

CONTROLANT HF (GROUP)

Kópavogur - Iceland | Other transportation support activities

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

Overall score

→ **72**_{/100}

Percentile

85th



Scorecard

Publication date: 16 Mar 2026

Valid until: 16 Mar 2027

Overall score

Percentile

85th

→ **72**_{/100}

Environment

Impact on score ●●○○

↘ **77**_{/100}

Labor & Human Rights

Impact on score ●●●●

↗ **72**_{/100}

Ethics

Impact on score ●●○○

↘ **70**_{/100}

Sustainable Procurement

Impact on score ●○○○

↘ **66**_{/100}

Environment

Impact on score ●●○○

● ↘ **77**_{/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

Exceptional policy on major environmental issues
Environmental policy on materials, chemicals, and waste
Quantitative targets set on energy consumption and GHGs
Formal mechanisms to review and amend environmental policy
Environmental policy scope of application specified
Environmental policy on energy consumption and GHGs

Environment | 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

Endorsement of the Science Based Targets initiative - Targets Set
Endorsement of the United Nations Global Compact (UNGC)

Environment | Measures

Impact on score ●●●●

● → 75/100

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

Strengths

Purchase and/or generation of renewable energy
Other actions to manage waste
Training of employees on energy conservation/climate actions
Reduction of internal wastes through material reuse, recovery or repurpose
Internal sorting & disposal of waste according to waste streams
Training of employees on waste reduction and sorting
Actions for labeling, storing, handling and transporting hazardous substances

Improvement areas

Low priority	No supporting evidence of reduction of energy consumption of HVAC (heating, ventilation, and air conditioning) systems
Low priority	No supporting evidence of reduction of material consumption through process optimization
Low priority	No supporting evidence of environmental emergency measures
Low priority	No supporting evidence of reduction of energy consumption of IT infrastructure

Environment | 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.

Improvement areas

Medium priority	No supporting evidence of a certification of an environmental management system
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Environment | Reporting

Impact on score ●●●○

● → 50/100

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

Strengths

Reporting on total energy consumption
Reporting on total weight of waste recovered
Company communicates progress towards the Sustainable Development Goals (SDGs)
Materiality analysis in sustainability reporting
Reporting on total weight of non-hazardous waste
Reporting on total weight of hazardous waste
Reporting on total amount of renewable energy consumed
Standard reporting on environmental issues
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 reports to CDP
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

Improvement areas

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)

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.

Levi9 partners with Controlant [NL]

www.dutchitchannel.nl | 30 Mar 2024

Controlant has partnered with IT service provider Levi9 to accelerate digital transformation within the industry. The partnership with Levi9 focuses on building a specialized "Platform Integrations" team. By integrating third-party data into the Aurora platform, this collaboration enhances data-driven automation and efficiency. This technological synergy allows the world's leading pharmaceutical companies to achieve more sustainable delivery of medicines and vaccines, significantly reducing the environmental impact of logistics through precise, real-time intervention and optimized supply chain

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Mar 2024 to Apr 2029



No records found for this company on Compliance Database

20 Feb 2026

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from Feb 2026 to Feb 2031

Labor & Human Rights

Impact on score ●●●●

● ↗ 72/100

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

Labor and human rights policy on social dialogue
Standard policy on a majority of labor or human rights issues
Labor and human rights policy on working conditions
Labor and human rights policy on employee health and safety
Labor and human rights policy on preventing discrimination and harassment
Labor and human rights policy scope of application specified
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
Low priority	No supporting evidence of quantitative target set on labor and human rights issues
Low priority	No supporting evidence of dedicated responsibility for labor and human rights policy

Labor & Human Rights | 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)

Labor & Human Rights | Measures

Impact on score ●●●●

● ↗ 100/100

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

Strengths

Provision of skills development training
Training of employees on health and safety risks and best working practices
Regular assessment of individual performance
Employee health and safety emergency action plan
Actions to address stress and psychological wellbeing in the workplace
Employee satisfaction survey
Collective bargaining agreement on working hours, overtime, or leaves
Actions to ensure equal pay for equal work
Collective bargaining agreement on career management & training
Actions to promote internal mobility
Employee representatives or employee representative body (e.g. works council)
Family Friendly programs (FFPs) implemented (e.g. parental or care leaves, childcare services or allowances)
Awareness training on discrimination and harassment
Actions to ensure adequate wages
Flexible organization of work (eg. remote work, flexi-time)
Collective bargaining agreement on employees’ health & safety
Individual development and career plan for all employees
Other actions to ensure good working conditions
Employee health & safety risk assessment
Grievance mechanism on working conditions
Collectively bargained wages

Improvement areas

Low priority	No supporting evidence of actions to prevent discrimination during recruitment phase
Low priority	No supporting evidence of grievance mechanism on discrimination and harassment
Low priority	No supporting evidence of actions to manage working hours and overtime
Low priority	No supporting evidence of actions to prevent workplace harassment
Low priority	No supporting evidence of compensation for extra or atypical working hours

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

Specific labor or human rights certification
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Labor & Human Rights | Reporting

Impact on score ●●●○

● → 50/100

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

Strengths

Standard reporting on labor and human rights issues
Company communicates progress towards the Sustainable Development Goals (SDGs)
Materiality analysis in 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 the percentage of women employed in relation to the whole organization
Reporting on number of recordable work-related ill health
Report on average unadjusted gender pay gap
Report on percentage of women within the organization's board
Reporting on number of average training hours per employee
Reporting on the percentage of women at top management level

Improvement areas

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)

Labor & Human Rights | 360° Watch

Impact on score ●●●●

● → 75/100

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Strengths and improvement areas

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No recommendations yet

News that impacted your score (4)

News stories about your company we found in public databases.

Controlant is recognised as Great place to work [PL]

www.greatplacetowork.pl | 01 Feb 2025

Controlant has officially been certified as a Great Place to Work in Poland for the period of February 2025 to February 2026.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Feb 2025 to Mar 2030



Fifty laid off at Controlant [IS]

www.ruv.is | 18 Nov 2024

Controlant has announced the layoff of 50 employees as part of a strategic restructuring to ensure sustainable growth. This follows a larger cut of 150 staff in August, reflecting a significant decline in activity since the company’s rapid expansion during the COVID-19 pandemic. Despite recently securing \$35 million in financing, the Icelandic IT firm is simplifying its organizational structure and moving to a dual-CEO model. Currently, Controlant employs 230 people across five global locations, refocusing its operations after its peak role in monitoring vaccine distribution.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Nov 2024 to Dec 2029



Controlant lays off 80 employees and announces an \$80M fundraise

www.northstack.is | 27 Nov 2023

Controlant has laid off 80 employees due to reduced demand for COVID-19 vaccines, impacting staff across all divisions. The company also announced securing \$80 million in funding, split equally between debt financing and an investment round. Led by the Icelandic pension fund Gildi, the funding aims to support innovation and business growth. CEO Gisli Herjolfsson acknowledged the contributions of departing employees, highlighting Controlant's role in pandemic vaccine distribution.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Nov 2023 to Dec 2028



No records found for this company on Compliance Database

20 Feb 2026

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from Feb 2026 to Feb 2031

Ethics Impact on score ●●○○

70/100

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

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

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)

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)

Ethics | Measures

Impact on score ●●●●

● → 50/100

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

Strengths

Specific approval procedure for sensitive transactions (e.g. gifts, travel)
Implementation of a records retention schedule
Measures for gaining stakeholder consent regarding the processing, sharing and retention of confidential information
Audits of control procedures to prevent corruption
Incident response procedure (IRP) to manage breaches of confidential information
Measures to protect third party data from unauthorized access or disclosure
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
Training of employees on corruption and bribery prevention

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 anti-corruption due diligence program on third parties

Ethics | 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 27001 certified (certification of information security management system)

Ethics | Reporting

Impact on score ●●●○

● → 50/100

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

Strengths

Standard reporting on ethics issues
Company communicates progress towards the Sustainable Development Goals (SDGs)
Materiality analysis in sustainability reporting

Improvement areas

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)

Ethics | 360° Watch

Impact on score ●●●●

● → 75/100

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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 20 Feb 2026	360° Watch Impact on Score Neutral Severity N/A valid from Feb 2026 to Feb 2031
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Sustainable Procurement

Impact on score ●○○○

● ↘ 66/100

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

Comprehensive sustainable procurement policies on both social and environmental factors
Sustainable procurement policy scope of application specified
Formal mechanisms to review and amend sustainable procurement policy

Improvement areas

Low priority No supporting evidence of dedicated responsibility for sustainable procurement policy

Sustainable Procurement | 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 Science Based Targets initiative - Targets Set
Endorsement of the United Nations Global Compact (UNGC)

Sustainable Procurement | Measures

Impact on score ●●●●

● → 50/100

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

Strengths

On-site audits of suppliers on environmental and social issues
Training of buyers on social and environmental issues within the supply chain
Consideration for sustainability integrated into internal purchasing processes for specific products or services (stationery, wood-related products, data hosting services)
Supplier assessment on environmental and social practices

Improvement areas

High priority No supporting evidence of the integration of social and environmental clauses into supplier contracts
Medium priority No supporting evidence of a supplier sustainability code of conduct in place
Medium priority No supporting evidence of a risk assessment of adverse sustainability impacts in the supply chain

Sustainable Procurement | Certifications

Impact on score ●●●○

● → 25_{/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 ●●●○

● → 25_{/100}

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

Strengths

Company communicates progress towards the Sustainable Development Goals (SDGs)
Materiality analysis in sustainability reporting
Reporting on total gross Scope 3 upstream GHG emissions
Total gross Scope 3 upstream GHG emissions reporting value confirmed in supporting documentation

Improvement areas

High priority	Insufficient reporting on sustainable procurement 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)

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 20 Feb 2026	360° Watch Impact on Score Neutral Severity N/A valid from Feb 2026 to Feb 2031
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