

Automatic Data Processing - Impaakt Report

+0.94




Coverage Status: Good

9



Analyses

4
5


124

Ratings

Ticker: ADP | **ISIN:** US0530151036 | **# Employees:** 56000 | **Revenue:** \$15.7bn

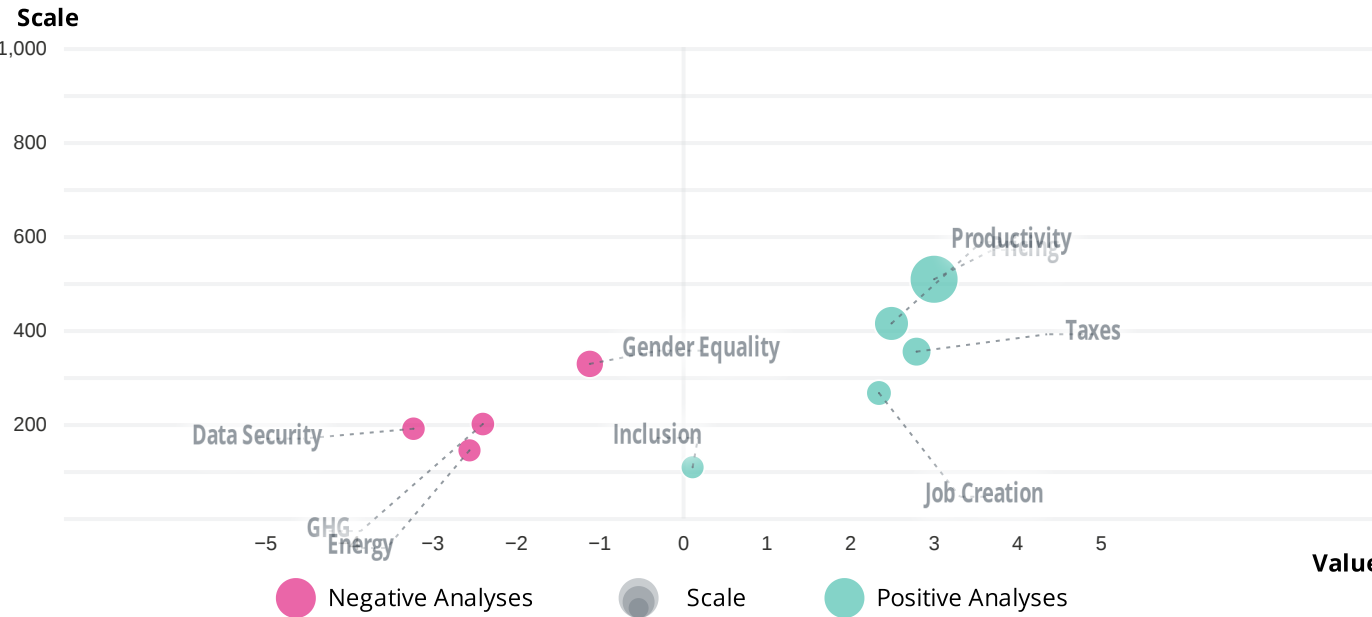
SASB Industry:
Software & IT Services

Market Cap:
92.4bn


Ranking:
 /52 Rank in industry

Automatic Data Processing, Inc. provides cloud-based human capital management solutions worldwide. It operates in two segments, Employer Services and Professional Employer Organization (PEO). The Employer Services segment offers strategic, cloud-based platforms, and human resources (HR) outsourcing solutions. Its offerings include payroll, benefits administration, talent management, HR management, workforce management, insurance, retirement, and compliance services. The PEO Services segment provides HR outsourcing solutions to small and mid-sized businesses through a co-employment model. This segment offers benefits package, protection and compliance, talent engagement, comprehensive outsourcing, and recruitment process outsourcing services. The company was founded in 1949 and is headquartered in Roseland, New Jersey. (Source: Yahoo Finance)

Distribution of Analyses



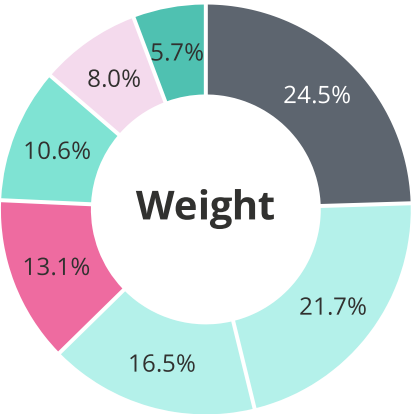
Ranked 20/52 in industry

1. SS&C Technologies	+2.02	+++
2. Mastercard	+1.70	++
3. Servicenow	+1.62	++
4. Hewlett Packard Enterprise	+1.61	++
5. Global Payments	+1.57	++
6. Check Point Software Tech	+1.39	++
7. Adobe Systems	+1.35	++
8. Intuit	+1.32	++
9. Workday	+1.26	++
10. Palo Alto Networks	+1.21	++
11. Cognizant Technology Solution	+1.18	++
12. Splunk	+1.15	++
13. Ansys	+1.12	++
14. Amadeus	+1.11	++
15. Salesforce.com	+1.09	++
16. Autodesk	+1.05	++
17. CGI	+1.03	++
18. Microsoft	+1.02	++
19. VMware	+0.97	+
 Automatic Data Processing	+0.94	+
21. Sabre	+0.94	+
22. Square	+0.85	+
23. NTT Data	+0.82	+
24. SAP	+0.81	+
25. Citrix Systems	+0.77	+
26. Fortinet	+0.76	+
27. F5 Networks	+0.73	+
28. Akamai Technologies	+0.70	+
29. Open Text	+0.64	+
30. IBM	+0.58	+
31. Leidos	+0.54	+
32. Fiserv	+0.53	+
33. Micro Focus	+0.51	+
34. NortonLifeLock	+0.51	+
35. Accenture	+0.48	+
36. Dassault Systemes	+0.38	+

Framework 1/3

Analytics based on the SDG Framework

The Sustainable Development Goals or Global Goals are a collection of 17 interlinked goals designed to be a blueprint to achieve a better and more sustainable future for all. The SDGs were set in 2015 by the United Nations General Assembly and are intended to be achieved by the year 2030.



SDG covered out of 17	#Analyses	Weight	Impact Score	
Reduced Inequalities	2	24.52%	+2.50	<div></div>
Peace, Justice and Strong Institutions	2	21.66%	+0.70	<div></div>
Industry, Innovation and Infrastructure	1	16.48%	+2.50	<div></div>
Gender Equality	1	13.06%	-1.11	<div></div>
Decent work and Economic Growth	1	10.59%	+2.35	<div></div>
Climate Action	1	7.96%	-2.39	<div></div>
Affordable and Clean Energy	1	5.73%	-2.55	<div></div>

Analyses by SDG

1: No Poverty

2: Zero Hunger

3: Good Health and Well-being

4: Quality Education

5: Gender Equality

6: Clean Water and Sanitation

7: Affordable and Clean Energy

8: Decent work and Economic Growth

9: Industry, Innovation and Infrastructure

10: Reduced Inequalities

11: Sustainable Cities and Communities

12: Responsible Consumption and Production

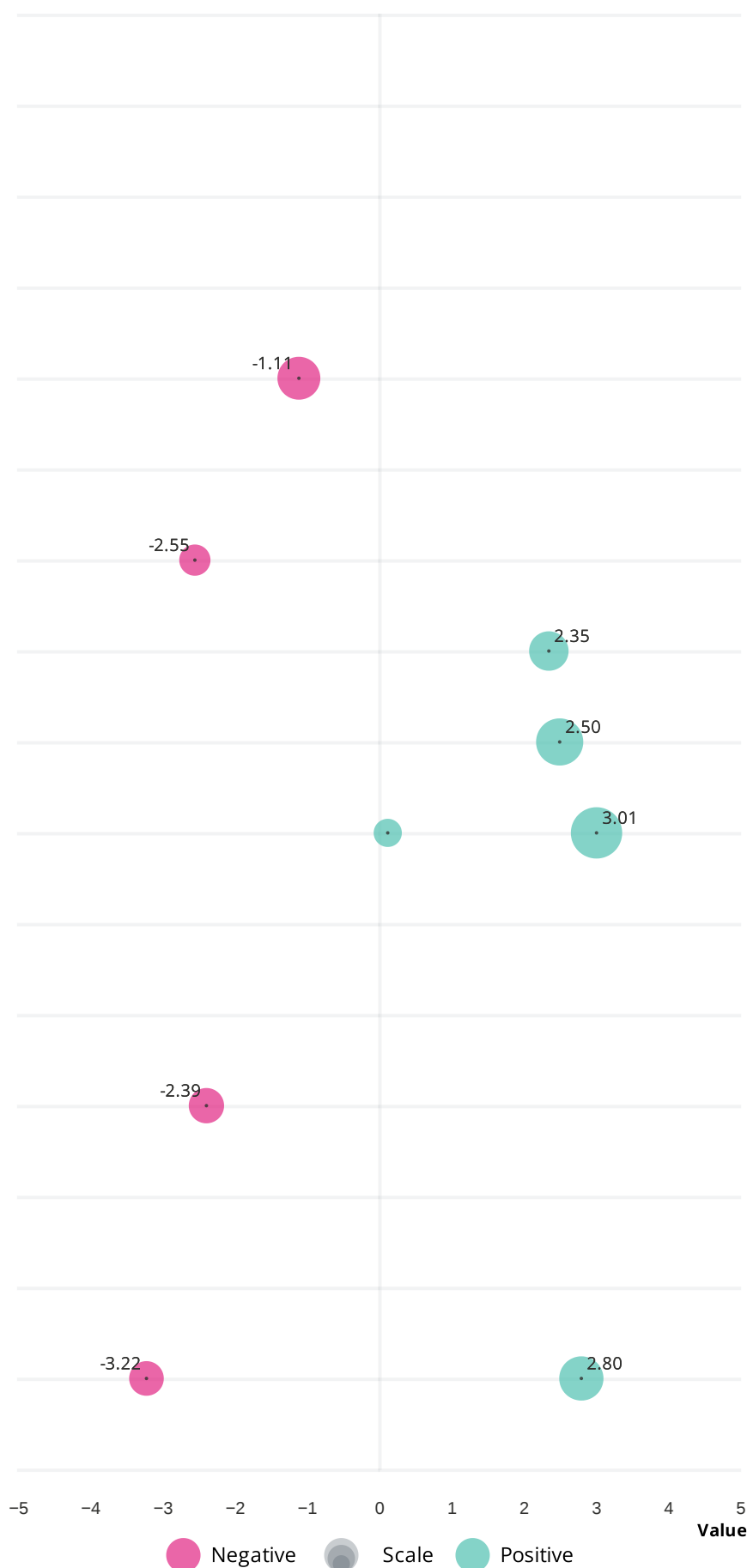
13: Climate Action

14: Life below Water

15: Life on Land

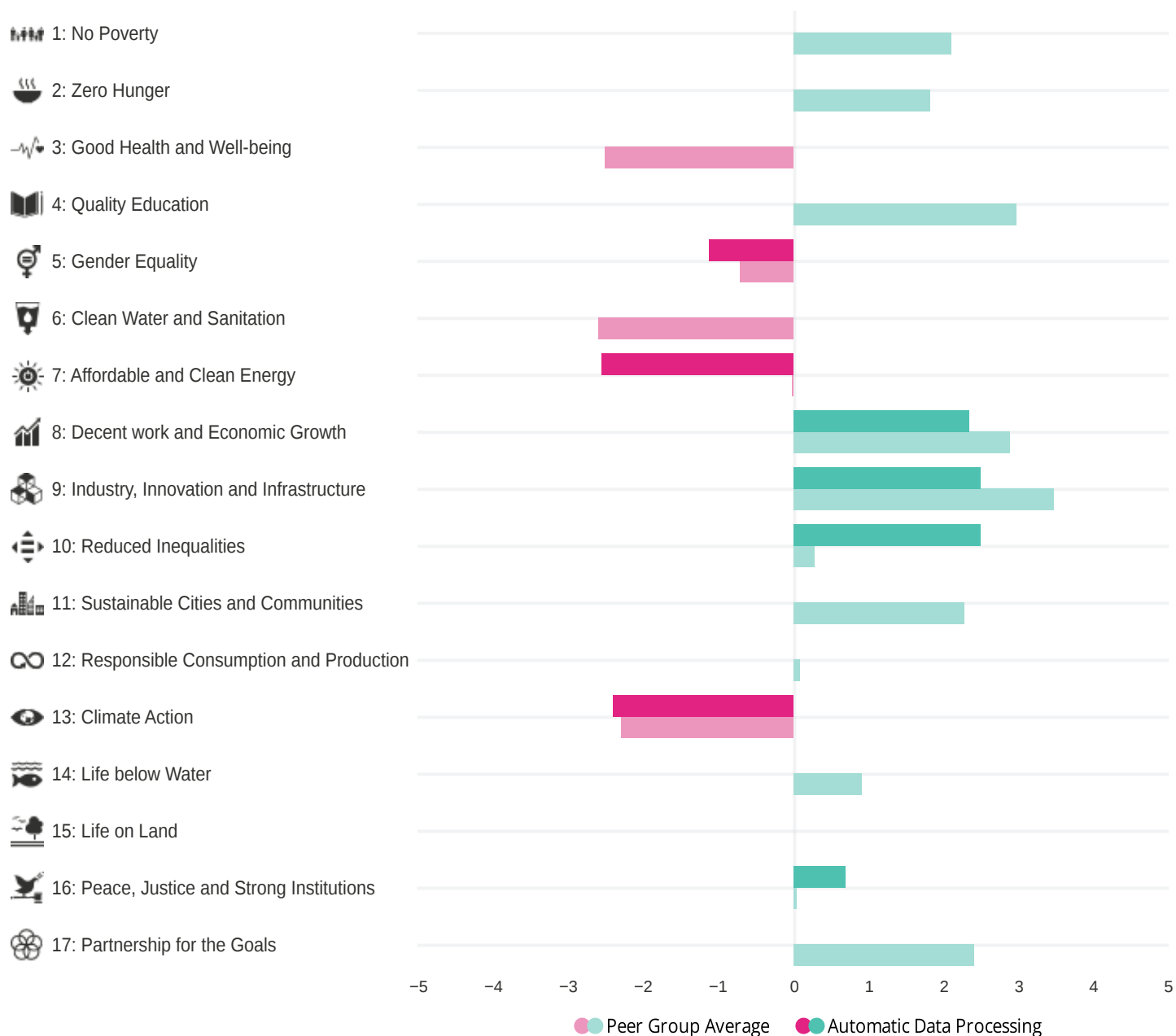
16: Peace, Justice and Strong Institutions

17: Partnership for the Goals










Score Compared to Peer Group Average by SDG

Automatic Data Processing's Peer Group: [Mastercard](#), [Microsoft](#), [Accenture](#), [IBM](#), [Adobe Systems](#)



Detailed Peer Group Comparison by SDG

SDG	Peer Group Average		Automatic Data Processing		Mastercard	Microsoft	Adobe Systems	Accenture	IBM
1	+2.10	-	-		+2.10	-	-	-	-
2	+3.66	-	-		+3.66	-	-	-	-
3	-2.51	-	-		-0.02	-2.77	-3.04	-3.33	-3.40
4	+3.73	-	-		+3.98	-	+3.75	+3.44	+3.74
5	-0.70	>	-1.11		+1.06	-1.68	+0.35	+0.06	-2.88
6	-2.59	-	-		-2.59	-3.07	-2.42	-2.21	-2.64
7	-0.01	>	-2.55		+3.21	+0.47	-1.93	-2.33	+3.07
8	+2.89	>	+2.35		+3.30	+3.11	+3.10	+2.82	+2.67
9	+3.49	>	+2.50		+4.05	+3.67	+3.57	-	+3.65
10	+0.30	<	+2.50		-1.87	+2.07	+3.05	-2.10	-1.85
11	+3.42	-	-		+3.53	-	+3.31	-	-
12	+0.18	-	-		+3.62	-2.12	-0.97	-	-
13	-2.30	>	-2.39		-2.78	-2.75	-2.90	+0.15	-3.12
14	+3.73	-	-		-	-	-	-	+3.73
15	-	-	-		-	-	-	-	-
16	+0.05	<	+0.70		-0.85	-0.53	-0.32	+1.46	-0.18
17	+3.63	-	-		-	-	+4.01	+3.24	-

Weight Category	Percentage
Category 1	27.9%
Category 2	20.2%
Category 3	16.5%
Category 4	14.1%
Category 5	8.0%
Category 6	5.7%

SASBT industries covered out of 26	#Analyses	Weight	Impact Score
Employee Engagement, Diversity & Inclusion	3	27.95%	+0.39
Access & Affordability	1	20.22%	+3.01
Customer Welfare	1	16.48%	+2.50
Business Ethics	1	14.09%	+2.80
GHG Emissions	1	7.96%	-2.39
Customer Privacy	1	7.56%	-3.22
Energy Management	1	5.73%	-2.55

Analyses by SASB Theme

Access & Affordability

Business Ethics

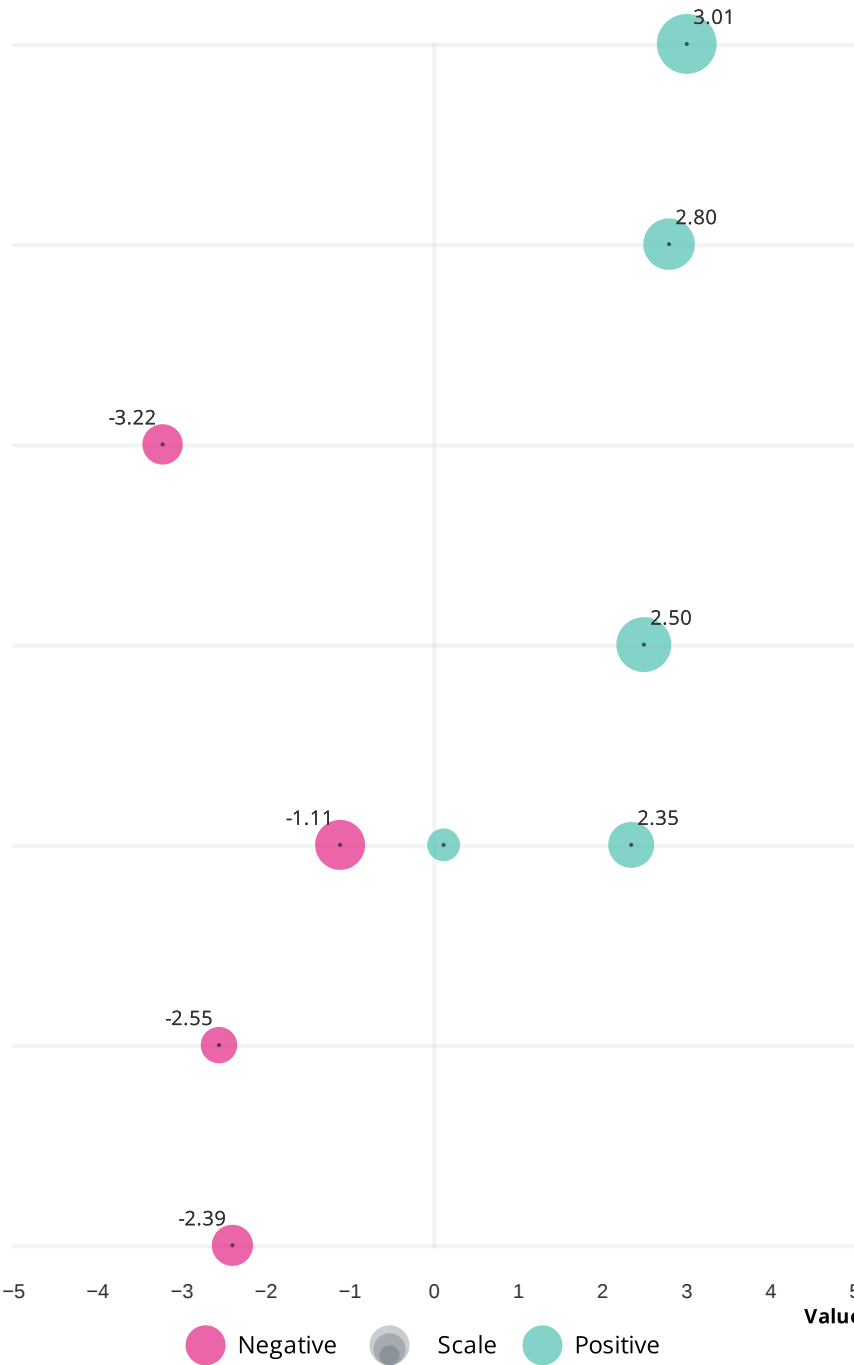
Customer Privacy

Customer Welfare

Employee Engagement, Diversity & Inclusion

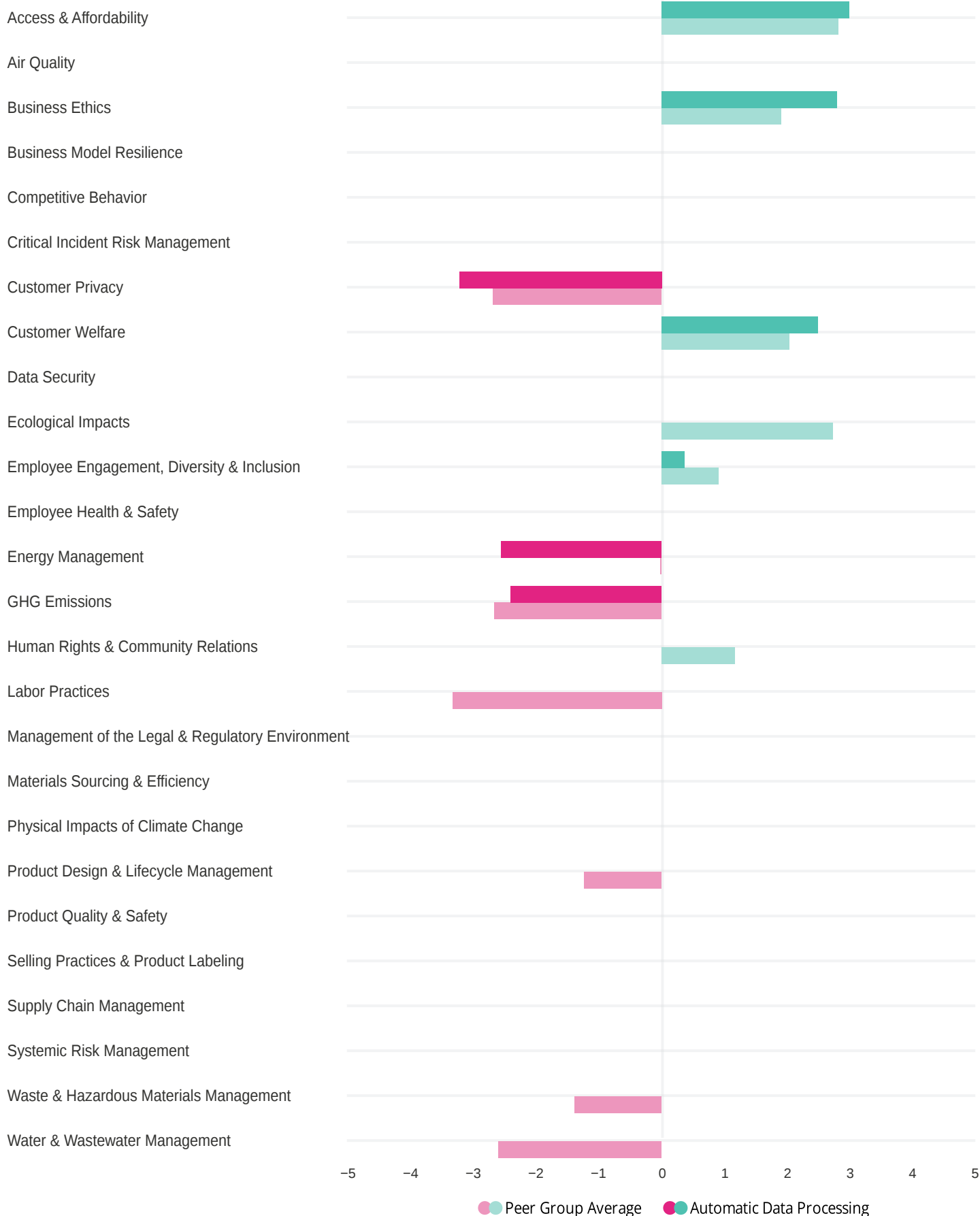
Energy Management

GHG Emissions



Score Compared to Peer Group Average by SASB Theme

Automatic Data Processing's Peer Group: [Mastercard](#), [Microsoft](#), [Accenture](#), [IBM](#), [Adobe Systems](#)



Detailed Peer Group Comparison by SASB

SASB Theme	Peer Group Average		Automatic Data Processing	Mastercard	Microsoft	Adobe Systems	Accenture	IBM	
Access & Affordability	+2.83	<	+3.01	<div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div>	+2.05	+3.48	+3.23	+3.44	+1.77
Business Ethics	+1.92	<	+2.80	<div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div>	+0.20	+0.88	+1.76	+3.24	+2.66
Customer Privacy	-2.68	>	-3.22	<div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div>	-3.40	-2.56	-2.53	-1.70	-
Customer Welfare	+2.06	<	+2.50	<div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div>	+2.77	+2.56	+1.30	+2.30	+0.91
Employee Engagement, Diversity & Inclusion	+0.92	>	+0.39	<div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div>	+1.39	+1.46	+1.58	+0.62	+0.08
Energy Management	-0.01	>	-2.55	<div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div>	+3.21	+0.47	-1.93	-2.33	+3.07
GHG Emissions	-2.66	<	-2.39	<div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div>	-2.78	-2.75	-2.90	-2.01	-3.12

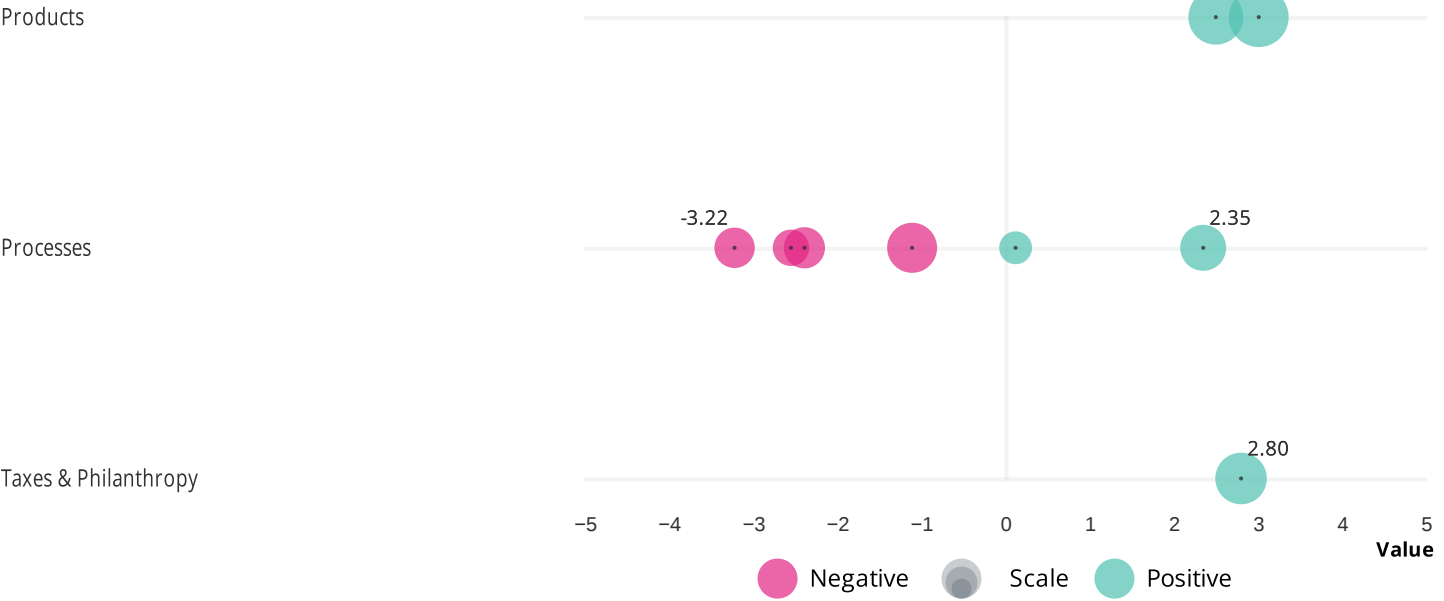
Analytics based on the Categories Framework

Weight

Weight Category	Percentage
High	70.4%
Medium	18.8%
Low	10.8%

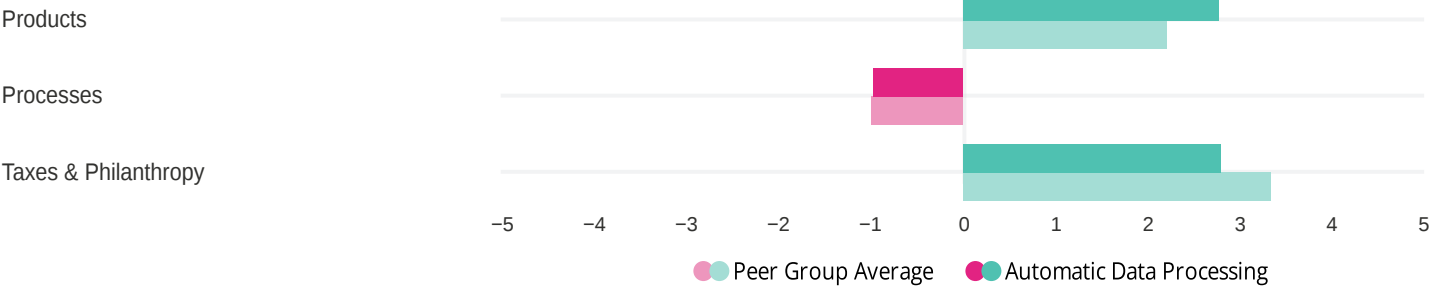
Category industries covered out of 3	#Analyses	Weight	Impact Score	
Processes	6	70.42%	-0.96	<div><div></div><div></div><div></div><div></div><div></div><div></div></div>
Products	2	18.78%	+2.78	<div><div></div><div></div><div></div><div></div><div></div><div></div></div>
Taxes & Philanthropy	1	10.80%	+2.80	<div><div></div><div></div><div></div><div></div><div></div><div></div></div>

Analyses by Category



Score Compared to Peer Group Average by Category

Automatic Data Processing's Peer Group: [Mastercard](#), [Microsoft](#), [Accenture](#), [IBM](#), [Adobe Systems](#)



Detailed Peer Group Comparison by Categories

Category	Peer Group Average		Automatic Data Processing		Mastercard	Microsoft	Adobe Systems	Accenture	IBM
Processes	-0.98	<	-0.96	<div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div>	-0.28	-1.34	-0.82	-1.30	-1.18
Products	+2.23	<	+2.78	<div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div>	+2.63	+2.35	+2.36	+2.91	+0.34
Taxes & Philanthropy	+3.34	>	+2.80	<div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div>	+3.53	+3.41	+3.58	+3.34	+3.40

Detailed Score of all analyses

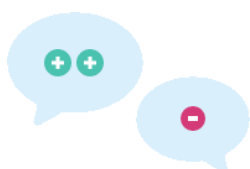
SASB Theme	SDG	Headline	Impact value	Impact scale	#Ratings
Employee Engagement, Diversity & Inclusion	5	ADP has an above industry average women representation, although is yet to reach gender pay balance	-1.11 	1.64 	12
Energy Management	7	ADP consumed 359,923 MWh of energy in 2019, all from non-renewable energy sources	-2.55 	0.72 	20
Employee Engagement, Diversity & Inclusion	8	ADP is contributing to social stability and economic growth by employing 56,000 people globally	+2.35 	1.33 	12
Customer Welfare	9	ADP provides HCM solutions to approx. 920,000 clients globally, as of FY2021	+2.50 	2.07 	8
Employee Engagement, Diversity & Inclusion	10	Ethnic minorities made up 38% of ADP's US workforce in 2020 but only 29% of its management	+0.12 	0.54 	12
Access & Affordability	10	ADP provides affordable payroll and human resource services to over 920,000 clients worldwide	+3.01 	2.54 	14
GHG Emissions	13	Despite closing data centers, ADP's total global GHG emissions rose to 343,576 MT CO2e in 2019	-2.39 	1.00 	20
Customer Privacy	16	ADP violated BIPA norms, agreed to settle the lawsuits by paying \$25 Mn to over 40,000 employees	-3.22 	0.95 	10
Business Ethics	16	Over the past three years, ADP has contributed around \$2.19Bn USD in corporate taxes	+2.80 	1.77 	16

Understanding our Impact Score



1. Analyses

The analyses are written by an active community of writers that went through a rigorous training process. Each analysis is reviewed by our team of editors being published.



2. Ratings

Then the community rates each analysis according to 2 dimensions: value and scale.



Value

3. Value & Scale

Value: how positive or negative the impact is described in the analysis. **Scale:** how small or large the impact is described, taking into account the breadth, depth and persistence, as defined by the Impact Management Project.

Scale



4. Final Score

The analyses are written by an active community of writers that went through a rigorous training process. Each analysis is reviewed by our team of editors being published.