

ZLKL SRO

Loštice - Czech Republic | Treatment and coating of metals; machining

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

Overall score

64/100

Percentile

66th



Scorecard

Publication date: 18 Mar 2026

Valid until: 18 Mar 2027



Environment

Impact on score ●●●○

74/100

Environment | 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

Environmental policy on air pollution
Standard policy on a majority of environmental issues
Environmental policy on materials, chemicals, and waste
Environmental policy scope of application specified
Dedicated responsibility for environmental policy
Environmental policy on energy consumption and GHGs
Environmental policy on water

Improvement areas

Low priority	No supporting evidence of a mechanism to review and amend environmental policy
Low priority	No supporting evidence of quantitative target set on environmental issues

Environment | 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 supporting evidence of an endorsement of external initiatives or principles on environmental topics

Environment | Measures

Impact on score ●●●●

● 100/100

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

Strengths

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
Energy and/or carbon audit
Wastewater quality assessment
Improvement of energy efficiency through technology or equipment upgrades
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
Other actions to reduce energy consumption/GHG emissions
Periodical analysis on the volumes of major air pollutants or ambient air quality monitoring (testing levels of PM, NOx, SO2, VOC or heavy metals)
Company specific actions to avoid road congestions
Actions for labeling, storing, handling and transporting hazardous substances
Specialized treatment and safe disposal of hazardous substances or waste
Environmental emergency measures in place
Purchase and/or generation of renewable energy
Other actions to manage water efficiency or wastewater discharge
Other actions to mitigate air pollution
Climate change physical risk and impact assessment in place for the company's operations

Improvement areas

- Low priority

No supporting evidence of training of employees on energy conservation and climate action
- Low priority

No supporting evidence of fuel switch to achieve higher energy efficiency or lower carbon emission intensity
- Low priority

No supporting evidence of the implementation of a climate change recovery and adaptation plan for the company's operations

Environment | Certifications

Impact on score ●●●○

● 100/100

Certifications confirm your compliance with international standards (for example, ISO 14001, ISO 45001, ISO 37001, SA8000 or FSC Chain of Custody). They must be issued by an external certification body.

Strengths

ISO 14001 certified

Environment | Reporting

Impact on score ●●●○

50/100

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

Strengths

Standard reporting on environmental issues

Reporting on total water consumption

Reporting on total gross Scope 3 GHG emissions

Reporting on total gross Scope 1 GHG emissions

Reporting on total gross Scope 2 GHG emissions (market or location based)

Declares some sites/operations located in or near biodiversity-sensitive areas, but the activities do not negatively affect those areas (not verified)

Company reports to CDP

Reporting on total gross Scope 3 downstream GHG emissions

Reporting on total amount of renewable energy consumed

Reporting on total energy consumption

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

Total gross Scope 1 GHG emissions reporting value confirmed in supporting documentation

Improvement areas

Low priority No supporting evidence of reporting on the total weight of non-hazardous waste

Low priority No supporting evidence of reporting on the total weight of waste recovered

Low priority No supporting evidence of reporting on the total weight of hazardous waste

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

Low priority No supporting evidence of reporting on the total weight of air pollutants

Low priority No supporting evidence of reporting on the total amount of water recycled and reused

Low priority Total gross Scope 2 GHG emissions reporting value not confirmed in supporting documentation

Low priority No supporting evidence of external assurance or verification of the sustainability reporting

Low priority No supporting evidence of reporting aligned with a sustainability reporting standard (such as GRI, ESRS, IFRS)

Low priority No supporting evidence of materiality analysis conducted to identify relevant sustainability issues

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 (2)

News stories about your company we found in public databases.

Stork case in Loštice: a company painted a chimney, the birds disappeared from the nest (CZ)

olomoucky.denik.cz | 28 Mar 2025

Residents in Loštice are criticizing the company ZLKL for painting a chimney that serves as a nesting site for storks. The birds, which had recently returned from their winter migration, fled the nest due to the maintenance work and have not been seen for several days. Local critics condemned the timing of the project, while ZLKL defended its actions by citing the need to repair hazardous, crumbling masonry. The company claims they took precautions to avoid disturbing the nest, such as using a lifting platform instead of ropes and leaving the chimney’s top section unpainted.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Mar 2025 to Mar 2030



No records found for this company on Compliance Database

11 Mar 2026

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from Mar 2026 to Mar 2031

Labor & Human Rights

Impact on score ●●●●

65/100

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

Quantitative target set on living wage

Living wage target publicly announced

Labor and human rights policy on employee health and safety

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

Committed to continuously pay a living wage

Dedicated responsibility for labor and human rights policy

Labor and human rights policy scope of application specified

Standard policy on a majority of labor or human rights issues

Labor and human rights policy on preventing discrimination and harassment

Formal mechanisms to review and amend labor and human rights policy

Improvement areas

Medium priority	No supporting evidence of policies on career management and training
Medium priority	No supporting evidence of policies on social dialogue
Low priority	No supporting evidence of quantitative target set on labor and human rights issues

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 supporting evidence of an endorsement of external initiatives or principles on labor and human rights topics
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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

Analysis of employees’ wage levels against a living wage benchmark methodology recognized by IDH
Communication to all employees of remuneration process (e.g. salary grid, procedure for salary advancement)
Health care coverage of employees in place
Compensation for extra or atypical working hours
Provision of skills development training
Grievance mechanism on discrimination and/or harassment issues
Family Friendly programs (FFPs) implemented (e.g. parental or care leaves, childcare services or allowances)
Employee health and safety emergency action plan
Actions to prevent noise exposure
Equipment safety inspections or audits
Flexible organization of work (eg. remote work, flexi-time)
Training of employees on health and safety risks and best working practices
Employee health & safety risk assessment
Individual development and career plan for all employees
Regular employee health check-up
Complaints procedure in place for employees to report on occupational health and safety issues
Preventive actions for repetitive strain injury (RSI)
Actions to control hazardous substance exposure
Actions in place to ensure health and safety of non-employee workers and other contracted workers on premises
Grievance mechanism on working conditions
Actions to manage working hours and overtime

Improvement areas

Medium priority	No supporting evidence of actions to prevent child labor, forced labor, and human trafficking
Low priority	No supporting evidence of actions to ensure adequate wages
Low priority	No supporting evidence of employee representatives or employee representative body
Low priority	No supporting evidence of actions to promote internal mobility
Low priority	No supporting evidence of grievance mechanism on child labor, forced labor, or human trafficking
Low priority	No supporting evidence of training of employees on discrimination and harassment
Low priority	No supporting evidence of actions to protect young workers
Low priority	No supporting evidence of actions regarding structured social dialogue (such as collective agreements)
Low priority	No supporting evidence of age verification of candidates before hiring
Low priority	No supporting evidence of training of employees on child labor, forced labor, and human trafficking
Low priority	No supporting evidence of actions to prevent discrimination during recruitment phase
Low priority	No supporting evidence of actions to prevent workplace harassment
Low priority	No supporting evidence of regular assessment of individual performance

Labor & Human Rights | Certifications

Impact on score ●●●○

●50/100

Certifications confirm your compliance with international standards (for example, ISO 14001, ISO 45001, ISO 37001, SA8000 or FSC Chain of Custody). They must be issued by an external certification body.

Strengths

ISO 45001 certified

Labor & Human Rights | Reporting

Impact on score ●●●○

●25/100

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 percentage of employees from minority and/or vulnerable groups at top management level
Reporting on the percentage of all employees paid below living wage, including direct employees and non-employee workers
Reporting on the percentage of average wage gap for direct employees paid below living wage against a living wage benchmark
Report on average unadjusted gender pay gap
Reporting on the percentage of employees from minority and/or vulnerable groups in 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 the percentage of women at top management level
Reporting on the number of identified discrimination or harassment incidents or corrective actions

Improvement areas

High priority	Insufficient reporting on labor and human rights issues
Low priority	No supporting evidence of reporting on the average hours of training per employee
Low priority	No supporting evidence of reporting on the ratio of the annual total compensation of the highest-paid individual to the median annual total compensation for all employees
Low priority	No supporting evidence of external assurance or verification of the sustainability reporting
Low priority	No supporting evidence of reporting aligned with a sustainability reporting standard (such as GRI, ESRS, IFRS)
Low priority	No supporting evidence of materiality analysis conducted to identify relevant sustainability issues
Low priority	No supporting evidence of reporting on the number of recordable work-related accidents

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 (1)

News stories about your company we found in public databases.

No records found for this company on Compliance Database

11 Mar 2026

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from Mar 2026 to Mar 2031

Ethics

Impact on score ●○○○

49/100

Ethics | 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

Policies on corruption
Formal mechanisms to review and amend ethics policy
Ethics policy scope of application specified
Dedicated responsibility for ethics issues
Detailed examples available regarding ethics issues

Improvement areas

Medium priority	Basic ethics policies: lacks details on specific issues
Medium priority	No supporting evidence of policies on information security
Low priority	No supporting evidence of policies on conflict of interest
Low priority	No supporting evidence of employee signature acknowledgement of ethics policy
Low priority	No supporting evidence of policies on fraud
Low priority	No supporting evidence of disciplinary sanctions to deal with policy violations

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 supporting evidence of an endorsement of external initiatives or principles on ethics
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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

Whistleblower procedure for stakeholders to report information security concerns
Awareness training to prevent information security breaches
Whistleblower procedure for stakeholders to report corruption and bribery
Measures for gaining stakeholder consent regarding the processing, sharing and retention of confidential information
Measures to protect third party data from unauthorized access or disclosure

Improvement areas

High priority	No supporting evidence of corruption risk assessments
High priority	No supporting evidence of information security risk assessments
Low priority	No supporting evidence of an approval procedure for sensitive transactions (such as gifts, entertainment)
Low priority	No supporting evidence of awareness training to prevent corruption and bribery
Low priority	No supporting evidence of audits of control procedures to prevent corruption
Low priority	No supporting evidence of an anti-corruption due diligence program on third parties

Ethics | Certifications

Impact on score ●●●○

● 0/100

Certifications confirm your compliance with international standards (for example, ISO 14001, ISO 45001, ISO 37001, SA8000 or FSC Chain of Custody). They must be issued by an external certification body.

Strengths and improvement areas

No recommendations yet

Ethics | Reporting

Impact on score ●●●○

● 0/100

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

Improvement areas

High priority	No supporting evidence of reporting on ethics issues
Low priority	No supporting evidence of external assurance or verification of the sustainability reporting
Low priority	No supporting evidence of reporting aligned with a sustainability reporting standard (such as GRI, ESRS, IFRS)
Low priority	No supporting evidence of materiality analysis conducted to identify relevant sustainability 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

11 Mar 2026

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from Mar 2026 to Mar 2031

Sustainable Procurement

Impact on score ●○○○

47/100

Sustainable Procurement | Policies

Impact on score ●●●●

0/100

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.

Improvement areas

High priority	No supporting evidence of sustainable procurement policies
Low priority	No supporting evidence of a mechanism to review and amend sustainable procurement policy
Low priority	No supporting evidence of dedicated responsibility for sustainable procurement policy
Low priority	No supporting evidence of a scope of application for sustainable procurement policy

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

Sustainable Procurement | Measures

Impact on score ●●●●

25/100

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

Strengths

Actions to prevent discrimination and harassment in the workforce of suppliers
Integration of social and environmental clauses into supplier contracts

Improvement areas

Medium priority	No supporting evidence of a risk assessment of adverse sustainability impacts in the supply chain
Medium priority	No supporting evidence of supplier assessment on environmental and social practices
Medium priority	No supporting evidence of on-site audits of suppliers on environmental and social issues
Medium priority	No supporting evidence of a supplier sustainability code of conduct in place
Medium priority	No supporting evidence of 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, ISO 45001, ISO 37001, SA8000 or FSC Chain of Custody). They must be issued by an external certification body.

Strengths and improvement areas

No recommendations yet

Sustainable Procurement | Reporting

Impact on score ●●●○

● 50/100

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

Strengths

Standard reporting on sustainable procurement issues
Reporting on total gross Scope 3 upstream GHG emissions
Declares using no tin, tantalum, tungsten, gold, and/or their derivatives (Not verified)

Improvement areas

Low priority	Total gross Scope 3 upstream GHG emissions reporting value not confirmed in supporting documentation
Low priority	No supporting evidence of external assurance or verification of the sustainability reporting
Low priority	No supporting evidence of reporting aligned with a sustainability reporting standard (such as GRI, ESRS, IFRS)
Low priority	No supporting evidence of materiality analysis conducted to identify relevant sustainability issues

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

11 Mar 2026

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from Mar 2026 to Mar 2031

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