

Question Filter

Sufferfest Beer Company			Certified B Corporation		
SCORE	COMPLETION	VERSION	NAME	SECTOR	SIZE
96.3	100%	6	2019 - Active	Wholesale/Retail	1-9

As wholly-owned subsidiary of SIERRA NEVADA BREWING COMPANY, Sufferfest Beer Company is required to make its full B Impact Assessment transparent. The PDF contains a completed B Impact Assessment that has been reviewed by B Lab with Sufferfest Beer Company as part of their certification as a B Corporation. Answers to questions that would reveal sensitive information (e.g. that would advantage competitors or prejudice litigation) are covered as such:

Mission & Engagement

2.2

Level of Impact Focus

Describe your company's approach to creating positive impact.

This is an unweighted question that will not impact your score and is asked only for research/benchmarking purposes.

- Creating positive social or environmental impact is not a focus for our business
- We occasionally think about the social and environmental impact of some aspects of our business, but not frequently.
- We frequently consider our social and environmental impact, but it isn't a high priority in decision-making.
- We consistently incorporate social and environmental impact into decision-making because we consider it important to the success and profitability of our business.
- We treat our social and environmental impact as a primary measure of success for our business and prioritize it even in cases where it may not drive profitability.

Points Available: 0.00

Mission Statement Characteristics

Does your company's formal, written corporate mission statement include any of the following?

A formal written corporate mission statement is one that is either publicly facing or formally shared with the employees of the company. Please check all that apply.

- No social or environmental commitment
- A general commitment to social or environmental responsibility (e.g. to conserve the environment)
- A commitment to a specific positive social impact (e.g. poverty alleviation, sustainable economic development)
- A commitment to a specific positive environmental impact (e.g. reducing waste sent to landfills through upcycled products)
- A commitment to serve a target beneficiary group in need (e.g. low-income customers, smallholder farmers)
- We have no written mission statement

Points Earned: 0.25 of 0.50

Mission Statement

Please share the text of your formal mission statement here.

Please share the text of your formal mission statement here.

Points Available: 0.00

Social and Environmental Decision-Making

How does your company integrate social and environmental performance into decision-making?

Your answers determine which future questions in the assessment are applicable to your company.

- Employee training that includes social or environmental issues material to our company or its mission
- Manager roles with job descriptions that explicitly incorporate social and environmental performance
- Performance reviews that formally incorporate social and environmental issues
- Compensation and job descriptions of executive team members that include social and environmental performance
- Board of Directors review of social and environmental performance
- We measure our externalities in monetary terms and incorporate them into our financial balances
- Other - please describe
- None of the above

Points Earned: 0.40 of 1.00

Board Review of Social or Environmental Performance

Does the Board of Directors or equivalent governing body review your company's social or environmental performance on at least an annual basis?

- No, our Board doesn't review that
- Yes, the Board receives a general update on the company's social or environmental performance
- Yes, the Board reviews key performance indicators (KPIs) on the company's social or environmental performance
- N/A - Our company has no Board of Directors or equivalent governing body

Points Earned: 1.00 of 1.00

Stakeholder Engagement

Has your company done any of the following to engage stakeholders about your social and environmental performance?

- We have an advisory board that includes stakeholder representation
- We have a formal stakeholder engagement plan or policy that includes identification of relevant stakeholder groups
- We have created mechanisms to identify and engage traditionally underrepresented stakeholder groups or demographics
- We have formal and regular processes in place to gather information from stakeholders (focus groups, surveys, community meetings, etc.)
- We have formal procedures to address results from stakeholder engagement, with a designated individual or team responsible for appropriate follow ups.
- We report the results of stakeholder engagement on social and environmental performance to the highest level of oversight in the company, such as the Board
- We publicly report on stakeholder engagement mechanisms and results
- Other - please describe
- No formal stakeholder engagement

Points Earned: 0.13 of 0.50

Social/Environmental Key Performance Indicators

Are there key performance indicators (KPIs) or metrics that your company tracks at least annually to determine if you are meeting your social or environmental objectives?

- We measure KPIs/metrics or outputs that we have identified and defined in order to determine if we are achieving our social and environmental objectives
- We measure social and environmental outcomes over time (examples: 3rd-party impact assessments, progress out of poverty indexing, beneficiary outcome surveys, etc.)
- We don't track key social or environmental performance indicators

Points Earned: 0.50 of 1.00

Ethics & Transparency

OPERATIONS

4.7

Governance Structures

What is the company's highest level of corporate oversight?

- Owner or Manager Governed (including Board of Directors with only owners/ executives)
- Management, Executive Committee, or Democratic Governance
- Non-Fiduciary Advisory Board
- Board of Directors (with at least one member who is not an executive or owner of the company)

Points Earned: 0.71 of 0.71

Internal Good Governance

How does your company support internal management and good governance?

- We have a formal organizational chart outlining the management and reporting structure of the company
- We have written job descriptions for all employees outlining responsibilities and decision-making authority
- We have management team meetings to plan strategy or make operational decisions
- Other - please describe
- None of the above

Points Earned: 0.71 of 0.71

Governing Body Characteristics

Which of the following apply to your company's Board of Directors or equivalent governing body?

Please check all that apply.

- Meets at least twice annually
- Includes at least one independent member
- Oversees executive compensation
- Company is a cooperative and elects Board from membership
- None of the Above
- N/A - no Board of Directors or equivalent

Points Earned: 0.71 of 0.71

Governing Body Stakeholder Representation

Does your company's Board of Directors have voting seats representing:

Select all that apply.

- Executive employees
- Non-executive employees
- Community expertise (e.g. local university representative)
- Environmental expertise (e.g. environmental nonprofits)
- Customers
- None of the above
- N/A - no Board of Directors

Points Earned: 0.09 of 0.35

Ethics Policies and Practices

What practices does your company have in place to promote ethical decision-making and prevent corruption?

- A written Code of Ethics
- A written whistleblower policy
- We have created internal financial controls
- We have conducted an ethics-focused risk assessment in the last two years
- Other (please describe)
- None of the above

Points Earned: 0.35 of 0.71

Reviewed / Audited Financials

Does the company produce financials that are reviewed or audited by the Board, other formal governing body, or independent third party?

- Yes
 No

Points Earned: 0.71 of 0.71

Company Transparency

What information does the company make publicly available and transparent?

Your answers determine which future questions in the assessment are applicable to your company.

- Beneficial ownership of the company
 Financial performance (must be transparent to employees at minimum)
 Social and environmental performance (e.g. impact reports)
 Membership of the Board of Directors
 None of the above

Points Earned: 0.71 of 0.71

Financial Transparency with Employees

How does your company formally share financial information with full-time employees?

Exclude compensation data. Please check all that apply.

- We have no formal documented process to share financial information with employees
 Our company discloses all financial information (except salary info) at least yearly
 Our company discloses all financial information (except salary info) at least quarterly
 In addition to sharing financials, our company also has an intentional education program around shared financials
 In addition to sharing financials with employees, our company publicly reports its financial statements

Points Earned: 0.53 of 0.71

Impact Reporting

Does your company publicly share information on your social or environmental performance on an annual basis?

- We provide descriptions of our social and environmental programs and performance
- We voluntarily share social or environmental performance scorecards
- Specific quantifiable social or environmental indicators or outcomes are made public
- We set public targets and share progress to those targets
- We present information in a formal report that allows comparison to previous time periods
- Reporting information / structure is based on a comprehensive third party standard (ex. GRI or B Impact Assessment)
- A third party has validated / assured the accuracy of the information reported
- Impact reporting is integrated with financial reporting
- We don't report publicly on social or environmental performance

Points Earned: 0.21 of 0.71

Governance Metrics

OPERATIONS

0.0

This section asks for your company to provide important financial information that will be referenced later in the assessment.

Last Fiscal Year

On what date did your last fiscal year end?

If your company has not yet completed its first fiscal year, please put your anticipated fiscal year end date.

On what date did your last fiscal year end?

Points Available: 0.00

Reporting Currency

Select your reporting currency

- US Dollar - USD
- Euro - EUR
- Australian Dollar - AUD
- Canadian Dollar - CAD
- Danish Krone - DKK
- Hong Kong Dollar - HKD
- Iceland Krona - ISK
- New Israeli Sheqel - ILS
- New Zealand Dollar - NZD
- Norwegian Krone - NOK
- British Pound - GBP
- Singapore Dollar - SGD
- Swedish Krona - SEK
- Swiss Franc - CHF
- Yen - JPY
- Zloty - PLN
- Afghani - AFN
- Algerian Dinar - DZD
- Argentine Peso - ARS
- Armenian Dram - AMD
- Aruban Guilder - AWG
- Azerbaijanian Manat - AZN
- Bahamian Dollar - BSD
- Bahraini Dinar - BHD
- Baht - THB
- Balboa - PAB
- Barbados Dollar - BBD
- Belarussian Ruble - BYR
- Belize Dollar - BZD
- Bermudian Dollar - BMD
- Bolivar Fuerte - VEF
- Boliviano - BOB
- Brazilian Real- BRL
- Brunei Dollar - BND
- Bulgarian Lev - BGN
- Burundi Franc - BIF
- Cape Verde Escudo - CVE
- Cayman Islands Dollar - KYD
- Cedi - GHS
- CFA Franc BCEAO - XOF
- CFA Franc BEAC - XAF
- CFP Franc - XPF
- Chilean Peso - CLP
- Colombian Peso - COP
- Comoro Franc - KMF
- Congolese Franc - CDF
- Convertible Marks - BAM
- Nicaraguan Cordoba - NIO

- Costa Rican Colon - CRC
- Croatian Kuna - HRK
- Cuban Peso - CUP
- Czech Koruna - CZK
- Dalasi - GMD
- Denar - MKD
- Djibouti Franc - DJF
- Dobra - STD
- Dominican Peso - DOP
- East Caribbean Dollar - XCD
- Egyptian Pound - EGP
- El Salvador Colon - SVC
- Ethiopian Birr - ETB
- Falkland Islands Pound - FKP
- Fiji Dollar - FJD
- Forint - HUF
- Gibraltar Pound - GIP
- Gourde - HTG
- Guarani - PYG
- Guinea Franc - GNF
- Guyana Dollar - GYD
- Hryvnia - UAH
- Indian Rupee - INR
- Iranian Rial - IRR
- Iraqi Dinar - IQD
- Jamaican Dollar - JMD
- Jordanian Dinar - JOD
- Kenyan Shilling - KES
- Kina - PGK
- Kip - LAK
- Kroon - EEK
- Kuwaiti Dinar - KWD
- Kwacha - MWK
- Kwanza - AOA
- Kyat - MMK
- Lari - GEL
- Latvian Lats - LVL
- Lebanese Pound - LBP
- Lek - ALL
- Lempira - HNL
- Leone - SLL
- Liberian Dollar - LRD
- Libyan Dinar - LYD
- Lilangeni - SZL
- Lithuanian Litas - LTL
- Loti - LSL
- Malagasy Ariary - MGA
- Malaysian Ringgit - MYR

- Manat - TMT
- Mauritius Rupee - MUR
- Metical - MZN
- Mexican Peso - MXN
- Moldovan Leu - MDL
- Moroccan Dirham - MAD
- Mvdol - BOV
- Naira - NGN
- Nakfa - ERN
- Namibia Dollar - NAD
- Nepalese Rupee - NPR
- Netherlands Antillian Guilder - ANG
- New Leu - RON
- New Taiwan Dollar - TWD
- Ngultrum - BTN
- North Korean Won - KPW
- Nuevo Sol - PEN
- Ouguiya - MRO
- Pa'anga - TOP
- Pakistan Rupee - PKR
- Pataca - MOP
- Peso Uruguayo - UYU
- Philippine Peso - PHP
- Pula - BWP
- Qatari Rial - QAR
- Quetzal - GTQ
- Rufiyaa - MVR
- Rupiah - IDR
- Russian Ruble - RUB
- Rwanda Franc - RWF
- Saint Helena Pound - SHP
- Saudi Riyal - SAR
- Serbian Dinar - RSD
- Seychelles Rupee - SCR
- Solomon Islands Dollar - SBD
- Som - KGS
- Somali Shilling - SOS
- Somoni - TJS
- Sri Lanka Rupee - LKR
- Sudanese Pound - SDG
- Surinam Dollar - SRD
- Syrian Pound - SYP
- Taka - BDT
- Tala - WST
- Tanzanian Shilling - TZS
- Tenge - KZT
- Trinidad and Tobago Dollar - TTD
- Tugrik - MNT

- Tunisian Dinar - TND
- Turkish Lira - TRY
- UAE Dirham - AED
- Uganda Shilling - UGX
- Uzbekistan Sum - UZS
- Vatu - VUV
- Viet Nam Dong - VND
- Yuan Renminbi - CNY
- Rand - ZAR
- Rial Omani - OMR
- Riel- KHR
- Yemeni Rial - YER
- Won - KRW
- Zambian Kwacha - ZMW
- Zimbabwe Dollar - ZWL

Points Available: 0.00

Revenue Year Before Last

Total Earned Revenue

From the fiscal year before last

If your company has not yet completed its first fiscal year, please put \$0

Revenue Last Year

Total Earned Revenue

From the last fiscal year

This question will be used for scored calculation questions later in the assessment. Please complete for accurate scoring. If your company has not yet completed its first fiscal year, please put \$0

Net Income Last Year

Net Income

From the last fiscal year

If your company has not yet completed its first fiscal year, please put \$0

Net Income Year Before Last

Net Income

From the fiscal year before last

Mission Locked - Impact Business Model

IMPACT BUSINESS MODELS

2.5

Recognizes corporate forms and amendments that preserve mission and/or considers stakeholders regardless of company ownership

Mission Lock

Separate from a mission statement, what has your company done to legally ensure that its social or environmental performance is a part of its decision-making over time, regardless of company ownership?

- Signed a contract or Board resolution committing to adopting a legal form that requires consideration of all stakeholders (e.g. signed B Corp Agreement)
- Adopted a specific legal entity or governance structure that preserves mission over time, but does not require consideration of all stakeholders in its decision-making (e.g. cooperative)
- As a company wholly owned by another company that has not done so, amended corporate governing documents or adopted a legal entity or governance structure that requires consideration of all stakeholders in its decision-making (e.g. benefit corporation)
- As an independent or publicly-owned business, amended corporate governing documents or adopted a legal entity or governance structure that requires consideration of all stakeholders in its decision-making (e.g. benefit corporation)
- None of the above

Points Earned: 2.50 of 10.00

Workers

Workers Impact Area Introduction

This section gives you a chance to articulate the qualifications for being considered a worker in the company before answering related questions.

Majority Hourly vs. Salaried Workers

Are the majority (greater than 50%) of your employees paid on a fixed salary or a daily or hourly wage?

This is a REQUIRED question that determines the set of additional questions your company will respond to regarding your employee impact.

- Fixed Salary
 Daily or hourly wage

Points Available: 0.00

Use Of Contracted Labor

Is any of your company's labor performed by subcontracted organizations or individuals, such as outsourced staffing services or independent contractors?

Your answers determine which future questions in the assessment are applicable to your company.

- Yes, some of our labor is contracted to third party subcontractors that manage staff on our behalf
 Yes, we hire individual independent contractors who are contracted to work 20+ hours per week for the company indefinitely, or for longer than a 6 month period
 While we utilize independent contractors, they do not work for us greater than 20 hours per week for longer than a 6 month period
 None of the above

Points Available: 0.00

Independent Contractor Instructions

For the remainder of the Workers section, you should consider independent contractors that work for the company 20+ hours per week over a 6+ month period as "employees" or "workers"

- Ok, I will consider all independent contractors that meet these specifications in my responses to the remaining questions in the Workers section.

Points Available: 0.00

Workers Impact Business Model Introduction

Is your company structured to benefit its employees in either of the following ways?

Your answers determine which future questions in the assessment are applicable to your company.

- Ownership structures that provide significant equity (>40%) and empowerment to all employees (e.g. employee-owned companies, cooperatives)
- Providing high quality jobs or professional development for individuals with chronic barriers to employment (workforce development programs)
- None of the above

Points Available: 0.00

Workers from Chronically Underemployed Populations

Are the workers hired through your workforce development program verified to be from chronically underemployed populations?

Your answers determine which future questions in the assessment are applicable to your company.

- Yes
- No

Points Available: 0.00

of Full Time Workers

Number of Total Full-Time Workers

Current Total Full-Time Workers

Current Total Full-Time Workers

We do not track this

Points Available: 0.00

of Full Time Workers Last Year

Number of Total Full-Time Workers

Total full-time workers twelve months ago

Total full-time workers twelve months ago

We do not track this

Points Available: 0.00

of Part Time Workers

Number of Total Part-Time Workers

Current Total Part-Time Workers

Current Total Part-Time Workers

We do not track this

Points Available: 0.00

of Part Time Workers Last Year

Number of Total Part-Time Workers

Total part-time workers twelve months ago

Total part-time workers twelve months ago

We do not track this

Points Available: 0.00

of Temporary Workers

Number of Total Temporary Workers

Current Total Temporary Workers

Current Total Temporary Workers

We do not track this

Points Available: 0.00

of Temporary Workers Last Year

Number of Total Temporary Workers

Total temporary workers twelve months ago

Total temporary workers twelve months ago

We do not track this

Points Available: 0.00

Financial Security

OPERATIONS

9.2

Lowest Paid Wage

What is the company's lowest wage as calculated on an hourly basis?

Please exclude students and interns in this calculation.

What is the company's lowest wage as calculated on an hourly basis?

We do not track this

Points Available: 0.00

% of Employees Paid Individual Living Wage

What percentage of employees on an FTE (Full Time Equivalent) basis are paid at least the equivalent of a living wage for an individual?

Please exclude students and interns in this calculation.

<75%

75-89%

90-99%

100%

N/A

Points Earned: 2.72 of 2.72

% of Employees Paid Family Living Wage

What percentage of employees on an FTE (Full Time Equivalent) basis are paid at least the equivalent of a living wage for a family?

Please exclude students and interns in this calculation.

<75%

75-89%

90-99%

100%

N/A

Points Earned: 2.72 of 2.72

% Above the Minimum Wage

What percentage above the legal minimum wage does your lowest-paid hourly employee earn?

0% - Lowest wage is equivalent to minimum wage

1-9%

10-29%

30-49%

50-75%

75%+

N/A - We do not employ hourly workers

Points Available: 1.36

Compensation Policies and Practices

Does your company offer any of the following additional financial benefits to non-executive workers?

Your answers determine which future questions in the assessment are applicable to your company.

- Cost of living adjustments that match inflation rates of the country
- Bonuses or profit-sharing
- Employee ownership opportunities
- None of the above

Points Earned: 0.45 of 1.36

Employees Receiving a Bonus

What percentage of full-time and part-time employees, excluding founders and executives, received a monetary bonus in the last fiscal year?

- 0%
- 1-24%
- 25-49%
- 50-74%
- 75-99%
- 100%
- N/A

Points Earned: 0.68 of 1.36

Significance of Bonuses

What was the equivalent percentage of profits that were distributed as bonuses to non-executive workers in the last fiscal year?

- No bonus payout, or no bonus plan
- 5% or less
- 5-10%
- 10-15%
- 15-20%
- >20%
- Bonuses were paid to non-executive workers, despite the company not earning a profit

Points Earned: 1.36 of 1.36

% Participation in Employee Ownership

What percentage of all full-time employees have been granted stock, stock options, or stock equivalents (including participation in an ESOP or other qualified ownership plans) in the company?

Select N/A if your company is a consumer/shared services cooperative, a producer cooperative or a nonprofit.

- 0%
- 1-24%
- 25-49%
- 50-74%
- 75-99%
- 100%
- N/A

Points Available: 1.36

Employee Retirement Plan

What kind of Employee Retirement Plan is available for all tenured workers at your company?

Retirement plans may include Pensions, Profit sharing, 401(k), etc.

- Retirement plan is available with no company match
- Partial match of 4% or less
- Partial match greater than 4%
- Full match of 4% or less
- Full match greater than 4%
- Plan includes Socially-Responsible Investing option
- Retirement plan is not available for all tenured workers

Points Earned: 1.36 of 1.36

Financial Services for Employees

What financial products, programs, or services does your company provide that help to meet financial health needs of hourly employees?

Check all that apply.

- Direct deposit
- Access to free or affordable banking services or payroll cards (e.g. free ATM debit card)
- Financial management tools or coaching
- Emergency or short-term savings programs
- Low-interest or interest-free loans
- Debt management, refinancing, or loan payment contributions
- Employer match for deposits into savings accounts
- Paychecks issued off-schedule on a need basis
- Tax preparation services
- Other - please describe
- None of the above
- N/A - We do not employ hourly workers

Points Available: 0.68

Health, Wellness, & Safety

OPERATIONS

7.5

Healthcare Plan

Your company's healthcare plan available to all full-time workers includes:

Select all that apply.

- Coinsurance of 80%+ covered by healthcare plan
- Company payment of 80%+ of individual premium
- Company payment of 80%+ of family coverage premium
- Out-of-pocket maximum for individual coverage of \$2000 or less (net of company HSA or equivalent contribution)
- Annual deductible for individual coverage of \$1000 or less (net of company HSA or equivalent contribution)
- Co-payment of \$20 or less per primary care visit paid for by worker
- Prescription drug coverage wherein workers pay \$10 or less for generic drugs, \$30 or less for brand name drugs, and \$50 or less for non-formulary drugs
- Explicit coverage of transgender-inclusive healthcare
- None of the above

Points Earned: 3.33 of 3.33

Healthcare Eligibility for Part Time Workers

When do part-time workers become eligible to participate in healthcare plans offered by your company?

If applicable, please select one answer indicating tenure requirements (answers 1-2), and one answer indicating weekly hour requirements (answers 3-4).

- Part-time workers are not eligible at time of hire, but become eligible to participate within their first 6 months of employment
- Part-time workers are eligible to participate at time of hire
- Part-time workers are only eligible if they work more than 20 hours a week
- Part-time workers are eligible even if they work less than 20 hours a week
- Part-time workers are not eligible to participate in company-sponsored insurance plans
- N/A - We don't have part-time employees

Points Available: 1.67

Workers Participating in Healthcare Plan

On an FTE basis, what percentage of your employees is enrolled in the healthcare coverage previously identified?

Select N/A if workers only receive health care through a national plan.

- <70%
- 70-79%
- 80-89%
- 90-99%
- 100%
- N/A

Points Earned: 0.83 of 1.67

Supplementary Health Benefits

What additional benefits are offered to all full-time tenured workers?

- Dental insurance
- Short-term disability
- Long-term disability
- Structured account mechanism for qualified medical expenses (e.g. HSA, HRA, FSA)
- Domestic partner or civil union spousal benefits
- Life insurance
- No additional benefits
- Other - please describe

Points Earned: 3.33 of 3.33

Professional Development Policies and Practices

Does your company provide any of the following training opportunities to workers for professional development?

Your answers determine which future questions in the assessment are applicable to your company.

- We have a formal onboarding process for new employees
- We offered ongoing training on core job responsibilities to employees within the last year
- We have a policy to encourage internal promotions and hiring for advanced positions (e.g. posting job openings internally first)
- We provide cross-skills training for career advancements or transitions (e.g. management training for non-managers)
- We provide non-career-specific life-skill training (e.g. financial literacy, English as a Second Language)
- We facilitate or have an allocated budget for external professional development opportunities, (e.g. conference attendance, online trainings)
- We provide reimbursements or programs for intensive continuing education credentials (e.g. college degrees, professional licensures)
- None of the above

Points Earned: 0.88 of 0.88

Amount of Training for New Hires

What was the average amount of training that a newly hired worker received in the past twelve months?

Use average of both full-time and part-time employees.

- No training
- On-the-job training (one day to one week)
- On-the-job training (one week to one month)
- Apprenticeship or technical training (over one month)
- N/A - No new hires during the last 12 months

Points Earned: 0.58 of 0.88

Employee Review Process

Which of the following is included or applies to your company's formal process for providing performance feedback to employees?

Check all that apply.

- Process has a regular schedule and is conducted at least annually
- Peer and subordinate input
- Written guidance for career development
- Social and environmental goals
- Clearly-identified and achievable goals
- A 360-degree feedback process
- All tenured employees receive feedback
- None of the above

Points Earned: 1.75 of 1.75

Skills-Based Training Participation

Excluding newly hired workers, what % of full-time and part-time workers received the following types of formal training during the last 12 months?

Skills-based training to advance core job responsibilities

- 0%
- 1-24%
- 25-49%
- 50-74%
- 75%+
- Don't know

Points Earned: 0.21 of 0.21

Cross-Job Skills Training Participation

Excluding newly hired workers, what % of full-time and part-time workers received the following types of formal training during the last 12 months?

Skills-based training on cross-job functions beyond regular responsibilities (e.g. public speaking training, management training for non-managers)

- 0%
- 1-24%
- 25-49%
- 50-74%
- 75%+
- Don't know

Points Earned: 0.16 of 0.21

External Professional Development Participation

What percentage of full-time workers has participated in external professional development or lifelong learning opportunities in the past fiscal year?

Professional development should be paid for in advance, reimbursed or subsidized by the company.

- 0%
- 1-24%
- 25-49%
- 50-74%
- 75%+

Points Earned: 0.32 of 0.43

Subsidized Educational Opportunities

What percentage of full-time workers received advancement or reimbursement for continuing education opportunities in the last fiscal year?

Continuing education opportunities include GED, college credits, industry-recognized accreditation, etc.

- 0
- 1-5%
- 6-15%
- 15%+

Points Earned: 0.14 of 0.43

Engagement & Satisfaction

OPERATIONS

2.4

Employee Handbook Information

What is included in your company's written and accessible employee handbook?

- A non-discrimination statement
- An anti-harassment policy with reporting mechanisms, processes, and disciplinary procedures
- A statement on work hours
- Policies on pay and performance issues
- Policies on benefits, training and leave
- Grievance resolution process
- Disciplinary procedures and possible sanctions
- A neutrality statement regarding workers' right to bargain collectively and freedom of association
- Prohibition of child labor and forced or compulsory labor
- We have no written employee handbook

Points Earned: 0.33 of 0.33

Paid Secondary Caregiver Leave

What secondary parental leave policies are available to your workers, either through your company or a government program?

Select all that apply, but only select one answer indicating the total amount of paid time equivalent (answers 2-4). See "Learn" for further instructions.

- Workers receive unpaid time off for secondary parental leave
- Workers receive up to 2 weeks (or full pay equivalent) paid leave
- Workers receive between 2 to 5 weeks (or full pay equivalent) paid leave
- Workers receive greater than 5 weeks (or full pay equivalent) paid leave
- Policy does not distinguish between primary and secondary caregiving, or provides equivalent time and pay to both
- No secondary caregiver leave is offered to employees

Points Earned: 0.27 of 0.67

Supplementary Benefits

What supplementary benefits are provided to a majority of non-managerial workers?

Including full time and part time employees. Please check all that apply.

- On-site childcare
- Off-site subsidized childcare
- Free or subsidized meals
- Policy to support breastfeeding mothers
- Other - please describe
- None of the above

Points Earned: 1.33 of 1.33

Worker Empowerment

How does your company engage and empower workers?

- We have formalized feedback and complaint mechanisms beyond direct reporting lines to address concerns and improve company practices
- We have processes in place to provide input from employees prior to operational and/or strategic policy or practice changes
- Employee complaint / input mechanisms are reviewed at least every other year, with input from employees themselves into the process
- Company tracks usage of input/ feedback / complaint mechanisms and resolution / implementation rates
- We have adopted open book management or self-management principles within the workplace
- Workers have opportunity to elect member(s) to the Board of Directors
- Other - please describe
- None of the above

Points Earned: 0.40 of 0.67

Surveying and Benchmarking Engagement and Attrition

Does your company monitor and evaluate your worker satisfaction and engagement in any of the following ways?

Your answers determine which future questions in the assessment are applicable to your company.

- We calculate employee attrition rate
- We benchmark employee attrition rate to relevant benchmarks
- We regularly (at least once a year) conduct employee satisfaction or engagement surveys
- We benchmark employee satisfaction to relevant industry benchmarks
- We disaggregate calculations based on different demographic groups to identify trends
- We outperform industry benchmarks on attrition
- We outperform industry benchmarks on satisfaction
- None of the above

Points Earned: 0.17 of 0.67

Departed Employees

Number of full-time and part-time workers that departed or left the company in the last twelve months

Enter 0 if None.

Engagement & Satisfaction (Salaried)

OPERATIONS

0.9

Number of Paid Days Off

What is the annual minimum number of paid days off (including holidays) for full-time employees?

- 0-15 work days
- 16-22 work days
- 23-29 work days
- 30-35 work days
- 36+ work days

Points Earned: 0.75 of 1.00

Paid Primary Caregiver Leave for Salary Workers

Which of the following describe the primary parental leave policies for salaried workers, either through the company or government program?

If applicable, please select one answer indicating total time off (answers 1-3), and one answer indicating fully paid time off (answers 4-7).

- Primary caregivers receive 4-12 weeks of time off for parental leave (including unpaid and paid leave)
- Primary caregivers receive 12 weeks to 6 months of time off for parental leave (including unpaid and paid leave)
- Primary caregivers receive 6 months or more of time off for parental leave (including unpaid and paid leave)
- 5-12 weeks of primary parental leave (or equivalent) is fully paid
- 12-18 weeks of primary parental leave (or equivalent) is fully paid
- 18-24 weeks of primary parental leave (or equivalent) is fully paid
- 24+ weeks of primary parental leave (or equivalent) is fully paid
- Primary caregivers receive less than 4 weeks off or no time off for parental leave

Points Earned: 0.20 of 1.00

Attrition Rate for Salaried Workers

What percentage of full-time and part-time salaried workers left the company during the last twelve months?

Calculation should include voluntary and involuntary separation, but exclude workers dismissed with cause.

Community

Community Impact Area Introduction

OPERATIONS

0.0

This section of the assessment identifies specific ways that a company's business model may be designed to deliver a specific, material, positive impact for their community.

Community Oriented Impact Business Model

Does your company's business model create a specific positive benefit for stakeholders such as charitable partners, vendors or suppliers in need, or your local community?

Your answers determine which future questions in the assessment are applicable to your company.

- Yes
 No

Points Available: 0.00

Diversity, Equity, & Inclusion

OPERATIONS

3.2

Diverse Ownership and Leadership

Is your company majority-owned or -led by individuals from any of the following underrepresented groups?

Please select all that apply.

- Led by a woman
- Led by an individual from an underrepresented racial or ethnic minority
- Led by another underrepresented individual (veterans, LGBT, etc.)
- Majority owned by women
- Majority owned by individuals from underrepresented racial or ethnic minorities
- Majority owned by other underrepresented individuals (veterans, LGBT, etc.)
- None of the above

Points Earned: 0.34 of 0.69

Creating and Managing Inclusive Work Environments

Which of the following practices does your company have in place around diversity, equity, and inclusion?

- We include a statement in all our job postings with a commitment to diversity, equity, and inclusion
- We conduct anonymous or "blind" reviews of applications or resumes without attaching names or identifiable characteristics
- We conduct analyses of our job description language and requirements to ensure they are inclusive and equitable
- We offer trainings for all employees on topics related to diversity, equity, and inclusion
- We have set specific, measurable diversity improvement goals
- We have conducted a pay equity analysis by gender, race/ethnicity, or other demographic factors and, if necessary, implemented equal compensation improvement plans or policies
- None of the above

Points Available: 0.69

Measurement of Diversity

What attributes of a diverse workforce does your company track, either through anonymous surveys or other methods legal in your jurisdiction?

If collecting this type of demographic data is not legal in your jurisdiction, select None of the Above.

- Socioeconomic status (as determined by low income residence, education level, etc.)
- Race or ethnicity
- Gender
- Age
- Other - please describe
- None of the above

Points Earned: 0.17 of 0.69

Women Workers

How many of your workers identify as women?

- 0%
- 1-9%
- 10-24%
- 25-39%
- 40-49%
- 50%+
- Don't know

Points Earned: 0.69 of 0.69

High to Low Pay Ratio

What multiple is the highest compensated individual paid, inclusive of bonus, as compared to the lowest paid full-time worker?

- >20x
- 16-20x
- 11-15x
- 6-10x
- 1-5x

Points Earned: 0.69 of 0.69

Female Management

How many of your company managers identify as women?

- 0%
- 1-9%
- 10-24%
- 25-39%
- 40-49%
- 50%+
- Don't know
- N/A

Points Earned: 0.69 of 0.69

Management from Underrepresented Populations

How many of your company managers identify as from another underrepresented social group?

If collecting this type of demographic data is not legal in your jurisdiction, select Don't Know.

- 0%
- 1-9%
- 10-19%
- 20-29%
- 30%+
- Don't know

Points Available: 0.69

Female Directors

How many of your company Board Directors identify as women?

- 0%
- 1-9%
- 10-24%
- 25-39%
- 40-49%
- 50%+
- Don't know
- N/A

Points Earned: 0.69 of 0.69

Directors from Underrepresented Populations

How many of your company Board Directors identify as from another underrepresented social group?

If collecting this type of demographic data is not legal in your jurisdiction, select N/A.

- 0%
- 1-9%
- 10-19%
- 20-29%
- 30%+
- Don't know
- N/A

Points Available: 0.69

Supplier Diversity Policies or Programs

Does your company have any of the following policies or programs in place to promote diversity within your supply chain?

- We track diversity of ownership among our suppliers
- We have a policy to give preferences to suppliers with ownership from underrepresented populations
- We have formal targets to make a specific percentage of purchases from suppliers with diverse ownership
- We have a formal program to purchase and provide support to suppliers with diverse ownership
- None of the above
- N/A - Collecting supplier data or having preferential treatment policies is illegal in my country of operations

Points Available: 0.34

Supplier Ownership Diversity

What percentage of your purchases were from companies that are majority-owned by women or individuals from underrepresented populations?

- 0%
- 1-9%
- 10-24%
- 25-39%
- 40-49%
- 50%+
- Don't Know

Points Available: 0.69

Economic Impact

OPERATIONS

0.0

Geographic Structure and Scope

We realize that for companies with more than one office, the definition of local involvement is a more complicated one to answer. Please tell us a bit about the structure of your company geographically.

We realize that for companies with more than one office, the definition of local involvement is a more complicated one to answer.

Please tell us a bit about the structure of your company geographically.

Points Available: 0.00

Job Growth Rate

How many of your company's full-time and part-time jobs were newly created over the last twelve months AND pay a living wage?

If there is no living wage data available for your country of operations, include new jobs that pay 10% or more above a minimum wage.

- 0% (no growth on a net basis)
- 1-24%
- 25-49%
- 50%+

Points Available: 2.50

New Jobs Added Last Year

Number of full-time and part-time jobs that have been added to your company's payroll. Enter 0 if none or if your company has no workers.

Last twelve months:

Last twelve months:

We do not track this

Points Available: 0.00

Non-accredited Investor Ownership

What percentage of the company is owned by individuals who would qualify as non-accredited investors?

- 0%
- 1-9%
- 10-24%
- 25-49%
- 50%+
- Don't know

Points Available: 1.25

Local Ownership

Is the majority (over 50%) of the company's ownership located locally to at least two-thirds of the company's workforce?

- Yes
- No
- Don't know

Points Available: 1.25

National Sourcing

What percentage of your company's Cost of Goods Sold (including value-adding activities) was spent within the country of operations, from in-country registered companies or national citizens?

- 0%
- 1-19%
- 20-39%
- 40-59%
- 60-79%
- 80%+

Points Available: 1.25

Spending on Local Suppliers

What percentage of your company's expenses (excluding labor) was spent with independent suppliers local to the company's headquarters or relevant facilities in the last fiscal year?

- <20%
- 20-39%
- 40-59%
- 60%+
- Don't know

Points Available: 1.25

Impactful Banking Services

What characteristics apply to the financial institution that provides the majority of your company's banking services?

- Certified CDFI or national equivalent social investment organization
- Certified B Corporation
- Member of the Global Alliance for Banking on Values
- Cooperative bank or credit union
- Local bank committed to serving the community
- Independently owned bank
- None of the above

Points Available: 1.25

Civic Engagement & Giving

OPERATIONS

4.4

Corporate Citizenship Program

How does your company take part in civic engagement?

Your answers determine which future questions in the assessment are applicable to your company.

- Financial or in-kind donations (excluding political causes)
- Community investments
- Community or pro-bono service
- Advocacy for adopting improved social or environmental policies or performance
- Partnerships with charitable organizations or membership with community organizations
- Discounted products or services to qualified underserved groups
- Free use of company facilities to host community events
- Equity or ownership in the company granted to a nonprofit
- Other - please describe
- None of the above

Points Earned: 0.64 of 0.64

Community Service Policies and Practices

How does your company manage employee community service?

- We have hosted or organized company service days in the last year
- The company offers paid time off for community service
- 20 hours or more a year of paid time off
- Our company monitors and records total volunteer hours
- Our company has set community service or pro-bono targets
- Other - please describe
- None of the above

Points Earned: 0.48 of 0.64

Total Amount of Volunteer Service Hours

Number of hours volunteered by full-time and part-time employees of the organization during the last fiscal year

This should include both paid and unpaid time spent volunteering during traditional work hours, either for company-organized events or for employee-initiated activities.

Number of hours volunteered by full-time and part-time employees of the organization during the last fiscal year

- We do not track this

Points Available: 0.00

Volunteer Service Per Capita

What was the percentage of per capita worker time donated as volunteer, community service, or pro bono time in the reporting period?

Calculate by total volunteer hours / total hours worked, generally 2000 hours per FTE.

- 0%
- 0.1-0.5% of time
- 0.6-1% of time
- 1.1-2% of time
- 2%+ of time
- Don't know

Points Earned: 0.85 of 1.28

Charitable Giving and Community Investment Policies and Practices

What are your company's practices regarding donations or community investments?

- We have a formal statement on the intended social or environmental impact of our company's philanthropy
- We have a formal donations commitment (e.g. 1% for the planet)
- We match individual workers' charitable donations
- We allow our workers or customers to select charities to receive our company's donations
- We have screening practices for charitable contributions or impact measurement mechanisms for our community investments
- None of the above

Points Earned: 0.26 of 0.64

% of Revenue Donated

What was the equivalent percentage of revenue donated to charity during the last fiscal year?

Please include tax deductible in-kind donations but do not include pro bono time.

- No donations last fiscal year
- Less than 0.1% of revenue
- 0.1-0.4% of revenue
- 0.5-0.9% of revenue
- 1-1.9% of revenue
- 2%+ of revenue
- Don't know

Points Earned: 2.05 of 2.56

Total Amount of Charitable Donations

Total amount (in currency terms) donated to registered charities in the last fiscal year

Report with the currency specified in "Reporting currency" for this metric.

Advancing Social and Environmental Performance

How has your company worked with its stakeholders (including competitors) to improve behavior or performance on social or environmental issues in the past two years?

- We have worked with other industry players on a cooperative initiative on relevant social and environmental standards for our industry
- We have provided data or contributed to academic research on social or environmental topics
- We participate in panel presentations or other public forums on social or environmental topics
- We provide public resources for other businesses or stakeholders on improving social or environmental performance
- Other - please describe
- None of the above

Points Earned: 0.16 of 0.32

Supply Chain Management

OPERATIONS

0.7

Significant Supplier Descriptions

Please select the types of companies that represent your Significant Suppliers:

All companies have significant suppliers, which are defined as the largest suppliers of the company amounting to approximately 80% of non-labor costs. Select all that apply.

- Product Manufacturers
- Professional Service Firms (Consulting, Legal, Accounting)
- Independent Contractors
- Marketing and advertising
- Office Supplies
- Benefits Providers
- Technology
- Raw materials
- Farms
- Other - please describe

Points Available: 0.00

Social or Environmental Screening of Suppliers

Does your company screen or evaluate Significant Suppliers for social and environmental impact?

This question determines the set of supplier-focused questions your company will respond to.

- Yes
 No

Points Available: 0.00

Supplier Screen Topics

What does your company formally screen for regarding the social or environmental practices and performance of your suppliers?

- Compliance with all local laws and regulations, including those related to social and environmental performance
- Good governance, including policies related to ethics and corruption
- Positive practices beyond what is required by regulations (e.g. environmentally-friendly manufacturing process, excellent labor practices)
- Third-party certifications related to positive social and/or environmental performance
- Other - please describe
- We have no formal screening process in place

Points Earned: 0.10 of 1.04

Supplier Evaluation Practices

What methods does your company use to evaluate the social or environmental impact of your suppliers?

- We share policies or rules with suppliers but we don't have a verification process in place
- We require suppliers to complete an assessment we designed
- We use third-party risk or impact assessment tools (Sedex, BIA)
- We conduct routine audits or reviews of suppliers at least every two years
- We have third parties conduct routine audits or reviews of suppliers at least every two years
- Other (please describe)
- None of the above

Points Earned: 0.26 of 1.04

Outsourced Staffing Services

Does your company outsource support services (staffing) essential to the delivery of your services to other individuals or organizations?

Your answers determine which future questions in the assessment are applicable to your company.

- Yes
 No

Points Available: 0.00

Suppliers in Low-Income Communities

What percentage of your Significant Suppliers is located in low-income communities or create employment opportunities for other chronically underemployed populations?

- <10%
- 10-19%
- 20-30%
- 30%+
- Don't Know

Points Available: 0.52

Supplier Code of Conduct

Is there a formal written Supplier Code of Conduct policy that specifically holds your company's suppliers accountable for social and environmental performance?

Your answers determine which future questions in the assessment are applicable to your company.

- Yes
- No

Points Available: 1.04

Length of Supplier Relationships

What is the average tenure of your company's relationships with suppliers?

- Average tenure of supplier relationships is less than 12 months.
- Average tenure of supplier relationships is greater than 12 months.
- Average tenure of supplier relationships is greater than 36 months.
- Average tenure of supplier relationships is greater than 60 months.
- Our company has had a relationship with a majority of our suppliers (on a currency basis) since our first year of operations.
- Don't Know

Points Earned: 0.35 of 1.04

Social or Environmental Purchases

What percentage of materials or products purchased have third-party social or environmental certification or approval or are from Significant Suppliers that are purpose-driven or have third-party company level certification or approval?

- 0
- 1-24%
- 25-49%
- 50-74%
- 75%+
- Don't know

Points Available: 1.04

Environment

Environment Impact Area Introduction

OPERATIONS

0.0

This section allows your company to provide data on its energy use, carbon footprint and waste management.

Type of Facilities

What kind of facilities does your business primarily operate in?

Your answers determine which future questions in the assessment are applicable to your company.

- Company-owned office space
- Leased office space
- Co-working Space
- Virtual or home offices

Points Available: 0.00

Environmental Business Model

Are your company's products or process structured to restore or preserve the environment in any of the following ways?

Answering affirmatively will opt you into additional sections of the B Impact Assessment with more specific questions about this Impact Business Model.

- Through a manufacturing, wholesale or agriculture process which is designed to significantly reduce environmental impact compared to typical practices for the industry
- Through a product or service that preserves, conserves, or restores the environment or resources
- None of the above

Points Available: 0.00

Environmental Management

Green Building Standards

What percentage of company facilities (by area, both owned by company or leased) is certified to meet the requirements of an accredited green building program?

- <20%
- 20-49%
- 50-79%
- 80%+
- N/A

Points Available: 1.43

Facility Improvement with Landlord

If you lease your facilities, have you worked with your landlord to implement or maintain any of the following?

- Energy efficiency improvements
- Water efficiency improvements
- Waste reduction programs (including recycling)
- None of the above
- N/A - Company does not lease majority of facilities

Points Available: 1.43

Virtual Office Stewardship

How does your company encourage good environmental stewardship in how employees manage their virtual offices?

- We have a written policy encouraging environmentally preferred products and practices in employee virtual offices (e.g. recycling)
- Our company shares resources with employees regarding environmental stewardship in home offices (e.g. energy efficiency)
- We have a policy in place for the safe disposal of e-waste and other hazardous materials purchased for employee home offices
- Employees are provided with a list of environmentally-preferred vendors for office supplies
- None of the above
- N/A

Points Earned: 2.86 of 2.86

Environmental Management Systems

Does your company have an environmental management system (EMS) covering waste generation, energy usage, water usage, and carbon emissions that includes any of the following?

Please check all that apply.

- Policy statement documenting our organization's commitment to the environment
- Assessment undertaken of the environmental impact of our organization's business activities
- Stated objectives and quantifiable targets for environmental aspects of our organization's operations
- We have no environmental management system

Points Earned: 1.43 of 1.43

Environmentally Certified Products

During the last fiscal year, what percentage of your products sold had a product certification that assesses the environmental impacts of the product or its production process?

Select N/A only if there is no physical product being sold.

- 0%
- 1-24%
- 25-49%
- 50-74%
- 75%+
- N/A

Points Available: 1.43

Environmental Assessment and Product Design

Has your company incorporated environmental considerations into product design by conducting any of the following during the last 24 months with regard to a majority of the products you manufacture or sell?

A majority of products represent at least 50% of revenues.

- Life Cycle Assessment
- Cradle-to-Cradle Certification
- Source reduction exercise
- Toxicity reduction exercise
- Review of product materials, design, reuse or recyclability
- Reclamation programs for used products or parts
- Other - please describe
- None of the above
- N/A - Our revenue is generated from a service

Points Earned: 1.43 of 1.43

Monitoring Energy Usage

Does your company monitor, record, or report its energy usage?

Include electricity and other energy consumption from heating, hot water, etc. Your answers determine which future questions in the assessment are applicable to your company.

- We do not currently monitor and record usage
- We monitor and record usage but have set no reduction targets
- We monitor usage and have set intensity targets (e.g. relative to dollars of revenue, volume produced, etc.) that are being monitored
- We monitor usage and have set absolute reduction targets regardless of company growth
- We have met specific reduction targets during the reporting period

Points Earned: 0.48 of 0.97

Total Energy Use

Total energy used (Gigajoules) during the last 12 months:

Total energy used (Gigajoules) during the last 12 months:

- We do not track this

Points Available: 0.00

Renewable Energy Usage

What percentage of energy use is produced from renewable sources?

Include electricity and other energy consumption from heating, hot water, etc.

- 0%
- 1-24%
- 25-49%
- 50-74%
- 75-99%
- 100%
- Don't Know

Points Earned: 0.06 of 0.48

Total Renewable Energy Use

Total energy used from renewable resources (Gigajoules) during the last 12 months:

Total energy used from renewable resources (Gigajoules) during the last 12 months:

- We do not track this

Points Available: 0.00

Low Impact Renewable Energy Use

What percentage of energy use is produced from low-impact renewable sources?

Include electricity and other energy consumption from heating, hot water, etc. Please include both purchased and onsite-generated renewable energy.

- 0%
- 1-24%
- 25-49%
- 50-74%
- 75-99%
- 100%
- Don't know

Points Earned: 0.39 of 1.94

Facility Energy Efficiency

For what systems has your company used energy conservation or efficiency measures for a majority of your corporate facilities (by square feet) in the past year?

- Equipment: Energy Star appliances, automatic sleep modes, after-hour timers, etc.
- Lighting: natural light, CF bulbs, occupancy sensors, daylight dimmers, task lighting, etc.
- HVAC: programmable thermostat, timers, occupancy sensors, shade sun-exposed walls, double-paned windows, etc.
- Other - please describe
- None of the above
- N/A - We utilize virtual office

Points Earned: 0.97 of 0.97

Monitoring Greenhouse Gas Emissions

How does your company manage its greenhouse gas emissions for at least Scope 1 and 2?

Your answers determine which future questions in the assessment are applicable to your company.

- We do not currently monitor and record emissions
- We regularly monitor and record emissions but have not set any reduction targets
- We regularly monitor and record emissions and have set specific reduction targets relative to previous performance (e.g. a 5% reduction of GHGs from baseline year)
- We regularly monitor and record emissions and have set specific science-based targets necessary to achieve global goals to address climate change
- We have met the specific reduction targets set during this reporting period
- We have achieved carbon neutrality

Points Earned: 0.48 of 0.97

Total Scope 3 GHGs

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:

Scope 3:

Scope 3:

We do not track this

Points Available: 0.00

Total Scope 1 GHGs

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:

Scope 1:

Scope 1:

We do not track this

Points Available: 0.00

Total Scope 2 GHGs

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:

Scope 2:

Scope 2:

We do not track this

Points Available: 0.00

Carbon Intensity

What is your current Carbon Intensity for Scopes 1 and 2 (measured in metric tons of CO2/\$million of revenue), not including the use of carbon credits or offsets?

Please use USD to allow for standardized comparisons.

- >100
- 81-100
- 61-80
- 41-60
- 21-40
- 1-20
- 0
- Don't know

Points Available: 0.97

Carbon Intensity

What is your current Carbon Intensity for Scopes 1 and 2, measured in tons of CO2/\$million of revenue, including the use of carbon credits or offsets?

Please use USD to accurately evaluate the answer option.

- >100
- 81-100
- 61-80
- 41-60
- 21-40
- 1-20
- 0
- Don't know

Points Available: 1.94

Sourcing % of COGS from Local Suppliers

What % of the following was spent with suppliers located within 200 miles (or 322 km) of where the end product was used during the last fiscal year?

Sourcing of COGS Local to Customers

- 0%
- 1-9%
- 10-19%
- 20-29%
- 30%+
- Don't know

Points Available: 1.94

Sourcing % raw materials from Local Suppliers

What % of the following was spent with suppliers located within 200 miles (or 322 km) of where the end product was used during the last fiscal year?

Raw materials (in currency terms) grown or harvested

By company or local independent suppliers.

- 0%
- 1-9%
- 10-19%
- 20-29%
- 30%+
- Don't know

Points Available: 1.94

Reducing Impact of Travel/Commuting

Does your company have any programs or policies in place to reduce the environmental footprint caused by travel/commuting?

- Employees are subsidized/incentivized for use of public transportation, carpooling, or biking to work
- Facilities are designed to facilitate use of public transportation, biking, or cleaner burning vehicles (e.g. electric chargers)
- Employees are encouraged to use virtual meeting technology to reduce in person meetings
- Company has a written policy limiting corporate travel
- None of the above

Points Earned: 0.48 of 0.97

Managing Impact of Transportation

Has your company adopted any of the following techniques for minimizing the transportation-related environmental impact of its distribution and supply chain?

Please check all that apply.

- Utilize clean or low-emission vehicles (e.g. hybrid, LPG, electric) to transport and distribute product
- Utilize strategic planning software to minimize fuel usage and shipping footprint
- Train drivers and handlers in fuel efficient techniques
- Utilize freight or shipping methods with lower environmental impacts (e.g. avoiding air shipment)
- Other - please describe
- None of the above

Points Earned: 0.65 of 0.97

% GHG Emissions Offset

If your company purchased certified carbon credits in the reporting period, what % of GHG emissions were off-set?

- 0%
- 1-24%
- 25-49%
- 50-74%
- 75-99%
- 100%
- Don't know
- N/A - No carbon offsets purchased

Points Available: 0.97

Monitoring and Managing Water Use

Does your company monitor and manage your water usage?

Your answers determine which future questions in the assessment are applicable to your company.

- We do not currently monitor and record water usage
- We regularly monitor and record water usage but have not set any reduction targets
- We monitor and record water usage and have set specific reduction targets relative to previous performance (e.g. a 5% reduction of water usage from baseline year)
- We regularly monitor and record emissions and have set science-based targets necessary to achieve sustainable usage linked to our local watershed
- We have met specific reduction targets set during this reporting period

Points Earned: 1.75 of 3.50

Total Water Use

Total water use (liters) during the last 12 months

Total water use (liters) during the last 12 months

- We do not track this

Points Available: 0.00

Water Conservation Practices

What water conservation methods have been implemented at the majority of your corporate offices or plant facilities:

Please check all that apply.

- Low-flow faucets, taps, toilets, urinals, or showerheads
- Grey-water usage for irrigation
- Low-volume irrigation
- Harvest rainwater
- Other - please describe
- None of the above
- N/A - Our company has a virtual office

Points Earned: 2.33 of 3.50

Land & Life

OPERATIONS

9.7

Monitoring and Reporting Non-hazardous Waste

How does your company monitor and manage your waste production?

Your answers determine which future questions in the assessment are applicable to your company.

- We do not currently monitor and record waste production
- We regularly monitor and record waste production but have not set any reduction targets
- We regularly monitor and record waste production and have set specific reduction targets relative to previous performance (e.g. a 5% reduction of waste to landfill from baseline year)
- We regularly monitor and record waste produced and have set a zero waste target
- We have met the specific reduction targets set during this reporting period
- We produce zero waste to landfill / ocean

Points Earned: 0.98 of 1.30

Non-hazardous Waste Generated

Waste Produced: Non-Hazardous Waste (metric tonnes) during the last 12 months

Waste Produced: Non-Hazardous Waste (metric tonnes) during the last 12 months

- We do not track this

Points Available: 0.00

Total Waste Disposed

Waste Disposed (metric tonnes) during the last 12 months

Waste Disposed (metric tonnes) during the last 12 months

- We do not track this

Points Available: 0.00

Total Waste Recycled

Waste Disposed: Recycled/Reused (metric tonnes) during the last 12 months

Waste Disposed: Recycled/Reused (metric tonnes) during the last 12 months

- We do not track this

Points Available: 0.00

Recycling Programs

Does the company have a company-wide recovery and recycling program that includes the following?

Please check all that apply.

- Paper
- Cardboard
- Plastic
- Glass & metal
- Composting
- None of the above

Points Earned: 1.30 of 1.30

Source Reduction

Have any of your products been source reduced in the last fiscal year?

This includes reducing the volume of material needed for a product through material selection, production process, product design, etc.

- Yes
- No
- N/A: My revenues are generated from a service so source reduction cannot be conducted.

Points Earned: 1.30 of 1.30

Programs to Reduce End of Life Waste

Does the company have in place an active end-of-life product/component reclamation program to increase the useful life of parts and components?

- Yes
- No
- N/A

Points Earned: 1.30 of 1.30

Environment Impact Packaging

How does your company minimize the environmental impact of the packaging of your products?

- We have conducted a formal assessment of our packaging design and materials to identify opportunities to minimize environmental impact
- We have source-reduced packaging within the last two years
- Our packaging materials are certified to meet independent standards for environmental impact
- Our packaging is recyclable and provides instructions on how to recycle it correctly
- Our packaging is non-toxic
- Our packaging materials are designed to have less overall environmental impact than common alternatives
- None of the above
- N/A - Our products do not have packaging materials

Points Earned: 0.52 of 1.30

% of Reusable/ Recyclable Materials

What % of material (by volume) is made of recyclable (and labeled as such) or biodegradable materials in the areas where they are sold (product + packaging)?

- <20%
- 20-49%
- 50-74%
- 75-99%
- 100%
- Don't Know
- N/A

Points Earned: 1.30 of 1.30

% of Environmentally Preferred Input Materials

What % of material (by volume) comes from recycled materials, reused components, and/or certified sustainably sourced materials?

- <20%
- 20-49%
- 50-74%
- 75-99%
- 100%
- Don't Know
- N/A - We do not sell a physical product

Points Earned: 0.43 of 2.60

Reducing Waste

Optional unweighted metrics: Approximately by what % has your company reduced solid and hazardous waste generation (normalized for revenue changes) over the following periods?

The past two years

The past two years

We do not track this

Points Available: 0.00

Hazardous Waste Disposal

Can your company verify that your hazardous waste is always disposed of responsibly?

This includes batteries, paint, electronic equipment, etc.

Yes

No

N/A - We have eliminated hazardous waste

Points Earned: 1.30 of 1.30

Chemical Reduction Methods

Which of the following environmentally preferred products have been purchased for the majority of your corporate facilities?

Non-toxic janitorial products

Unbleached / chlorine free paper products

Soy-based inks or other low VOC inks

Recycled/environmentally preferred office supplies (paper, pens, notebooks, etc.)

Other - please describe

None of the above

Points Earned: 1.30 of 1.30

Environmentally Innovative Wholesale Process - Impact Business Model

IMPACT BUSINESS MODELS

23.9

Recognizes comprehensive environmental practices that redesign traditional processes to conserve natural resources

Environmentally Innovative Wholesale Process Introduction

Are your distribution processes or the design of your products manufacturing processes innovative in reducing environmental impact or have a materially less significant environmental footprint than the norms of your industry? (Please note, this question is specifically asking about your distribution or manufacturing processes, not the sustainability of product ingredients, input materials, which is captured in a separate question.)

Your answers determine which future questions in the assessment are applicable to your company.

- Yes
 No

Points Available: 0.00

Wholesale Environmental Management

Do you have an environmental management system that tracks the material aspects of your environmental impact (e.g. waste produced, energy or emissions data, water use, etc.) and includes objectives and targets to improve environmental impact over time?

Your answers determine which future questions in the assessment are applicable to your company.

- Yes
 No

Points Available: 0.00

Wholesale Environmental Impact Benchmarks

Have you benchmarked or researched your environmental performance compared to peer companies or your industry in general?

Your answers determine which future questions in the assessment are applicable to your company.

- We have benchmarked quantitative environmental metrics to other similar companies or industries in order to compare our performance
- We have researched sustainability practices to determine best practices and identify how our practices compare to other companies in our industry
- No

Points Available: 0.00

Material Environmental Impacts In Industry

Which of the following are material environmental impacts of concern in the manufacturing process for your industry? (Please exclude environmental impact outside of your manufacturing process, such as input materials used, supply chain impact, or use of product).

- Waste production or usage of materials
- Water usage or water quality
- Chemical usage
- Energy usage or GHG emissions
- Other - please describe
- Don't Know
- Our industry doesn't have material environmental impacts

Points Available: 0.00

Focus of Environmental Performance

For which material environmental impacts have you implemented processes that substantially reduce the environmental footprint of your manufacturing?

- Waste production or usage of materials
- Water usage or water quality
- Chemical usage
- Energy usage or GHG emissions
- Other - please describe
- None of the above

Points Available: 0.00

Primary Environmental Management Practice

Of those practices that you've selected above, which of the following is the primary method in which you've materially reduced the environmental footprint of your industry?

- We have substantially reduced the amount of source material required for our product compared to industry norms
- We have implemented methods that include the recycling or re-use of at least 50% of materials
- We have a water recycling or closed-loop recycling system
- We have replaced a water-intensive process with a process that requires a significantly reduced amount of water usage
- We have substituted a chemical-intensive process with a process that requires a significantly reduced amount of chemicals used
- We have substituted an energy-intensive process with a process that requires little to no energy
- None of the above

Points Earned: 19.20 of 19.20

Other Environmental Management Practices

Beyond your primary method indicated above, which other practices do you also have in place?

- We have substantially reduced the amount of source material required for our product compared to industry norms
- We have implemented methods that include the recycling or re-use of at least 50% of materials
- We have a water recycling or closed-loop recycling system
- We have replaced a water-intensive process with a process that requires a significantly reduced amount of water usage
- We have implemented a water treatment system that treats all waste water to return it to the water table at a quality as high as the water was received
- We have substituted a chemical-intensive process with a process that requires a significantly reduced amount of chemicals used
- We have substituted an energy-intensive process with a process that requires little to no energy
- We have implemented a program to use onsite renewable energy for our process
- None of the above

Points Earned: 3.60 of 9.60

Environmental Management Outcomes

What results has your company seen from your environmentally-focused manufacturing processes?

- We have achieved carbon neutrality
- We have achieved zero waste or a closed loop material process
- We can confirm that water is used only in accordance with the local watershed needs
- We have eliminated all harmful chemicals from our manufacturing process
- None of the above

Points Earned: 1.20 of 1.20

Tons of Carbon Offset

If tracked, what were the number of metric tons of carbon (CO₂) off-set by your environmental practices?

If tracked, what were the number of metric tons of carbon (CO₂) off-set by your environmental practices?

- We do not track this

Points Available: 0.00

Revenue from Environmentally Innovative Wholesale Process

What were your total revenues last year from products grown using the previously selected environmental practices?

What were your total revenues last year from products grown using the previously selected environmental practices?

100%

- We do not track this

Points Available: 0.00

Customers

OPERATIONS

Customers Impact Area Introduction

0.0

This section of the assessment identifies specific ways that a company's product may be designed to deliver a specific, material, positive impact for its customers beyond the value normally provided from goods or services.

Customer Impact Business Model Introduction

Does your product/service address a social or economic problem for or through your customers?

Your answers determine which future questions in the assessment are applicable to your company.

- Yes
 No

Points Available: 0.00

OPERATIONS

Customer Stewardship

2.0

Managing Customer Stewardship

Does your company do any of the following to manage the impact and value created for your customers or consumers?

- We offer product / service guarantees, warranties, or protection policies
- We have third party quality certifications or accreditations
- We have formal quality control mechanisms
- We have feedback / customer service feedback or complaint mechanisms
- We monitor customer or consumer satisfaction
- We assess the outcomes produced for our customers through the use of our product or service
- We have written policies in place for ethical marketing, advertisement, or customer engagement
- We manage the privacy and security of client / customer data
- None of the above

Points Earned: 0.50 of 1.00

Feedback and Complaint Channels

Are any of the following true regarding mechanisms for customers to provide feedback, ask questions, or file complaints?

- Products and/or websites feature customer service contact information
- Product / service reviews are made available in their entirety to public
- Company responds to all direct inquiries or complaints within a month of receipt
- Company offers live time support to customers
- Other
- None of the above

Points Earned: 0.50 of 1.00

Managing Product Impacts

Does the company do any of the following with regards to managing the potential impact their products have on customers / beneficiaries?

- Company regularly monitors customer outcomes and well-being
- Company has formal program to incorporate customer testing and feedback into product design
- Company has formal programs in place to continuously improve outcomes produced for customers (including reducing negative effects or increasing positive effects)
- Other
- None of the above

Points Earned: 1.00 of 1.00

Disclosure Questionnaire

Disclosure Industries

Disclosure questions on specific production and trade.

Disclosure Alcohol

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.

Alcohol

- Yes
- No

Points Available: 0.00

Disclosure Tobacco

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.

Tobacco

- Yes
 No

Points Available: 0.00

Disclosure Firearms Weapons

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.

Firearms, weapons or munitions

- Yes
 No

Points Available: 0.00

Disclosure Pornography

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.

Pornography

- Yes
 No

Points Available: 0.00

Fossil fuels

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.

Fossil-fuel-based oil, natural gas, or coal extraction, distribution, sale, etc.

- Yes
 No

Points Available: 0.00

Genetically Modified Organisms

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.

Genetically modified organisms

- Yes
 No

Points Available: 0.00

Biodiversity Impacts

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.

Industries with a large potential biodiversity impact (including logging or logging equipment, agriculture, etc.)

- Yes
 No

Points Available: 0.00

Energy and Emissions Intensive Industries

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.

Energy- and emissions-intensive industries

- Yes
 No

Points Available: 0.00

Water Intensive Industries

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.

Water-intensive industries

- Yes
 No

Points Available: 0.00

Illegal Products or Subject to Phase Out

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.

Products or activities that are illegal under country laws or regulations where they have operated, banned in international conventions or agreements, or subject to international phase-out or regulation

- Yes
 No

Points Available: 0.00

Industries at Risk of Human Rights Violations

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.

Industries reliant upon materials at high risk of human rights infringements (e.g. conflict minerals)

- Yes
 No

Points Available: 0.00

Other

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.

Other industries that may cause social or environmental harm or are subject to stakeholder criticism or concern

- Yes
 No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" previously, please provide a detailed explanation of the company's involvement here.

If this does not apply to you, please enter "Does not apply" in the text area below.

If you selected "Yes" previously, please provide a detailed explanation of the company's involvement here.

Points Available: 0.00

Disclosure Practices

Disclosure questions on sensitive practices.

No formal Registration Under Domestic Regulations

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."

Company is not formally registered in accordance with all relevant regulations and requirements

If your company is a formally registered business, select "No."

- Yes
 No

Points Available: 0.00

Tax Reduction Through Corporate Shells

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."

Company uses corporate shells or other structural means, such as establishing multiple corporate entities, to minimize tax payments

- Yes
 No

Points Available: 0.00

Conduct Business in Conflict Zones

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."

Company operates in conflict zones

- Yes
 No

Points Available: 0.00

Sale of Data

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."

Company sells or provides access to consumer or user data

- Yes
 No

Points Available: 0.00

Facilities located in sensitive ecosystems

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."

Company facilities are located adjacent to or in sensitive ecosystems

- Yes
 No

Points Available: 0.00

Animal Testing

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."

Animal testing is conducted

- Yes
 No

Points Available: 0.00

Company prohibits freedom of association/collective bargaining

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."

Company prohibits workers from freely associating and bargaining collectively for the terms of one's employment

- Yes
 No

Points Available: 0.00

Workers Under Bond

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."

Company hires workers that are under bond, debt, or other obligation to the company or to labor brokers

- Yes
 No

Points Available: 0.00

Confirmation of Right to Work

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."

Company does not confirm that workers have the legal right to work in jurisdiction of operations, or company does not keep personnel records that include evidence of the date of birth of each

- Yes
 No

Points Available: 0.00

Employs Individuals on Zero-Hour Contracts

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."

Company employs individuals on zero-hour contracts

- Yes
 No

Points Available: 0.00

Company workers are prisoners

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."

Company uses workers who are prisoners

- Yes
 No

Points Available: 0.00

Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."

Company employs workers under the age of 15 (or other minimum work age covered by the International Labour Organization Convention No. 138) and/or company does not keep personnel records that include evidence of the date of birth of each

- Yes
 No

Points Available: 0.00

Overtime For Hourly Workers Is Compulsory

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."

Overtime work is compulsory and exceeds 48 hours in a week

- Yes
 No

Points Available: 0.00

Other

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."

Other sensitive practices that may cause social or environmental harm, or are subject to stakeholder concern

- Yes
 No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" previously, please provide a detailed explanation of the company's engagement in these practices here.

If this does not apply to you, please enter "Does not apply" in the text area below.

If you selected "Yes" previously, please provide a detailed explanation of the company's engagement in these practices here.

NA

Points Available: 0.00

Disclosure Outcomes & Penalties

Disclosure questions concerning litigation, relocation of communities, accidents, and on-the-job fatality.

On-Site Fatality

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No".

Company has had an operational or on-the-job fatality

- Yes
 No

Points Available: 0.00

Litigation or Arbitration

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No".

Litigation or arbitration against company either ongoing, settled, or found against the company

- Yes
 No

Points Available: 0.00

Company has filed for bankruptcy

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No".

Company has filed for bankruptcy

- Yes
 No

Points Available: 0.00

Bribery, Fraud, or Corruption

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Company has committed, been penalized for, or been accused of bribery, fraud, or corruption

- Yes
 No

Points Available: 0.00

Anti-Competitive Behavior

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Penalties or allegations of anti-competitive behaviour

- Yes
 No

Points Available: 0.00

Financial Reporting, Taxes, Investments, or Loans

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Penalties regarding financial reporting, tax payments, investments, or loans

- Yes
 No

Points Available: 0.00

Political Contributions or International Affairs

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Penalties regarding political contributions or international affairs

- Yes
 No

Points Available: 0.00

Labor Issues

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Labor penalties, including safety and discrimination

- Yes
 No

Points Available: 0.00

Recalls

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No".

Recalls due to quality control issues

- Yes
 No

Points Available: 0.00

Breaches of Confidential Information

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No".

Breaches of individual privacy and/or losses of individual confidential data

- Yes
 No

Points Available: 0.00

Consumer Protection

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Penalties regarding consumer protection, including product safety and marketing claims

- Yes
 No

Points Available: 0.00

Significant Layoffs

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No".

Company has had layoffs of more than 20% of the workforce

- Yes
 No

Points Available: 0.00

Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No".

Company sites have experienced accidental discharges to air, land or water of hazardous substances

- Yes
 No

Points Available: 0.00

Large Scale Land Conversion, Acquisition, or Relocation

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No".

Construction or operation of company involved large scale land acquisition, convergence, or degradation (including the construction or refurbishment of dams), or resulted in the resettlement or economic displacement of 5,000 or more people

- Yes
 No

Points Available: 0.00

Penalties Assessed For Environmental Issues

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Environmental management penalties, including animal welfare

- Yes
 No

Points Available: 0.00

Violation of Indigenous Peoples Rights

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Company has had allegations or penalties for infringing on indigenous people's rights, for instance by utilizing lands owned or used by indigenous peoples without full documented consent of such peoples

- Yes
 No

Points Available: 0.00

Other

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Other penalties, complaints, or grievances filed or levied against the company for negative impacts on local communities, human rights, or other stakeholder concerns

- Yes
 No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" previously, please provide a detailed explanation of the company's experience related to the previous statement here.

If this does not apply to you, please enter "Does not apply" in the text area below.

If you selected "Yes" previously, please provide a detailed explanation of the company's experience related to the previous statement here.

Points Available: 0.00

Supply Chain Disclosure

Disclosure questions concerning the significant suppliers of the company

Child or Forced Labor

Please indicate if any of the following statements are true regarding your company's significant suppliers.

Employment of workers under the age of 15, use of workers who are currently prisoners, or other practices that are relevant to risk of forced labor

- Yes
 No
 Don't Know

Points Available: 0.00

Business in Conflict Zones

Please indicate if any of the following statements are true regarding your company's significant suppliers.

Operation in conflict zones

- Yes
- No
- Don't Know

Points Available: 0.00

Negative Social Impact

Please indicate if any of the following statements are true regarding your company's significant suppliers.

Practices or outcomes that produced substantial negative impacts regarding human rights, labor conditions, or local communities

- Yes
- No
- Don't Know

Points Available: 0.00

Negative Environmental Impact

Please indicate if any of the following statements are true regarding your company's significant suppliers.

Practices or outcomes that produced substantial negative environmental impact

- Yes
- No
- Don't Know

Points Available: 0.00