

CABOT CORP (GROUP)

United States of America | Manufacture of basic chemicals, fertilizers and nitrogen compounds, plastics and synthetic rubber in primary forms

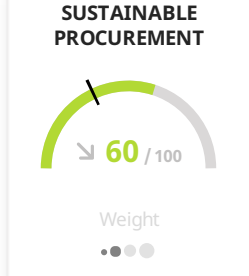
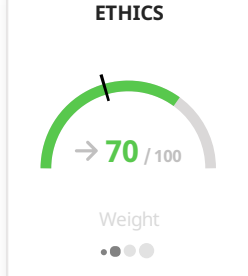
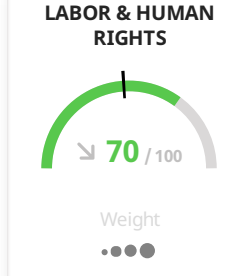
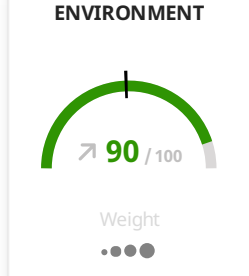
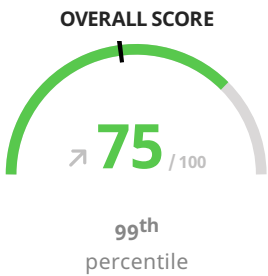


! Significant operations in at least one risk country

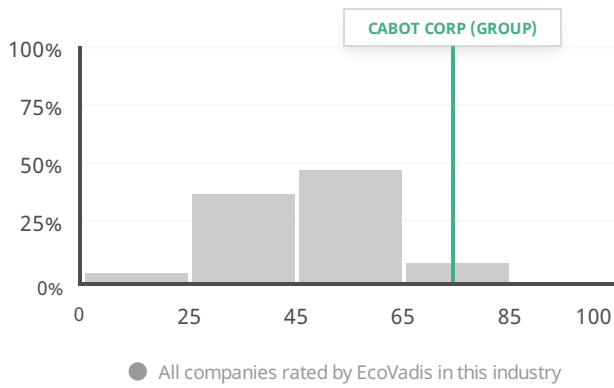
Publication date: 7 Mar 2022

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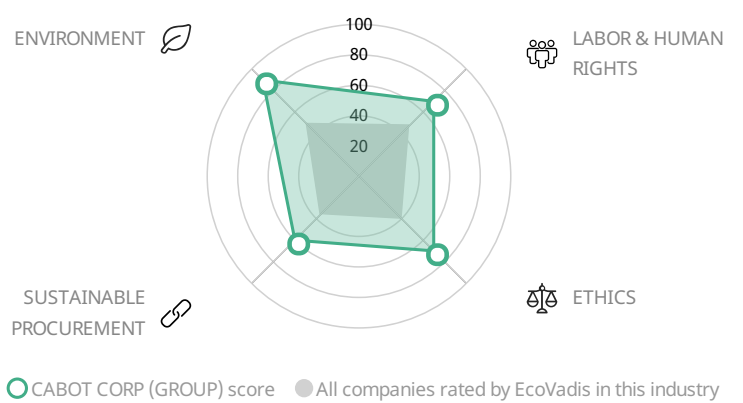
Sustainability performance ● Insufficient ● Partial ● Good ● Advanced ● Outstanding — Average score



Overall score distribution



Theme score comparison



Strengths and Improvement Areas



Environment

Weight ●●●●

Strengths (63)

Policies

Strengths

Quantitative objectives set on materials, chemicals & waste

Quantitative objectives set on water

Quantitative objectives set on energy consumption & GHGs

Environmental policy on customer health & safety

Environmental policy on materials, chemicals & waste

Environmental policy on local & accidental pollution

Environmental policy on water

Environmental policy on energy consumption & GHGs

Exceptional policy on major environmental issues

Endorsement of the Responsible Care Global Charter

Endorsement of the United Nations Global Compact (UNGC)

Actions

Strengths

Control measures to prevent contamination of groundwater

Training of employees on energy conservation/climate actions

Purchase and/or generation of renewable energy

Company-specific emergency preparedness and response procedure regarding local pollution

Measures to ensure enclosure of emission sources and airtightness of equipment.

Measures to detect and/or eliminate accidental water contamination (e.g. groundwater, surface water)

Purchase of verified carbon offset credits

Reduction of carbon emissions in transportation

RC14001 certified

Provision of Safety Data Sheets (SDS)

Energy and/or carbon audit

Communication to downstream users regarding the use of dangerous substances and/or substances of very high concern (SVHC)

Registration of substances to the ECHA
Formalized process in place to assess and document risks related to customer health and safety
Internal chemical classification and labeling system with reference to Global Harmonized System (GHS) and/or references to regional classifications
Formalized process in place to assess and document environmental risks
Online provision of Material Safety Data Sheet (MSDS) for every product according to requirements of the Safety Data Sheet Directives
Company's checklists with safety requirements to support loading and unloading operations
Employee awareness or training program on transportation of hazardous materials
Measures to reduce energy consumption
Measures to reduce hazardous waste of solvents
Use of waste heat recovery system(s) or combined heat and power unit(s)
Measures to treat waste gas or reduce air pollutants emissions
Monitoring of the concentration of pollutants in gas emissions (e.g. VOCs, heavy metals, NOx, SOx)
Infrastructure implemented to reuse water from operational processes (e.g. recover water from evaporation operation)
41-60% of operational sites ISO 14001 certified
Recovery / abatement of NOx
Use of chemical database to identify potential impacts on human health
Company-specific research on potential health impacts of products/services
Provision of safety data sheets (SDS) adapted for the REACH regulation
Measures to reuse or recycle waste
Measures to avoid emissions of dust or particles
Partnership established to help dispose of waste that the company cannot recycle
Measures to reduce pollutants discharged to water
Company awareness program for customers on health & safety issues associated with products/services
Waste management measures in place
Reduction of water consumption through innovative equipments, methods or technologies
Measures for handling hazardous substances
Infrastructures implemented to enable recycling of water

Results

Strengths

Reporting in accordance with SASB

Reporting in accordance with GRI Standards (option "Core")

Reporting on total water consumption

Reporting on total weight of non-hazardous waste

Reporting on total weight of hazardous waste

Materiality analysis in sustainability reporting

External assurance of sustainability reporting

Company communicates progress towards the Sustainable Development Goals (SDGs)

Reporting on scope 2 GHG emissions

Reporting on scope 1 GHG emissions

Company reports to CDP

Reporting on total energy consumption

Comprehensive reporting on environmental issues

Improvement Areas (2)

Results

Priority

Improvement Areas

Medium

The 360° Watch has identified at least one significant controversy, fine or penalty regarding environmental issues in the last five years (see news with red downward arrow in the 360° Watch section).

Medium

The 360° Watch has identified at least one significant adverse report regarding local and/or accidental pollution.



Labor & Human Rights

Weight ●●●●

Strengths (62)

Policies

Strengths

Quantitative objectives set on employee health & safety

Labor & human rights policy on diversity, discrimination & harassment

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

Labor & human rights policy on career management & training

Labor & human rights policy on social dialogue

Labor & human rights policy on working conditions

Labor & human rights policy on employee health & safety

Comprehensive policy on a majority of labor or human rights issues

Health and safety policy also covers subcontractors working on the company premises

Endorsement of external initiative on labor or human rights issues [i.e. CEO Action for Diversity & Inclusion]

Endorsement of the Responsible Care Global Charter

Endorsement of the United Nations Global Compact (UNGC)

Actions

Strengths

ISO 45001 certified (at least one operational site)

Measures to promote gender and/or minority inclusion in the workplace

Collective agreement in place

Compensation for extra or atypical working hours

Additional leave beyond standard vacation days

Remuneration process (e.g. salary grid, procedure for salary advancement) communicated to employees

Employee stock ownership plan (not restricted to executive level)

Employee satisfaction survey

Childcare services or allowance

Bonus scheme related to company performance

Flexible organization of work available to employees (e.g. remote work, flexitime)

Health care coverage of employees in place

Awareness training on child labor, forced labor and human trafficking

RC14001 certified

Whistleblower procedure on discrimination and harassment

Actions to promote wage equality in the workplace

Awareness training regarding diversity, discrimination, and/or harassment

Formalized process in place to assess and document risks related to employee health and safety

Training on health and safety issues for subcontractors working on the company premises

Employee representatives or employee representative body (e.g. works council)

Internal audits on health & safety issues

Specific measures on discrimination issues

Provision of protective equipment to all impacted employees

Employee health & safety detailed risk assessment

Transparent recruitment process communicated clearly and formally to all candidates

Actions to prevent discrimination during recruitment phase

Whistleblower procedure on child labor, forced labor and human trafficking

Regular assessment (at least once a year) of individual performance

Interactive session with employees regarding working conditions

Active preventive measures for stress and noise

Health & safety procedures translated in major languages spoken by employees

Official measures to anticipate or reduce layoffs and associated negative impacts (e.g. financial compensation, outplacement service)

Official measures promoting career mobility

Provision of skills development training

Joint labor management health & safety committee in operation

Actions to promote the inclusion of employees with disabilities

Setting of individual career plan for all employees

European Works Council in place

Training of relevant employees on health & safety risks and best working practices

Results

Strengths

Reporting on the percentage of workers from minority groups and/or vulnerable workers employed in relation to the whole organization

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

Reporting in accordance with SASB

Reporting in accordance with GRI Standards (option "Core")

Materiality analysis in sustainability reporting

External assurance of sustainability reporting

Company communicates progress towards the Sustainable Development Goals (SDGs)

Reporting on the percentage of women in top executive positions

Comprehensive reporting on labor and human rights issues

Reporting on accident severity rate

Reporting on accident frequency rate

Improvement Areas (3)

Actions

Priority Improvement Areas

Low

Does not declare that employees receive 24 hours rest within a time frame of 7 consecutive days throughout the entire scope of operations

Low

Less than 20% of operational facilities ISO 45001 certified

Results

Priority Improvement Areas

Low

No information related to reporting on average training hours per employee



Ethics

Weight ●●●●

Strengths (29)

Policies

Strengths

Policy on fraud

Policy on conflict of interest

Disciplinary sanctions to deal with policy violations

Employee signature acknowledgement of ethics policies

Policy on information security

Policies on corruption

Exceptional policy on ethics issues

Dedicated responsibility for ethics issues

Endorsement of the United Nations Global Compact (UNGC)

Actions

Strengths

Whistleblower procedure for stakeholders to report information security concerns

Whistleblower procedure for stakeholders to report anti-competitive practices

Whistleblower procedure for stakeholders to report corruption and bribery

RC14001 certified

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

Implementation of a records retention schedule

Information security risk assessments performed

Audits of control procedures to prevent information security breaches

Awareness training to prevent information security breaches

Measures to protect third party data from unauthorized access or disclosure

Awareness training performed to prevent corruption

Anti-corruption due diligence program on third parties in place

Specific approval procedure for sensitive transactions (e.g. gifts, travel)

Awareness training performed to prevent anticompetitive practices

Results

Strengths

Reporting in accordance with SASB

Reporting in accordance with GRI Standards (option "Core")

Materiality analysis in sustainability reporting

External assurance of sustainability reporting

Company communicates progress towards the Sustainable Development Goals (SDGs)

Comprehensive reporting on ethics issues

Improvement Areas (4)

Actions

Priority Improvement Areas

Medium

Supporting documentation demonstrates a medium level of coverage of ethics actions throughout the company operations

Low

No conclusive documentation on audits of control procedures to prevent corruption

Low

No conclusive documentation regarding corruption risk assessments

Low

No conclusive documentation regarding risk assessments for anti-competitive practices



Sustainable Procurement

Weight ●●●●

Strengths (22)

Policies

Strengths

Quantitative objectives set on sustainable procurement policy

Policy on conflict minerals issues

Comprehensive sustainable procurement policies on both social and environmental factors

Actions

Strengths

Supplier sustainability code of conduct in place

Conflict minerals taken into account in supplier selection process

Written communication sent to suppliers informing them of conflict minerals issues

Selected suppliers required to fill Conflict Minerals Reporting Template (CMRT)/other customized conflict mineral-related questionnaire

Investigation or traceability system of the supply chain (smelters, traders, mines) on conflict minerals due diligence (e.g. third party on site audit in place)

Detailed conflict minerals risk analysis (per product or purchasing category) across the supply chain (e.g. manufactures)

Formal assessment of suppliers' progress with regards to REACH requirements

Capacity building of suppliers on environmental or social issues (e.g. corrective actions, training)

On-site audits of suppliers on environmental or social issues

Regular supplier assessment (e.g. questionnaire) on environmental or social practices

Training of buyers on social and environmental issues within the supply chain

Integration of social or environmental clauses into supplier contracts

Sustainability risk analysis (i.e. prior to supplier assessments or audits)

Results

Strengths

Reporting in accordance with SASB

Reporting in accordance with GRI Standards (option "Core")

Materiality analysis in sustainability reporting

External assurance of sustainability reporting

Company communicates progress towards the Sustainable Development Goals (SDGs)

Publication of a SD form or/and Conflict minerals report as per SEC requirements

Improvement Areas (3)

Actions

Priority Improvement Areas

Medium

Supporting documentation demonstrates a medium level of coverage of sustainable procurement actions throughout the company supplier base/operations

Low

Declares a percentage of suppliers for which conflict minerals information is available (e.g. CMRT) but no supporting documentation

Results

Priority Improvement Areas

High

Insufficient number of KPIs disclosed on sustainable procurement issues

360° Watch Findings

8 December 2021

Cabot aims for net zero carbon emissions globally by 2050

<https://asiapacificcoatingsjournal.com/news/cabot-aims-for-net-zero-carbon-emissions-globally-by-2050>

Cabot Corporation has announced it is joining other companies in the global movement to align its sustainability agenda with the Paris Climate Agreement to achieve net zero emissions by 2050. This ambition demonstrates Cabot's ongoing commitment to protect the planet and further the company's robust sustainability journey.

 Environment


→ No score impact

10 August 2021

Cabot Corporation Executes \$1 Billion Sustainability-Linked Revolving Credit Facility

<https://www.environmentalleader.com/2021/08/cabot-corporation-executes-1-billion-sustainability-linked-revolving-credit-facility/>

Cabot Corporation has announced the execution of its new \$1 billion unsecured revolving credit facility. With this transaction, Cabot has replaced its existing \$1 billion unsecured revolving credit agreement that was scheduled to mature in October of 2022, while adding a sustainability-linked pricing mechanism to the new agreement.

 Environment


→ No score impact

4 May 2021

Accords d'entreprise chez CABOT CARBONE

<http://www.droits-salaries.com/360500482-cabot-carbone/index.shtml>

Les négociations entre la direction de CABOT CARBONE et les instances représentatives du personnel ont abouti sur les accords et avenants suivants. Les résultats des négociations avec les partenaires sociaux chez CABOT CARBONE précisent les droits, avantages et obligations de l'employeur et des salariés.

 Labor & Human Rights

→ No score impact

26 October 2020

America's Most Responsible Companies 2020

<http://www.newsweek.com/americas-most-responsible-companies-2020>

Cabot Corporation, of Massachusetts, has been ranked at #105 in Newsweek's 2020 ranking the most responsible companies in America. Cabot Corp has achieved an overall score of 73.3 (58.4, 72.4 and 89.3 in the Environmental, Social and Corporate Governance categories respectively).


→ No score impact

9 July 2020

Cabot Corp. Commits \$90M to Upgrade Louisiana Plant

<http://www.powderbulksolids.com/chemical/cabot-corp-commits-90m-upgrade-louisiana-plant%C2%A0>

Specialty chemicals and performance materials firm Cabot Corporation is launching an effort to improve the performance of its Ville Platte, LA carbon black plant. The company plans to invest \$90 million to create a cohesive system that will capture steam from the incineration process, remove impurities, and provide electricity to the facility, Louisiana Gov. John Bel Edwards announced in a release Tuesday.

 Environment

→ No score impact

17 June 2020

U.S. EPA Final Order with Penalty Against Cabot Corporation

<http://echo.epa.gov/enforcement-case-report?id=LA000A2545189>

In June 2020, Cabot Corporation's plant in Centerville, LA, has agreed to pay a penalty of \$23,530 to the United States Environmental Protection Agency (EPA) for environmental violation.

 Environment

↘ Impacts score

1 January 2020

[2020 IPE NEWS] IPE Supervision records for Cabot Xuyang Chemical (Xingtai) Co., Ltd [CN]

<https://www.insblue.com.cn/user/EnterpriseQuery/EnterpriseCommpayid=293472>

The Institute of Public & Environmental Affairs (IPE) is a non-profit environmental research organization based in China. IPE builds on local governments records to maintain a comprehensive database of environmental quality, emissions and pollution sources, and regulatory enforcement information on Chinese enterprises. January: rated green for environmental CREDIT rating system. Green: complied with all legal requirements, did not receive community complaints, earned full credit on evaluation indicators within the past 3 years AND participated in more than 2 voluntary activities including obtaining ISO 14001 certification, participating in Cleaner Production audit, supporting community NGO or engaging in responsible purchasing.


 Environment → No score impact

26 November 2019

Cabot relocating Georgia office to Latvia

<http://notchconsulting.blog/2019/11/26/cabot-relocating-georgia-office-to-latvia/#:~:text=The%20Atlanta%20Business%20Chronicle%20re>

The Atlanta Business Chronicle reports that Cabot Corp. is planning to layoff staff at its office in Alpharetta, GA and move those functions to a shared service center in Riga, Latvia. Cabot filed a notice with the Georgia Department of Labor announcing that it plans to cut 67 jobs at the Alpharetta office. "The first layoffs at this location are expected to start on January 17, 2020. Additional layoffs will take place between then and September 25, 2020," the company said.

 Labor & Human Rights → No score impact

22 August 2019

Cabot to present e-mobility, sustainable packaging solutions

<https://www.plasticsnews.com/news/cabot-present-e-mobility-sustainable-packaging-solutions>

US chemicals supplier Cabot Corp. is showcasing a range of its products developed for the automotive and packaging markets at the upcoming K show in October. Addressing the challenges posed by the growing electric vehicle market, Cabot is presenting its solutions for conductive plastics including carbon nanostructures, graphenes and conductive carbon blacks. The range includes new formulations for PET and tailored concentrates based on recycled polymer material, Cabot said in a release ahead of the show.


 Environment → No score impact

12 December 2018

Forced redundancies at Cabot in Klazienaveen [NL]

<http://www.rtvdrenthe.nl/nieuws/141873/Gedwongen-ontslagen-bij-Cabot-in-Klazienaveen>

There are forced redundancies at carbon producer Cabot in Klazienaveen. Yesterday it was announced that 40 jobs will be lost. The people who lose their jobs all have a permanent contract with the company.

 Labor & Human Rights → No score impact

25 June 2018

Environmental pollution leads the Public Prosecutor's Office to propose an action of R \$ 100 million [PT]

<http://www1.folha.uol.com.br/ambiente/2018/06/poluicao-ambiental-leva-ministerio-publico-a-propor-acao-de-r-100-milhoes.shtml>

The environmental pollution caused by industries led the Public Ministry of São Paulo to bring an action against 11 companies from the Capuava Petrochemical Complex, on the border between the municipalities of Santo André, Mauá and São Paulo. The companies mentioned in the action include Cabot Brasil. The environmental public civil action seeks compensation of R \$ 100 million for moral damage and a daily fine of R \$ 100 thousand in case of non-compliance with the obligations imposed by the document.

 Environment → No score impact

11 October 2017

Cabot Norit eliminates 40 positions from Marshall plant

http://www.marshallnewsmessenger.com/business/cabot-norit-eliminates-positions-from-marshall-plant/article_63b7b793-1bce-5197-9cba-5c5fb4d03548.html

Cabot Norit Americas Inc. is eliminating about 40 positions from its activated carbon plant in Marshall.


 Labor & Human Rights → No score impact

16 June 2017

Cabot Corp, HYC break ground on new fumed silica facility in China

<http://rubberjournalasia.com/cabot-corp-hyc-break-ground-on-new-fumed-silica-facility-in-china/>

Global specialty chemicals company Cabot Corporation and its joint venture partner Inner Mongolia Hengyecheng Silicone Co., Ltd (HYC) has broken ground on the site of its new fumed silica manufacturing plant in Wuhai, China.

 Environment


→ No score impact

5 June 2017

OSHA Penalty for Serious H&S Standard Violations

http://www.osha.gov/pls/imis/establishment.inspection_detail?id=1238500.015

In June 2017, Cabot-Norit Americas' facility in Pryor, OK was fined a \$3,396 penalty for one serious violation of the US OSHA Health and Safety Standards.

 Labor & Human Rights


→ No score impact

4 June 2017

Two injured after partial building collapse at Pryor MidAmerica Industrial Park

http://www.tulsaworld.com/homepagelatest/update-two-injured-after-partial-building-collapse-at-pryor-midamerica/article_2b637bae-546e-53ab-b23e-45a1e1ff692d.html

Emergency responders were called to the scene of part of a building that collapsed Sunday in a Pryor industrial complex. The incident occurred sometime Sunday afternoon at the Cabot Corp. A company spokeswoman said a piece of equipment failed at the plant leading to injured persons.

 Labor & Human Rights

→ No score impact

22 January 2022


No records found for this company on Compliance Database

null

→ No score impact

Specific comments

 No records found in third party risk and compliance database.

 The company demonstrates an advanced management system on environmental issues.

 Since the last assessment, the overall score has increased thanks to the implementation of additional policies.

You are receiving this score/medal 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/medal validity, EcoVadis reserves the right to place the business' scorecard/medal on hold and, if considered appropriate, to re-assess and possibly issue a revised scorecard/medal.

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