



VMWARE INC (GROUP)

61/100

United States of America

Software publishing

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CSR PERFORMANCE

Environment	ENV 70	↗
Labor Practices	LAB 60	↗
Fair Business Practices	FBP 70	↗
Sustainable Procurement	SUP 50	→

BENCHMARK



Benchmark is done on all suppliers of the same business category on the EcoVadis database

ENVIRONMENT

POLICIES

- ✓ Quantitative objectives set on some relevant issues [i.e. energy consumption & GHGs, waste]
- ✓ Comprehensive policy on a majority of environmental issues
- ✓ Endorsement of CERES principles
- ✓ Member of EICC [at parent company level]

ACTIONS


- ⚠^B Supporting documentation demonstrates a medium level of coverage of environmental actions throughout the company operations
- ✓ LEED certified [i.e. 9 LEED certified buildings]
- ✓ Waste management measures in place [i.e. food waste composting]
- ✓ Adoption of alternative data center cooling practices
- ✓ Virtualization of servers
- ✓ Measures to reduce CO2 emissions from business travel
- ✓ Provision of information to help customers reduce their energy consumption [i.e. online energy cost calculator]
- ✓ Provision to customers of equipment to facilitate reduction of energy consumption [server virtualization solutions]
- ✓ Measures to reuse or recycle waste
- ✓ Measures for handling hazardous substances
- ✓ Use of renewable energies
- ✓ Reduction of energy consumption through employee awareness programs


RESULTS


- ✓ Standard reporting on environmental issues
- ✓ Reporting on scope 1 and 2 CO2 emissions per full time equivalent employee
- ✓ Reporting on scope 1 and 2 CO2 emissions per unit of revenue
- ✓ CSR report follows GRI guidelines
- ⚠^C No information on the level of compliance with GRI guidelines
- ✓ Company reports to Carbon Disclosure Project (CDP)
- ✓ Reporting on electricity consumption


LABOR PRACTICES & HUMAN RIGHTS

POLICIES

-  Standard policy on a majority of labor or human rights issues

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

-  No quantitative target on labor & human rights issues

-  Member of EICC [at parent company level]

ACTIONS

-  Supporting documentation demonstrates a high level of coverage of labor and human rights actions throughout the company operations/workforce

-  Internal audits on health & safety issues

-  Joint labor management health & safety committee in operation

-  Specific measures implemented for the integration of employees with disabilities

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

-  No OHSAS 18001 certification

-  No information on measures regarding structured social dialogue (e.g. collective agreements)

-  Whistleblower procedure on discrimination and/or harassment issues

-  Measures to promote gender equality in the workplace

-  External audits on health & safety issues

-  Company profit-sharing plan

-  Monitoring of employee satisfaction

-  Official measures to promote work-life balance

-  Employee health & safety detailed risk assessment

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

-  Company specific health care program for employees

-  Mandatory health check-up for employees

-  Company-specific pension plan for employees

-  Specific procedures for handling of chemicals or hazardous substances

-  Official measures promoting career mobility

-  Provision of skills development training


-  Measures to prevent on-site substance use


-  Bonus scheme for more than 70% of employees


-  Company-specific training or awareness programs for managers on discrimination issues


-  Setting of individual career plan for all employees


RESULTS


-  Standard reporting on labor practices & human rights issues

-  Our 360° screening has identified at least one significant controversy, fine or penalty regarding labor and human rights practices in the last five years (see news flagged with red warning sign in the 360° section) [i.e. severe fines for misrepresenting commercial pricing practices and overcharging the government on VMware software products]

-  Reports no lost-time accidents

-  CSR report follows GRI guidelines

-  No information on the level of compliance with GRI guidelines

-  Reporting on percentage of women in executive positions (e.g. senior or top management)

FAIR BUSINESS PRACTICES

POLICIES

- ✓ Exceptional policy on business ethics issues
- ✓ Structured mechanisms to deal with policy violations
- ✓ Employee signature acknowledgement of business ethics policies
- ✓ Member of EICC [at parent company level]

ACTIONS

- ✓ Supporting documentation demonstrates a high level of coverage of business ethics actions throughout the company operations
- ⚠^B No supporting documentation regarding audits of internal controls on business ethics issues
- ✓ Whistleblower procedure to report business ethics issues
- ✓ Awareness training on business ethics issues
- ✓ ISO 27001 certified (certification of information security management system)
- ✓ Incident response procedure (IRP) to manage breaches of confidential information
- ✓ Implementation of a records retention schedule
- ✓ Periodic information security risk assessments performed
- ✓ Specific approval procedure for sensitive transactions (e.g. gifts, travel)
- ✓ Measures to prevent counterfeiting of other products
- ✓ Systematic intellectual property audit to prevent/ identify potential infringements
- ✓ Conducting investigations on third parties patents/ trademarks at initial stages of R&D
- ✓ Measures to protect consumer data, including individual consultation possible

RESULTS

- ✓ Standard reporting on business ethics issues
- ✓ CSR report follows GRI guidelines
- ⚠^C No information on the level of compliance with GRI guidelines

SUSTAINABLE PROCUREMENT

POLICIES

- ✓ Sustainable procurement policies on both environment and social factors
- ✓ Member of EICC [at parent company level]

ACTIONS

- ⚠^A No supporting documentation on the coverage of sustainable procurement actions throughout the company supplier base/operations
- ✓ Supplier CSR code of conduct in place
- ✓ Regular supplier assessment (e.g. questionnaire) on environmental or social practices
- ⚠^C Declares social or environmental clauses included in supplier contracts, but no supporting documentation available
- ⚠^C Declares conducting detailed risk analysis per purchasing category, but no supporting documentation available
- ✓ Selection of partners based on social or environmental criteria

RESULTS

- ⚠^A Basic reporting on sustainable procurement issues

SPECIFIC COMMENTS

- Some supporting documents were considered too outdated to be included in this evaluation
- The company has been involved in a major controversy (see 360°) which raises doubts as to whether it can uphold international/national standards.
- The company is not included in any compliance-related watch lists or sanction lists.
- Since the last evaluation, the overall score has increased thanks to the implementation of additional policies.
- Since the last evaluation, the overall score has increased thanks to the publication of additional CSR reporting.

360° WATCH

✓ [11/2016 No records found for this company on Compliance Database](#)

✓ [01/2016 VMware's 800 job cuts hit Colorado operations](#)

VMware Inc with offices in Broomfield and Colorado Springs, began cutting 800 jobs this week. An unspecified n...
<http://www.denverpost.com/2016/01/27/vmwares-800-job-cuts-hit-colorado-operations/>

✓ [06/2015 VMWare and Carahsoft Agree to Pay \\$75.5 Million to Settle Claims that they Concealed Commercial Pricing and Overcharged the Government](#)

VMware Inc. and Carahsoft Technology Corporation have agreed to pay \$75.5 million to resolve allegations that...
<https://www.justice.gov/opa/pr/vmware-and-carahsoft-agree-pay-755-million-settle-claims-they-conc...>

✓ [03/2015 VMWare sued over alleged GPL license infractions](#)

A Linux kernel developer is suing VMware in Germany, alleging the company has not complied with copyright ter...
<http://www.computerworld.com/article/2894116/vmware-sued-over-alleged-gpl-license-infractions.html>

✓ [01/2013 VMware disappoints with 2013 outlook, to cut jobs](#)

Software maker VMware Inc said on Monday it was cutting 900 jobs as part of a restructuring plan, and it gave a...
<http://www.reuters.com/article/2013/01/28/us-vmware-results-idUSBRE90R13920130128?feedType=RSS&fe...>



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