



APEX ESG RATINGS AND ADVISORY

ESG Rating Report
Sambro International Limited

19.11.2021



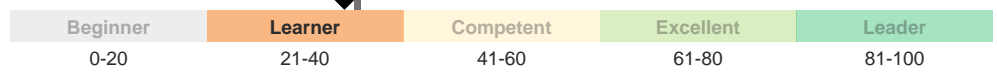
Company ESG Rating



Company ESG Rating

34/100

▼ Investment Rating
— Sector Benchmark



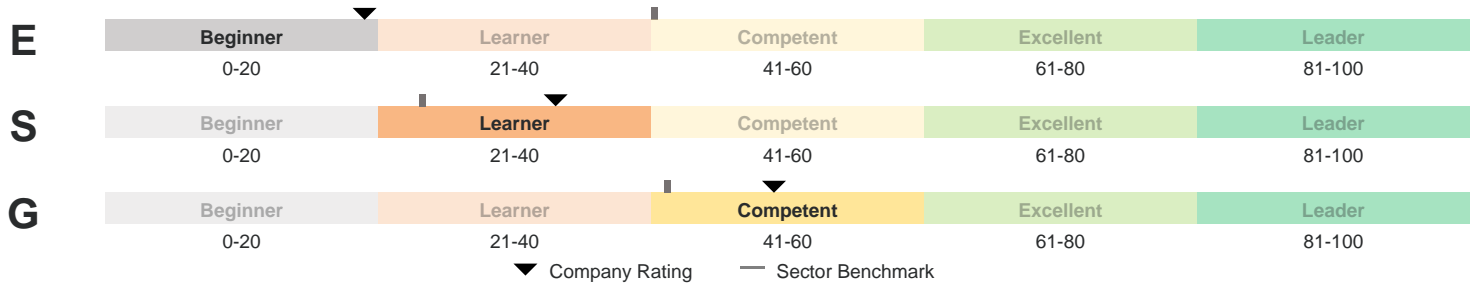
Company: Sambro International Limited
Headquarters: United Kingdom
Sector: Consumer Discretionary
Full Time Employees: 98

Mission Statement

"To deliver the best value, fun, and innovative toys to ignite and inspire children's imaginations through the power of creative play."

Company Overview: Design, produce and sell licensed children s consumer products across Europe.

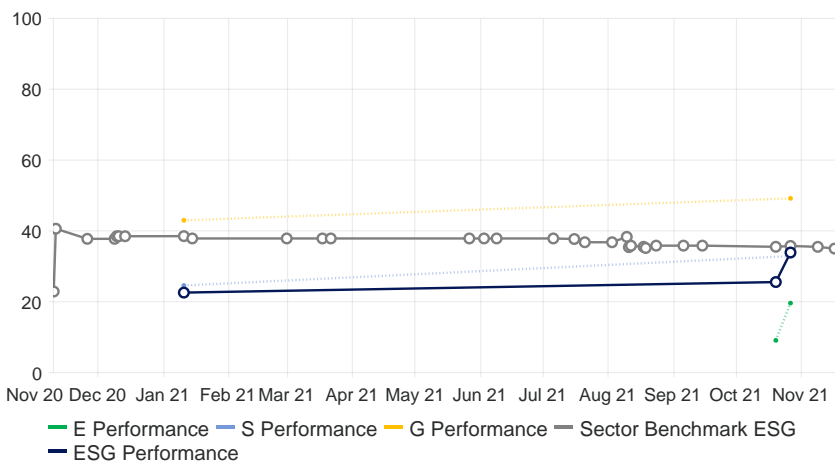
Sambro International Limited ESG Rating Breakdown



Sambro International Limited ESG Rating Overview

	Rating	+/- Sector Benchmark	Strengths	Weaknesses
E	19	-21	Environmental Strategy	Climate Change Strategy
S	33	+10	Health, Safety and Well-Being	Social Strategy
G	49	+7	Supply Chain Management	Risk Management

E-Daption Curve: Sambro International Limited ESG Performance Over Time



Annual Rating Change			
	2019	2020	2021
Total	0	0	11
E	0	0	10
S	0	0	8
G	0	0	6

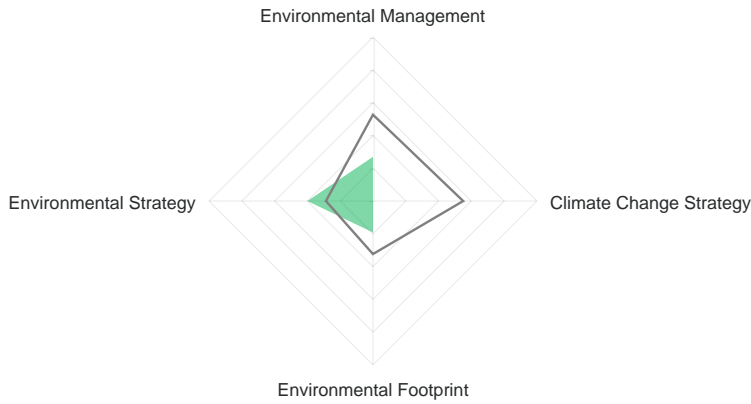
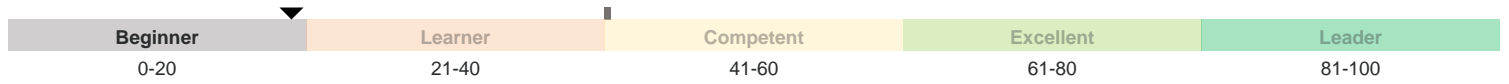
Rating +/- Sector Benchmark			
	2019	2020	2021
Total	0	0	-1

Environmental Performance

Company E Rating

19/100

▼ Investment Rating
— Sector Benchmark



Sambro International Limited's current, overall Environmental Performance is summarized by its E Rating above. To the left the radar chart highlights in color how the company performs relatively against the sector benchmark, in grey, across the Themes that make up its overall E Rating. Below, the Environmental Scorecard disaggregates Sambro International Limited's performance across the Sections that constitute the Themes and, ultimately, its E Rating.

Environmental Scorecard

▼ Investment Rating — Sector Benchmark

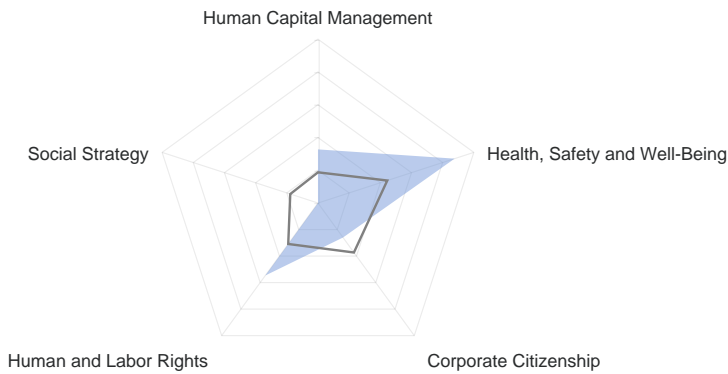
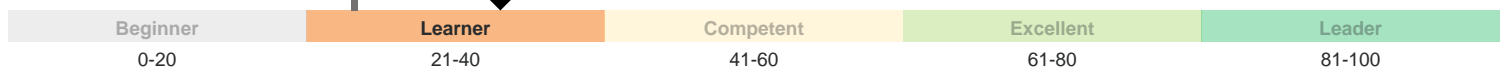
Theme	Section	Score	Beginner	Learner	Competent	Excellent	Leader
			0-20	21-40	41-60	61-80	81-100
Environmental Management	<i>Environmental Policy</i>	43			▼		
	<i>Environmental Risks</i>	17	▼				
Climate Change Strategy	<i>Climate Change Governance</i>	0	▼				
	<i>Climate Change Risks</i>	0	▼				
	<i>Climate Change Opportunities</i>	0	▼				
	<i>Climate Change Metrics</i>	0	▼				
Environmental Footprint	<i>Scope 1 GHG Emissions</i>	0	▼				
	<i>Scope 2 GHG Emissions</i>	0	▼				
	<i>Scope 3 GHG Emissions</i>	0	▼				
	<i>Energy Consumption</i>	36			▼		
	<i>Water Use</i>	24		▼			
Environmental Strategy	<i>Environmental Benefits</i>	42			▼		
	<i>Environmental R&D</i>	0	▼				
	<i>Environmental Impacts</i>	50			▼		

Social Performance

Company S Rating

33/100

▼ Investment Rating
— Sector Benchmark



Sambro International Limited's current, overall Social Performance is summarized by its S Rating above. To the left the radar chart highlights in color how the company performs relatively against the sector benchmark, in grey, across the Themes that make up its overall S Rating. Below, the Social Scorecard disaggregates Sambro International Limited's performance across the Sections that constitute the Themes and, ultimately, its S Rating.

Social Scorecard

▼ Investment Rating — Sector Benchmark

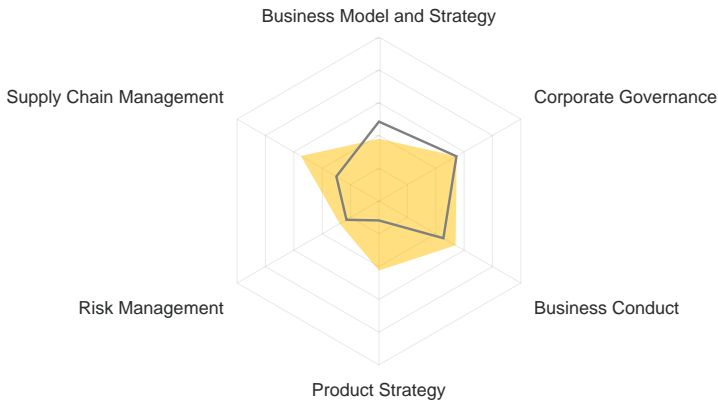
Theme	Section	Score	Investment Rating				
			Beginner (0-20)	Learner (21-40)	Competent (41-60)	Excellent (61-80)	Leader (81-100)
Human Capital Management	Employee Development	38		▼			
	Employee Engagement	56			▼		
	Diversity Approach	29		▼			
	Gender Diversity	30		▼			
	Age Diversity	33		▼			
	Compensation Disclosure	7	▼				
	Board Remuneration	0	▼				
	Workforce Remuneration	10	▼				
	Collective Bargaining	100					▼
	Employee Turnover	50			▼		
Recruitment	33		▼				
Health, Safety and Well-Being	HSWB Policy	80				▼	
	Workforce HSWB	91					▼
	Contractor HSWB	100					▼
Corporate Citizenship	Philanthropy & Community	10	▼				
	Contributions	50			▼		
Human and Labor Rights	HLR Policy	20	▼				
	HLR Approach	78				▼	
Social Strategy	Social Benefits	0	▼				
	Social R&D	0	▼				
	Social Impacts	0	▼				

Governance Performance

Company G Rating

49/100

▼ Investment Rating
— Sector Benchmark



Sambro International Limited's current, overall Governance Performance is summarized by its G Rating above. To the left the radar chart highlights in color how the company performs relatively against the sector benchmark, in grey, across the Themes that make up its overall G Rating. Below, the Governance Scorecard disaggregates Sambro International Limited's performance across the Sections that constitute the Themes and, ultimately, its G Rating.

Governance Scorecard

▼ Investment Rating — Sector Benchmark

Theme	Section	Score	Beginner (0-20)	Learner (21-40)	Competent (41-60)	Excellent (61-80)	Leader (81-100)
Business Model and Strategy	Corporate Sustainability	16	▼				
	ESG Governance	75				▼	
	Stakeholder Management	48			▼		
Corporate Governance	Corporate Governance Policy	0	▼				
	Ownership Structure	100					▼
	Board Structure	100					▼
	Board Oversight	60				▼	
Business Conduct	Code of Conduct	73				▼	
	Data Protection & Privacy	69				▼	
	Cybersecurity	48			▼		
	Tax Transparency	15	▼				
Product Strategy	Research & Development	0	▼				
	Responsible Marketing	49			▼		
	Product Incidents	63				▼	
Risk Management	Risk Identification	24		▼			
	Sensitivity & Scenario Analyses	8	▼				
	Risk Governance	48			▼		
Supply Chain Management	Supplier Code of Conduct	40		▼			
	Supplier ESG Risks	100					▼
	Tier 1 Suppliers	33		▼			
	Tier 2 Suppliers	33		▼			
	Human & Labor Rights	50			▼		
	Health, Safety & Well-Being	80				▼	
	Resource Sourcing	50			▼		
Environment	20	▼					

UN Sustainable Development Goals

This graphic indicates Sambro International Limited's strengths in terms of its positive impact in the world as aligned to the Sustainable Development Goals (SDGs) of the United Nations. These 17 SDGs were agreed by all Member States in 2015 with the objective of setting a roadmap to achieve social and environmental goals in line with economic development by 2030. The Apex ESG methodology links its data points to the relevant SDGs, enabling a company and its stakeholders to understand which SDGs it is well-placed to target through strategies, programs and key performance indicators.



Risk Register

This Risk Register is self-populated by the company. It enables cross-referencing with the ESG risks identified with performance in the Apex ESG Rating. Sambro International Limited's management and stakeholders can evaluate potential improvements its risk mitigation measures by targeting any underperformance in its Apex ESG Rating relevant to the risks identified.

Title	Details	Mitigation	Impact	Probability	Risk Rating
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KPIs



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