FINE FOODS & PHARMACEUTICALS NTM SPA (GROUP)

VERDELLINO - Italy | Manufacture of basic pharmaceutical products and pharmaceutical preparations

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

Overall score
↗ **87**/100

Percentile
99th

Scorecard

Publication date: 9 Jun 2026 (**Revised:**29 Jun 2026) **Valid until:** 9 Jun 2027

Overall score

Percentile
99th

↗ **87**/100

Environment

Impact on score ●●●○

→**91**/100

Labor & Human Rights

Impact on score ●●●●

↗**86**/100

Ethics

Impact on score ●○○○

↗**84**/100

Sustainable Procurement

Impact on score ●○○○

→**84**/100

Environment Impact on score ●●●○

● → **91**/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 targets set on energy consumption and GHGs
- Quantitative targets set on water
- Quantitative targets set on materials, chemicals, and waste
- Quantitative targets set on customer health and safety
- Formal mechanisms to review and amend environmental policy
- Environmental policy scope of application specified
- Dedicated responsibility for environmental policy
- Policy on Pharmaceuticals in the Environment (i.e. active pharmaceutical ingredients discharges into water sources)
- Exceptional policy on major environmental issues
- Environmental policy on energy consumption and GHGs
- Environmental policy on air pollution
- Environmental policy on water
- Environmental policy on customer health and safety
- Environmental policy on materials, chemicals, and waste

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Improvement areas

Low priority — No supporting evidence of quantitative target set on air pollution

Environment | 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)

Improvement areas

Low priority — The company has yet to commit to top-tier environmental initiatives that integrate sector-specific issues with rigorous, science-based, or third-party verified constraints

Environment | Measures

Impact on score ●●●●

● → 100/100

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

Strengths

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Wastewater quality assessment
Actions to prohibit or restrict the transboundary movement of hazardous waste
Work processes or technologies implemented to mitigate emissions of dust and/or particulate matter
Provision of Safety Data Sheets (SDS)
Use of eco-friendly or bio-based process materials
Environmental emergency measures in place
Actions for labeling, storing, handling and transporting hazardous substances
Use of alternative, less hazardous substances in operations
Other actions to manage water efficiency or wastewater discharge
Climate change physical risk and impact assessment in place for the company’s operations
Periodical analysis on the volumes of major air pollutants or ambient air quality monitoring (testing levels of PM, NOx, SO2, VOC or heavy metals)
Work processes or technologies implemented to mitigate emissions of VOC, SO2, NOx or heavy metals
Provision of information on product composition
Regular noise measuring campaign (site boundary noise measurements undertaken)
Company-specific information to customers on health & safety issues associated with products/services
Customer health & safety risk assessment performed
Company-specific emergency preparedness and response plan, including recall procedure
Training employees to safely handle and manage hazardous substances
Specialized treatment and safe disposal of hazardous substances or waste
Control measures to prevent contamination of groundwater
Training of employees on waste reduction and sorting
Water audit
Training of employees on energy conservation/climate actions
Mapping of waste streams
Water risk assessments performed
Use of waste heat recovery system(s) or combined heat and power unit(s)
Energy and/or carbon audit
Improvement of energy efficiency through technology or equipment upgrades
Internal sorting & disposal of waste according to waste streams
Purchase and/or generation of renewable energy
Provision of safety data sheets (SDS) adapted for the REACH regulation

Improvement areas

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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
Low priority	No supporting evidence of reduction of internal wastes through material reuse, recovery or repurpose
Low priority	No supporting evidence of reduction of material consumption through process optimization

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

External sustainability audit: no non-compliance found on environment
ISO 14001 certified

Environment | Reporting

Impact on score ●●●○

→ 75/100

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

Strengths

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- Reporting on total amount of water recycled and reused
- Reporting on total energy consumption
- Reporting on total weight of hazardous waste
- Reporting on total amount of renewable energy consumed
- Reporting on total weight of waste recovered
- Reporting in accordance with ESRS Set 1
- Reporting on total water consumption
- Reporting on total weight of air pollutants
- Reporting on total weight of non-hazardous waste
- 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)
- Company communicates progress towards the Sustainable Development Goals (SDGs)
- Materiality analysis in sustainability reporting
- Reporting on total gross Scope 3 downstream GHG emissions
- Total gross Scope 3 downstream GHG emissions reporting value confirmed in supporting documentation
- Total gross Scope 2 GHG emissions reporting value confirmed in supporting documentation
- Total gross Scope 1 GHG emissions reporting value confirmed in supporting documentation
- Comprehensive reporting on environmental issues
- Declares none of the sites/operations located in or near biodiversity-sensitive areas (not verified)

Improvement areas

Low priority — No supporting evidence of reporting on unused or expired medicines collected for recycling or waste treatment

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.

Improvement areas

Medium priority — External sustainability audit from a site of Group: presence of major or/and critical non-compliance on environment

News that impacted your score (1)

News stories about your company we found in public databases.

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No records found for this company on Compliance Database

12 May 2026

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from May 2026 to May 2031

Labor & Human Rights

Impact on score ●●●●

↗ **86**/100

Labor & Human Rights | 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

Quantitative targets set on employee health and safety
Quantitative targets set on preventing discrimination and harassment
Comprehensive policy on a majority of labor or human rights issues
Dedicated responsibility for labor and human rights policy
Labor and human rights policy scope of application specified
Committed to continuously pay a living wage
Formal mechanisms to review and amend labor and human rights policy
Labor and human rights policy on social dialogue
Labor and human rights policy on working conditions
Labor and human rights policy on employee health and safety
Labor and human rights policy on child labor, forced labor, and human trafficking
Labor and human rights policy on career management and training
Labor and human rights policy on preventing discrimination and harassment

Improvement areas

Low priority	No supporting evidence of quantitative target set on career management and training
Low priority	No supporting evidence of quantitative target set on working conditions

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

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Endorsement of external initiative on labor or human rights issues
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 workplace harassment
Training of employees on child labor, forced labor and human trafficking
Impact assessments identifying potential child labor, forced labor and/or human trafficking
Communication to all employees of remuneration process (e.g. salary grid, procedure for salary advancement)
Actions to promote internal mobility
Actions to ensure adequate wages
Age verification of candidates before hiring
Monitoring of internal controls and effectiveness of actions taken to prevent child labor, forced labor and/or human trafficking
Preventive actions for repetitive strain injury (RSI)
Grievance mechanism on working conditions
Collectively bargained wages
Actions to manage working hours and overtime
Analysis of employees' wage levels against a living wage benchmark methodology recognized by IDH
Actions to prevent discrimination in professional development and promotion processes
Provision of skills development training
Collective bargaining agreement on working hours, overtime, or leaves
Collective bargaining agreement on preventing discrimination and harassment
Collective bargaining agreement on career management & training
Actions to prevent discrimination during recruitment phase
Employee representatives or employee representative body (e.g. works council)
Regular assessment of individual performance
Collective bargaining agreement on employees' health & safety
Individual development and career plan for all employees
Grievance mechanism on child labor, forced labor and/or human trafficking issues
Actions to control hazardous substance exposure
Actions in place to ensure health and safety of non-employee workers and other contracted workers on premises
Actions to promote equal opportunities for all in the workplace
Employee satisfaction survey
Health care coverage of employees in place
Actions to ensure equal pay for equal work
Actions to promote the inclusion of employees with disabilities
Grievance mechanism on discrimination and/or harassment issues
Family Friendly programs (FFPs) implemented (e.g. parental or care leaves, childcare services or allowances)
Awareness training on discrimination and harassment

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Employee health and safety emergency action plan
Actions to address stress and psychological wellbeing in the workplace
Actions to prevent noise exposure
Equipment safety inspections or audits
Employee health & safety risk assessment
Flexible organization of work (eg. remote work, flexi-time)
Training of employees on health and safety risks and best working practices
Regular employee health check-up
Complaints procedure in place for employees to report on occupational health and safety issues

Improvement areas

Low priority	Further develop your remediation procedure for victims of discrimination or harassment
Low priority	No supporting evidence of compensation for extra or atypical working hours

Labor & Human Rights | Certifications

Impact on score ●●●○

● ↗ **75**/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
External sustainability audit: only a few minor non-compliances found on labor or human rights

Improvement areas

Low priority	Current labor and human rights certification(s) are insufficiently stringent in their requirements. The existing frameworks lack the necessary depth and comprehensive scope to effectively address all material issues within the theme

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 percentage of employees from minority and/or vulnerable groups at top management level
Reporting in accordance with ESRS Set 1
Reporting on the percentage of average wage gap for direct employees paid below living wage against a living wage benchmark
Reporting on the percentage of employees from minority and/or vulnerable groups in the whole organization
Reporting on the number of identified discrimination or harassment incidents or corrective actions
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 number of average training hours per employee
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
Comprehensive reporting on labor and human rights issues

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

12 May 2026

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from May 2026 to May 2031

Ethics

Impact on score ●○○○

● ↗ 84/100

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

Policy on fraud
Formal mechanisms to review and amend ethics policy
Ethics policy scope of application specified
Comprehensive policies on ethics issues
Policy on information security
Policies on corruption
Disciplinary sanctions to deal with policy violations
Dedicated responsibility for ethics issues
Policy on money laundering
Policy on conflict of interest

Improvement areas

Low priority	No supporting evidence of employee signature acknowledgement of ethics policy
Low priority	No supporting evidence of detailed examples regarding ethics issues (guidelines or Q&A)
Low priority	No supporting evidence of quantitative target set on ethics

Ethics | Endorsements

Impact on score ●○○○

● → 50/100

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)

Improvement areas

Low priority	Current ethics endorsement(s) are too general. There is a lack of participation in high-impact, sector-specific initiatives that address the unique material issues of the company's industry

Ethics | Measures

Impact on score ●●●●

● → 100/100

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

Strengths

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- 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
- Whistleblower procedure for stakeholders to report corruption and bribery
- Measures for gaining stakeholder consent regarding the processing, sharing and retention of confidential information
- Training of employees on corruption and bribery prevention
- Measures to protect third party data from unauthorized access or disclosure

Improvement areas

Low priority	No supporting evidence of audits of control procedures to prevent corruption

Ethics | Certifications

Impact on score ●●●○

● ↗ 75/100

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

- External sustainability audit: no non-compliance found on ethics

Improvement areas

Medium priority	No supporting evidence of ISO 27001 certification
Medium priority	No supporting evidence of ISO 37001 certification

Ethics | Reporting

Impact on score ●●●○

● ↗ 75/100

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

Strengths

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

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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

12 May 2026

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from May 2026 to May 2031

Sustainable Procurement

Impact on score ●○○○

→ 84/100

Sustainable Procurement | 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

- Quantitative targets set on sustainable procurement
- Comprehensive sustainable procurement policies on both social and environmental factors
- Sustainable procurement policy scope of application specified
- Policy on the purchase of palm oil and palm-based products from sustainable sources

Improvement areas

- 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

Sustainable Procurement | Endorsements

Impact on score ●○○○

→ 50/100

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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Improvement areas

Low priority	Current sustainable procurement endorsement(s) are too general. There is a lack of participation in high-impact, sector-specific initiatives that address the unique material issues of the company's industry

Sustainable Procurement | Measures

Impact on score ●●●●

→ 100/100

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

Strengths

- Worker voice surveys or grievance mechanisms for suppliers
- Capacity building of suppliers on risks of sustainability adverse impacts
- Sustainable procurement objectives integrated into buyer performance reviews
- Integration of social and environmental clauses into supplier contracts
- Supplier assessment on environmental and social practices
- Risk assessment of adverse sustainability impacts in the supply chain
- Training of buyers on social and environmental issues within the supply chain
- On-site audits of suppliers on environmental and social issues
- Supplier sustainability code of conduct in place
- Actions to prevent discrimination and harassment in the workforce of suppliers

Improvement areas

Medium priority	No supporting evidence of actions to control suppliers' compliance regarding REACH requirements

Sustainable Procurement | Certifications

Impact on score ●●●○

→ 75/100

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

- External sustainability audit: no non-compliance found on sustainable procurement
- Roundtable on Sustainable Palm Oil (RSPO) Supply Chain Certification

Improvement areas

Low priority	Current sustainable procurement certification(s) are insufficiently stringent in their requirements. The existing frameworks lack the necessary depth and comprehensive scope to effectively address all material issues within the theme

Sustainable Procurement | Reporting

Impact on score ●●●○

→ 75/100

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

Strengths

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Reporting in accordance with ESRS Set 1
Comprehensive reporting on sustainable procurement issues
Reporting on total gross Scope 3 upstream GHG emissions
External assurance or verification of sustainability reporting
Total gross Scope 3 upstream GHG emissions reporting value confirmed in supporting documentation
Company communicates progress towards the Sustainable Development Goals (SDGs)
Reporting on the percentage of certified palm and/or palm-based products
Materiality analysis in sustainability reporting
Declares using no tin, tantalum, tungsten, gold, and/or their derivatives (Not verified)

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

12 May 2026

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from May 2026 to May 2031

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