

# MEKRA LANG GMBH & CO KG (GROUP)

Ergersheim - Germany | Manufacture of parts and accessories for motor vehicles  
 Company size: L | Assessment scope: Group

Overall score  
 ↗ **59**/100  
 Percentile  
**53rd**



## Scorecard

Publication date: 2 Mar 2026 (Revised:13 May 2026) Valid until: 2 Mar 2027

### Overall score

Percentile  
**53rd**

↗ **59**/100



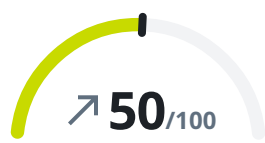
### Environment

Impact on score ●●●○



### Labor & Human Rights

Impact on score ●●●●



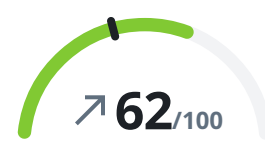
### Ethics

Impact on score ●●●○



### Sustainable Procurement

Impact on score ●●●○



## Environment

Impact on score ●●●○

↗ **68**/100

### Environment | 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

Formal mechanisms to review and amend environmental policy
Environmental policy on energy consumption and GHGs
Environmental policy on product use
Quantitative targets set on energy consumption and GHGs
Environmental policy on air pollution
Environmental policy scope of application specified
Dedicated responsibility for environmental policy
Comprehensive policy on a majority of environmental issues
Environmental policy on water
Environmental policy on customer health and safety
Environmental policy on product end-of-life
Environmental policy on materials, chemicals, and waste

#### Improvement areas

Low priority

No supporting evidence of quantitative target set on water

Low priority

No supporting evidence of quantitative target set on air pollution

Low priority

No supporting evidence of quantitative target set on materials, chemicals, and waste

**Environment | 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 external initiative on environmental issues

**Improvement areas**

Low priority

Current environmental 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

**Environment | Measures**

Impact on score ●●●●

● ↗ 75/100

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

**Strengths**

Provision of specific information to customers regarding safe use of the product
Company-specific emergency preparedness and response procedure regarding customer health and safety
Work processes or technologies implemented to mitigate noise
Actions for labeling, storing, handling and transporting hazardous substances
Use of alternative, less hazardous substances in operations
Environmental emergency measures in place
Internal sorting & disposal of waste according to waste streams
Provision of information on proper disposal of product to promote circular material flow
Design features for easy disassembling, remanufacturing, or recycling of products
Design aimed at reducing resource input required for product use
Provision of service parts, diagnostic tools, or maintenance programs to support product repair
Regular noise measuring campaign (site boundary noise measurements undertaken)
Mapping of waste streams
Purchase and/or generation of renewable energy
Energy and/or carbon audit
Company awareness program for customers on health & safety issues associated with products/services
Use of waste heat recovery system(s) or combined heat and power unit(s)
Training of employees on energy conservation/climate actions
Training employees to safely handle and manage hazardous substances
Reduction of internal wastes through material reuse, recovery or repurpose
Specialized treatment and safe disposal of hazardous substances or waste
Training of employees on waste reduction and sorting

**Improvement areas**

Medium priority	No supporting evidence of actions regarding water management
Low priority	No supporting evidence of reduction of material consumption through process optimization
Low priority	No supporting evidence of a collaboration with external stakeholders for product end-of-life management
Low priority	No supporting evidence of studies on product environmental impact
Low priority	No supporting evidence of improvement of energy efficiency through technology or equipment upgrades
Low priority	No supporting evidence of an information on efficient use, storage, and maintenance to extend product life

**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**

Environmental management system certification covers between 51% and 75% of the assessed scope
ISO 50001 certified
Specific environmental certification
ISO 14001 certified

**Environment | Coverage**

Multiplying factor

● 100/100

Coverage means the level of deployment of measures and certifications throughout your company. It's a multiplying factor. The higher it is, the higher score will be given to the Measures and Certifications indicators.

**Strengths**

Supporting documents show an exceptional level of coverage of environmental actions or certification throughout company operations
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**Environment | Reporting**

Impact on score ●●●○

● ↗ 25/100

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

**Strengths**

Reporting on total water consumption
Reporting on total weight of waste recovered
Reporting in accordance with VSME Basic Module
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 weight of hazardous waste
Materiality analysis in sustainability reporting
Reporting on total weight of non-hazardous waste
Reporting on total amount of renewable energy consumed
Reporting on total energy consumption
Reporting is partially aligned with ESRS
Declares none of the sites/operations located in or near biodiversity-sensitive areas (not verified)

**Improvement areas**

High priority

Insufficient reporting on environmental issues

Medium priority

No supporting evidence of external assurance or verification of the sustainability reporting

Low priority

No supporting evidence of reporting on the total gross Scope 3 GHG emissions

Low priority

No supporting evidence of reporting on the total gross Scope 3 downstream GHG emissions

Low priority

Total gross Scope 2 GHG emissions reporting value not confirmed in supporting documentation

Low priority

Total gross Scope 1 GHG emissions reporting value not confirmed in supporting documentation

Low priority

No supporting evidence of reporting on the total weight of air pollutants

Low priority

No supporting evidence of reporting on the total amount of water recycled and reused

**Environment | 360° Watch**

Impact on score ●●●●

● → 50/100

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

The 360° Watch has identified at least one significant adverse report regarding customer health & safety.

Medium priority

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).

**News that impacted your score (2)**

News stories about your company we found in public databases.

**Tesla, Toyota, PACCAR among nearly 2.4 million vehicles recalled: Check car recalls here**

www.aol.com | 05 Feb 2024

Mekra Lang North America is recalling 22,106 of its medium heavy-duty mirrors manufactured for PACCAR vehicles. The glass lock ring on the cab mirror assembly may not be fully seated which allows the mirror to detach. A detached mirror can reduce a driver's visibility and increases the risk of a crash, according to a report by the NHTSA.

**360° Watch**

Impact on Score

**Negative** ↘

Severity

**Minor** ●●●

valid from Feb 2024 to Mar 2029



**No records found for this company on Compliance Database**

16 Feb 2026

**360° Watch**

Impact on Score

**Neutral**

Severity

**N/A**

valid from Feb 2026 to Feb 2031

**Labor & Human Rights**

Impact on score ●●●●

● ↗ 50/100

**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**

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 career management and training
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
Standard policy on a majority of labor or human rights issues
Labor and human rights policy on preventing discrimination and harassment

**Improvement areas**

<span>Medium priority</span> No supporting evidence of policies on social dialogue
<span>Low priority</span> No supporting evidence of quantitative target set on preventing discrimination and harassment
<span>Low priority</span> No supporting evidence of quantitative target set on career management and training
<span>Low priority</span> No supporting evidence of quantitative target set on employee health and safety
<span>Low priority</span> No supporting evidence of quantitative target set on working conditions
<span>Low priority</span> No supporting evidence of quantitative target set on labor and human rights issues

**Labor & Human Rights | Endorsements** Impact on score ●○○○

● → 0/100

Endorsements are your company's public adherence or commitment to meeting objectives and principles defined by a recognized third-party organization.

**Improvement areas**

<span>Low priority</span> No supporting evidence of an endorsement of external initiatives or principles on labor and human rights topics
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**Labor & Human Rights | Measures** Impact on score ●●●●

● → 75/100

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

**Strengths**

Awareness training on discrimination and harassment
Actions to prevent workplace harassment
Actions to address stress and psychological wellbeing in the workplace
Actions to prevent discrimination in professional development and promotion processes
Health care coverage of employees in place
Compensation for extra or atypical working hours
Actions to ensure equal pay for equal work
Grievance mechanism on discrimination and/or harassment issues
Employee resource or support groups open to all
Actions to prevent discrimination during recruitment phase
Actions to ensure adequate wages
Preventive actions for repetitive strain injury (RSI)
Actions to control hazardous substance exposure
Individual development and career plan for all employees
Actions to promote internal mobility
Grievance mechanism on working conditions
Actions to manage working hours and overtime
Family Friendly programs (FFPs) implemented (e.g. parental or care leaves, childcare services or allowances)
Employee health and safety emergency action plan
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
Grievance mechanism on child labor, forced labor and/or human trafficking issues
Regular employee health check-up
Complaints procedure in place for employees to report on occupational health and safety issues
Regular assessment of individual performance
The company declares its main operation(s) is located in a region where the right to freedom of association is not restricted by local law/regulation (not verified)
Actions in place to ensure health and safety of non-employee workers and other contracted workers on premises

**Improvement areas**

Low priority No supporting evidence of employee representatives or employee representative body

Low priority No supporting evidence of actions regarding structured social dialogue (such as collective agreements)

Low priority No supporting evidence of age verification of candidates before hiring

Low priority No supporting evidence of training of employees on child labor, forced labor, and human trafficking

Low priority No supporting evidence of skills development program tailored to employee needs

Low priority No supporting evidence of process to prevent the retention of employee identification documents

Low priority No supporting evidence of actions regarding living wage

**Labor & Human Rights | 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**

Low priority No supporting evidence of ISO 45001 certification

**Labor & Human Rights | Coverage** Multiplying factor

● 25/100

Coverage means the level of deployment of measures and certifications throughout your company. It's a multiplying factor. The higher it is, the higher score will be given to the Measures and Certifications indicators.

**Improvement areas**

High priority No supporting documents on the coverage of labor and human rights actions or certification throughout company operations

**Labor & Human Rights | Reporting** Impact on score ●●●○

● ↗ 75/100

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

**Strengths**

Reporting in accordance with VSME Basic Module
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
Reporting on number of days lost to work-related injuries, fatalities and ill health
Reporting on the percentage of women at top management level
Report on average unadjusted gender pay gap
Report on percentage of women within the organization's board
Materiality analysis in sustainability reporting
Reporting on the number of identified discrimination or harassment incidents or corrective actions
Reporting is partially aligned with ESRS
Reporting on number of recordable work-related accidents
Comprehensive reporting on labor and human rights issues

**Improvement areas**

Medium priority	No supporting evidence of external assurance or verification of the sustainability reporting
Low priority	No supporting evidence of reporting on living wage 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 (5)**

News stories about your company we found in public databases.

**Devastating Fire Destroys Mekra Lang Production Plant in Mexico [DE]**

www.flz.de | 17 Apr 2024

A major fire has devastated the Mekra Lang production plant in Escobedo, Mexico, which serves the North American market. Driven by strong winds, the blaze quickly consumed all manufacturing areas. Fortunately, no fatalities occurred; approximately 500 employees were safely evacuated, though three were treated for smoke inhalation. While the cause and total financial damage remain unclear, many specialized tools were recovered. Managing Director Dr. Werner Lang is currently on-site to coordinate recovery efforts and search for a new facility. The company is also evaluating temporary production

**360° Watch**

Impact on Score

Severity

**Neutral**

valid from Apr 2024 to May 2029



**Mekra Lang Total Job Losses Reach 100 Following New Round of Cuts [DE]**

www.flz.de | 30 Jan 2026

In February 2025, Mekra Lang announced a second wave of layoffs at its headquarters in Ergersheim, affecting over 30 employees. This follows a larger reduction of approximately 70 positions earlier in the year, totaling around 100 job losses in a short period. The company, a specialist in vision systems for commercial vehicles, cited a persistent global market slump and high production costs as primary drivers for the restructuring. Despite these difficult measures, management emphasized their commitment to the Ergersheim site, aiming to stabilize the business and ensure long-term

**360° Watch**

Impact on Score

**Neutral**

Severity

**Neutral**

valid from Jan 2026 to Feb 2031



**Mekra Lang Cuts 70 Jobs at Ergersheim Headquarters [DE]**

www.flz.de | 20 Feb 2025

Mekra Lang has announced the dismissal of approximately 70 employees at its headquarters in Ergersheim, Germany. This workforce reduction is a strategic response to a significant downturn in the global commercial vehicle market and rising operational costs. The company, a leading manufacturer of mirror systems and camera-monitor solutions, cited the need to safeguard its long-term competitiveness amid economic pressure. Management is working with the works council to implement the layoffs as socially responsibly as possible. Despite these cuts, Ergersheim remains the

**360° Watch**

Impact on Score

**Neutral**

Severity

**Neutral**

valid from Feb 2025 to Mar 2030



**No records found for this company on Compliance Database**

16 Feb 2026

**360° Watch**

Impact on Score

**Neutral**

Severity

**N/A**

valid from Feb 2026 to Feb 2031

Expired

**Mekra Lang Begins Court-Ordered Payments to Metalworkers [PT]**

smetal.org.br | 04 Feb 2022

In 2022, Mekra Lang began paying approximately 60 metalworkers following a long-standing legal battle initiated by the Sorocaba Metalworkers Union (SMetal). The company was condemned for illegally reducing wages and work hours in 2015 without a collective bargaining agreement, violating constitutional requirements. The court-ordered payments compensate for salary differences and include impacts on 13th salaries, vacations, FGTS, and a 40% dismissal fine for those fired without cause. SMetal has urged eligible workers, including those no longer at the plant, to contact their legal

**360° Watch**

Impact on Score

**Neutral**

Severity

**Neutral**

valid from Dec 2015 to Jan 2021



**Ethics** Impact on score ●●○○

● ↗ 62/100

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

**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 ●○○○

● → 0/100

Endorsements are your company's public adherence or commitment to meeting objectives and principles defined by a recognized third-party organization.

**Improvement areas**

Low priority	No supporting evidence of an endorsement of external initiatives or principles on ethics
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**Ethics | Measures**

Impact on score ●●●●

● ↗ 75/100

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

**Strengths**

Anti-corruption due diligence program on third parties in place
Whistleblower procedure for stakeholders to report information security concerns
Awareness training to prevent information security breaches
Measures to protect third party data from unauthorized access or disclosure
Information security risk assessments performed
Whistleblower procedure for stakeholders to report corruption and bribery

**Improvement areas**

**High priority** No supporting evidence of corruption risk assessments

**Low priority** No supporting evidence of an approval procedure for sensitive transactions (such as gifts, entertainment)

**Low priority** No supporting evidence of awareness training to prevent corruption and bribery

**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**

Specific certification on ethics

**Improvement areas**

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

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

**Ethics | Coverage** Multiplying factor

● **50**/100

Coverage means the level of deployment of measures and certifications throughout your company. It's a multiplying factor. The higher it is, the higher score will be given to the Measures and Certifications indicators.

**Improvement areas**

**Medium priority** Supporting documents show a medium level of coverage of ethics actions or certification throughout company operations

**Ethics | Reporting** Impact on score ●●●○

● ↗ **50**/100

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

**Strengths**

Reporting in accordance with VSME Basic Module

Materiality analysis in sustainability reporting

Standard reporting on ethics issues

Reporting is partially aligned with ESRS

**Improvement areas**

**Medium priority** No supporting evidence of external assurance or verification of the sustainability reporting

**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**

16 Feb 2026

**360° Watch**

Impact on Score

**Neutral**

Severity

**N/A**

valid from Feb 2026 to Feb 2031

**Sustainable Procurement**

Impact on score ●●○○

● ↗ 62/100

**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

Sustainable procurement policy scope of application specified

Formal mechanisms to review and amend sustainable procurement policy

Comprehensive sustainable procurement policies on both social and environmental factors

**Improvement areas**

Medium priority No supporting evidence of policy on conflict minerals issues

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

**Sustainable Procurement | Endorsements**

Impact on score ●○○○

● → 0/100

Endorsements are your company's public adherence or commitment to meeting objectives and principles defined by a recognized third-party organization.

**Improvement areas**

Low priority No supporting evidence of an endorsement of external initiatives or principles on sustainable procurement

**Sustainable Procurement | Measures**

Impact on score ●●●●

● ↗ 75/100

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

**Strengths**

- Worker voice surveys or grievance mechanisms for suppliers
- 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
- Supplier sustainability code of conduct in place
- Grievance mechanism allowing any interested parties to voice and record concerns on conflict minerals
- Formal assessment of suppliers' progress with regards to REACH requirements

**Improvement areas**

- Medium priority** No supporting evidence of on-site audits of suppliers on environmental and social issues
- Medium priority** No supporting evidence of the training of buyers on social and environmental issues within the supply chain
- Low priority** No supporting evidence of capacity building of suppliers on risks of adverse sustainability impacts
- Low priority** No supporting evidence of incentive programs for suppliers based on their environmental and social performances
- Low priority** No supporting evidence of sustainable procurement objectives integrated into buyer performance reviews

**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**

Specific certification on sustainable procurement

**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 | Coverage** Multiplying factor

● 50/100

Coverage means the level of deployment of measures and certifications throughout your company. It's a multiplying factor. The higher it is, the higher score will be given to the Measures and Certifications indicators.

**Improvement areas**

- Medium priority** Supporting documents show a medium level of coverage of sustainable procurement actions throughout company operations or supplier base
- Low priority** No information on the percentage of suppliers for which conflict minerals information is available

**Sustainable Procurement | Reporting** Impact on score ●●●○

● ↗ 50/100

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

**Strengths**

Standard reporting on sustainable procurement issues

Materiality analysis in sustainability reporting

Reporting is partially aligned with ESRS

**Improvement areas**

**Medium priority** No supporting evidence of external assurance or verification of the sustainability reporting

**Low priority** No supporting evidence of reporting on the total gross Scope 3 upstream GHG emissions

**Low priority** No information on due diligence reporting on conflict minerals

**Sustainable Procurement | 360° Watch** Impact on score ●●●●

● → **75**/<sub>100</sub>

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**

16 Feb 2026

**360° Watch**

Impact on Score

**Neutral**

Severity

**N/A**

valid from Feb 2026 to Feb 2031

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