahead of your competitors
- Ensure you can calculate and report that you are spending a percentage of your net revenues every year investing in training yourself and your employees
- Introduce methods to promote creativity, innovation and new ideas in your workplace. These could include individual, group and external initiatives



Business Integrity  
and Ethics



Advice

- Be conversant with relevant anti bribery and corruption laws in your country of operation
- Introduce processes to ensure your company complies fully with such legal obligations
- Seek professional guidance where needed in this area
- Consider your supply chain, particularly in geographic areas that have a challenging record in this area