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## **Tickbox**

Service

10-49 Employees

2018-04-18

As wholly-owned subsidiary Wise Enterprises Australia, a publicly traded company, Tickbox 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 Tickbox 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:

# B Impact Assessment

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## Governance

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### Mission & Engagement

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#### Level of Impact Focus Points Earned: 0 of 0.00000

Select the description that best describes your business.

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

- Positive social/environmental impact is desirable but not a particular focus for our business.
  - Social and environmental impact is frequently considered but it isn't a high priority.
  - We consider social and environmental impact in some aspects of our business but infrequently.
  - 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/environmental impact as a primary measure of success for our business and prioritize it even in cases where it may not drive profitability.
- 

#### Mission Statement Characteristics Points Earned: 0.2 of 0.40000

Does your company have a corporate mission statement, and does it include any of the following?

Please check all that apply.

- No written statement
  - A written corporate mission statement that does not include a social or environmental commitment
  - A general commitment to social and/or environmental responsibility and stewardship
  - 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 to landfill with upcycled products)
  - A commitment to serve a target beneficiary group in need (e.g. low income customers, smallholder farmers)
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#### Mission Statement Points Earned: of 0.00000

Please type or paste your mission statement here.

*Tickbox mission is to deliver highly innovative solutions and service to industry in the areas of information technology, support and service. We pride ourselves on excellence in customer service and we have built our business on values which embrace social change, protecting the environment and benefiting the communities in which we operate.*

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#### Social and Environmental Performance Training Points Earned: 0.5328 of 0.80000

Which type of employee training does your company provide regarding its social and environmental mission?

Please check all that apply.

- No social or environmental mission
  - No training on the company's social and environmental mission
  - Only informal inclusion in orientation, training and/or instruction
  - Specific, formal training integrated into new employee and new manager training
  - Specific, formal training integrated into ongoing employee and manager training
  - Workers articulate goals and achievements on social and environmental metrics as an individual or part of a workplace team
  - All supervisors and managers receive training on how to communicate social and environmental goals to employees and implement accountability for results
- 

#### Board Review of Social or Environmental Performance Points Earned: 0.8 of 0.80000

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

- Yes
  - No
  - N/A - No Board of Directors or equivalent governing body
-

## Social and Environmental Management Reviews Points Earned: 0.6 of 0.80000

What portion of management had a formal written performance evaluation/review in the last year that included social and/or environmental goals?

- 0
- 1-49%
- 50-99%
- 100%

## Stakeholder Engagement Points Earned: 0 of 0.40000

In the last year, how did the company solicit specific feedback from its external stakeholders (excluding employees and investors) regarding the company's social and environmental performance?

Check all that apply.

- No formal stakeholder engagement
- Annual stakeholder meeting
- Online stakeholder forum to provide/report social or environmental concerns or feedback
- Meetings or other engagement mechanisms with local community members
- Meetings or other engagement mechanisms with social or environmental advocacy groups
- Community/environmental representation on an advisory board.
- Third party or anonymous surveys about social/environmental performance
- Other (please describe)

## Social/Environmental Key Performance Indicators Points Earned: 0 of 0.80000

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 don't track key social or environmental performance indicators
- 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.)

## Corporate Accountability

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### Governance Structures Points Earned: 0.33333 of 0.33333

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

The answer to this question affects questions you'll encounter further on in your assessment.

- Owner/Manager only
- Non-Fiduciary Advisory Board
- Board of Directors or Equivalent

### Governing Body Characteristics Points Earned: 0.799998 of 1.33333

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 1 independent member
- Includes at least 50% independent members
- Oversees executive compensation
- Has an Audit Committee with at least 1 independent member
- Has a Compensation Committee with at least 1 independent member
- Company is a cooperative and elects Board from membership
- None of the above
- N/A - No Board of Directors or equivalent

## Governing Body Stakeholder Representation Points Earned: 0 of 0.33333

Which of the following stakeholder groups or relevant independent experts have voting seats on the Board of Directors or equivalent governing body?

Select all that apply.

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

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## Ethics

### Financial Controls Points Earned: 1.33333 of 1.33333

Does the company maintain any of the following financial controls?

Please check all that apply.

- None
- Segregation of Accounts Receivable and Accounts Payable duties
- Segregation of check writing and check signing privileges
- Limited access to accounting software systems to appropriate personnel
- Limited access to credit/ATM cards to appropriate personnel
- Inventory management system with routine management or third-party reviews
- IT systems have different password protection systems that are changed periodically with different access levels according to the position of the staff member accessing the data

### Whistleblower Policy Points Earned: 0.66667 of 0.66667

Does the company have a written whistleblower policy?

- Yes
- No

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## Transparency

### Reviewed / Audited Financials Points Earned: 1.4 of 1.40000

Does the company produce financials that are verified annually by an independent source through an Audit or Review?

- No
- Yes, through a review
- Yes, through an audit

### Financial Transparency with Employees Points Earned: 0.84 of 1.40000

Does the company have a formal process to share financial information with its full-time employees?

Exclude compensation data. Please check all that apply.

- No
- Yes - the company shares financial information if employees ask for them
- Yes - the company discloses all financial information (except salary info) at least yearly
- Yes - the company discloses all financial information (except salary info) at least quarterly
- Yes - The company has complete transparency of financial information and formally empowers all employees and departments to actively participate in financial planning (i.e. Open Book Management)
- Yes - In addition to sharing financials the company also has an intentional education program around shared financials

**Ownership Transparency with Employees** Points Earned: 0 of 1.40000

Do all full-time employees have access to written information that identifies all material owners and investors of the company?

- Yes
- No

**Impact Reporting** Points Earned: 0 of 1.40000

Does the company publicly share information on its social and/or environmental performance? If so, how?

- No public reporting on social or environmental performance
- Specific quantifiable social and/or environmental indicators or outcomes are made public
- Company sets public targets and shares progress to those targets
- Information is shared/updated annually
- Information is presented in a formal report that allows comparison to previous time periods
- Information adheres to a comprehensive third party standard (ex. GRI or B Impact Assessment)
- A third party has validated the information shared
- Impact reporting is integrated with financial reporting

**Client Protection Warranty** Points Earned: 0.7 of 0.70000

Is your product or service covered by a written consumer warranty or client protection policy?

- Yes
- No

**Public Feedback Channel** Points Earned: 0.35 of 0.70000

Is there a publicly-known mechanism through which customers can provide product feedback, ask questions, or file complaints?

- No
- Yes, there is a mechanism for feedback to be sent only privately to company
- Yes, there is a mechanism where feedback is made transparent to the public

**Governance Metrics**

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**Last Fiscal Year** Points Earned: of 0.00000

On what date did your last fiscal year end?

2017-07-01

**Reporting Currency** Points Earned: 0 of 0.00000

Reporting currency

Australian Dollar - AUD

**Revenue Last Year** Points Earned: 0 of 0.00000

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. The answer to this question affects questions you'll encounter further on in your assessment.

**Revenue Year Before Last** Points Earned: 0 of 0.00000

Total Earned Revenue  
From the fiscal year before last

**Earnings Before Interest & Taxes Last Year** Points Earned: of 0.00000

EBIT (Earnings Before Interest & Taxes)  
From the last fiscal year

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**Earnings Before Interest & Taxes Year Before Last** Points Earned: of 0.00000

EBIT (Earnings Before Interest & Taxes)  
From the fiscal year before last

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**Net Income Last Year** Points Earned: of 0.00000

Net Income  
From the last fiscal year

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**Net Income Year Before Last** Points Earned: of 0.00000

Net Income  
From the fiscal year before last

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**Mission Locked**

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**Mission Lock** Points Earned: 2.5 of 10.00000

Separate from a mission statement, has your company done any of the following to legally ensure that its social or environmental mission will be maintained over time, regardless of company ownership?

- Signed a contract or board resolution to amend or adopt a legal form that requires consideration of employees, community and the environment (i.e. Signed B Corp Term sheet but have not yet adopted stakeholder consideration)
  - Amended corporate governing documents to require the consideration of employees, community and the environment (e.g. Amended Articles of Incorporation)
  - Has a specific legal entity/governance structure that preserves mission (i.e. cooperative)
  - Legal entity/governance structure preserves mission and requires stakeholder consideration (i.e. Benefit Corp or cooperative that has amended governing documents to include stakeholder consideration)
  - Other - Please describe
  - None of the above
- 

**Workers**

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**Worker Metrics**

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**Majority Hourly vs. Salaried Workers** Points Earned: 0 of 0.00000

Are the majority of your employees paid on a fixed salary or a daily/hourly wage?

This is a REQUIRED question that determines the set of additional questions your company will respond to regarding your employee impact. The answer to this question affects questions you'll encounter further on in your assessment.

- Fixed Salary
  - Daily/Hourly Wage
- 

**# of Full Time Workers** Points Earned: 0 of 0.00000

Number of Total Full-Time Workers  
Current Total Full-Time Workers

The answer to this question affects questions you'll encounter further on in your assessment.

19

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**# of Full Time Workers Last Year** Points Earned: 0 of 0.00000

Number of Total Full-Time Workers  
Total Full-Time Workers 12 months ago

The answer to this question affects questions you'll encounter further on in your assessment.

15

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**# of Part Time Workers** Points Earned: 0 of 0.00000

Number of Total Part-Time Workers  
Current Total Part-Time Workers

The answer to this question affects questions you'll encounter further on in your assessment.

1

**# of Part Time Workers Last Year** Points Earned: 0 of 0.00000

Number of Total Part-Time Workers  
Total Part-Time Workers 12 months ago

The answer to this question affects questions you'll encounter further on in your assessment.

0

**# of Temporary Workers** Points Earned: 0 of 0.00000

Number of Total Temporary Workers  
Current Total Temporary Workers

The answer to this question affects questions you'll encounter further on in your assessment.

0

**# of Temporary Workers Last Year** Points Earned: 0 of 0.00000

Number of Total Temporary Workers  
Total Temporary Workers 12 months ago

The answer to this question affects questions you'll encounter further on in your assessment.

0

## Compensation & Wages

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**Total Wages** Points Earned: 0 of 0.00000

Total Wages (including bonuses)

**Lowest Paid Wage** Points Earned: 0 of 0.00000

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

Please exclude students and interns in this calculation.

22.79

**% Above the Living Wage** Points Earned: 0 of 1.89091

What % above living wage did your lowest-paid worker (excluding interns) receive during the last fiscal year?

- 0% or below
- 1-14%
- 15-24%
- 25%+
- N/A - No living wage data available for country of operations

**High to Low Pay Ratio** Points Earned: 1.89091 of 1.89091

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

**Market Compensation Comparison** Points Earned: 1.2480006 of 1.89091

Based on a company referenced compensation study in the last two years, how does your company's compensation structure (excluding executive management) compare with the market?

- Don't Know: Have not referenced a compensation survey
  - 1st quartile (0-24th percentile)
  - 2nd quartile (25-49th percentile)
  - 3rd quartile (50-74th percentile)
  - 4th quartile (75-100th percentile)
- 

**Bonus Plan Characteristics** Points Earned: 0.94545 of 0.94545

Which of the following are true about the company's bonus plan:

- Bonuses are given but there is no formal plan
  - Formal guidelines on the structure of the bonus plan (e.g. eligibility, profit/revenue target tied to the bonus pool, allocation criteria) are disseminated and accessible to all workers
  - All full-time and part-time workers are eligible in the plan
  - None of the above
- 

**Employees Receiving a Bonus** Points Earned: 0.4727275 of 1.89091

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

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

**Initiatives To Increase Wages and Benefits** Points Earned: 0 of 1.89091

If it is not possible to verify a living wage in your country, has your company participated in any leadership initiatives to increase wages or benefits to workers provided in your country/industry?

Examples include commissioning a living wage calculation. Select N/A if living wage already exists.

- Yes
  - No
  - N/A - Living wage already exists
- 

**Compensation & Wages (Salaried)**

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**Non-executive Wage Increases** Points Earned: 0 of 2.30000

Subtracting for inflation increase, what was the average % increase in wage/salary paid to non-executive workers in the last fiscal year?

Select 0% if average increase was at or below inflation rate.

- 0-2%
  - 3-5%
  - 6-15%
  - >15%
  - N/A - No workers last year
-

**Bonus Plan Characteristics** Points Earned: 0.76659 of 2.30000

In the last fiscal year, the company's bonus plan for non-executives represented what % of the company's salary base?

Please select 0% if your company did not have bonuses issued.

- No bonus payout, or no bonus plan
- <1%
- 1-5%
- 6-15%
- >15%

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**Benefits**

**Government Provision Of Healthcare** Points Earned: 0 of 0.00000

Which of the following best describes the provision of healthcare in the country where the majority of employees reside?

- Universal Provision of Basic Healthcare Services (e.g. United Kingdom)
- Government Mandated or Provided Health Insurance Programs (e.g. Switzerland)
- None of the Above

**Healthcare Coverage** Points Earned: 4.14545 of 4.14545

What % of employees are eligible for health care benefits either through company or government plan?

- <75%
- 75-84%
- 85-94%
- 95%+

**Supplementary Health Benefits** Points Earned: 1.036365 of 2.07273

Are any of the following benefits provided to employees to supplement government programs?

- Disability coverage/ accident insurance
- Life insurance
- Financial services (credit or savings programs)
- Private dental insurance
- Private supplemental health insurance
- Other (describe)
- None of the above

**Paid Secondary Caregiver Leave** Points Earned: 0.6840009 of 2.07273

What is the minimum paid secondary caregiver leave offered to full-time workers either through the company or the government?

- None
- Up to 2 weeks
- 2 to 5 weeks
- 6+ weeks

**Healthcare Eligibility for Part Time Workers** Points Earned: 0 of 1.03636

How many hours per week must a part-time employee work in order to qualify for the previously-selected benefits?

- No benefits beyond what is provided under national law
- 30+ hours per week
- 25-30 hours per week
- 20-24 hours per week
- <20 hours per week
- N/A - No part-time workers

**Retirement Programs** Points Earned: 2.07273 of 2.07273

Do employees have access to any of the following savings programs for retirement?

- Government-sponsored pension plans
- Private Pension or Provident Funds
- Plan specifically includes Socially-Responsible Investing option
- None of the above

**Worker Benefits (Salaried)**

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**Number of Paid Days Off** Points Earned: 1.62 of 1.80000

How many paid days off (including holidays) do full-time employees receive annually?

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

**Paid Primary Caregiver Leave for Salary Workers** Points Earned: 1.62 of 1.80000

What is the minimum number of weeks salaried workers receive paid primary caregiver leave, either through the company or the government?

- 0-5 weeks
- 6-11 weeks
- 12-17 weeks
- 18-23 weeks
- 24+ weeks

**Training & Education**

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**Intern Hiring Practices** Points Earned: 0 of 0.26667

Which of the following is true of intern hiring practices?

Check all that apply. If there is no third party living wage calculated for your country of operations, please do not select "payment of a living wage."

- There is a formalized policy/program outlining the objectives of internships or internship programs for participants
- Company partners with education institutions to provide internship opportunities
- Interns are paid a living wage
- Interns receive formal performance reviews
- Interns have a formal opportunity to provide feedback on experience
- Interns have been hired on as full time permanent employees in the past two years
- Intern tenures are restricted to not exceed 1 year if interns are not currently enrolled in school
- None of the above apply to my intern programs
- N/A - Company does not employ interns

**Internal Promotions** Points Earned: 0.0666675 of 0.26667

What % of positions above entry level have been filled with internal candidates in the last 12 months?

Exclude material owners in your calculation.

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

**Internal Promotions** Points Earned: 0.0880011 of 0.26667

What % of employees have been internally promoted within the last 12 months?

Exclude material owners in your calculation.

- 0%
  - 1-5%
  - 6-15%
  - >15%
- 

**Training & Education (Salaried)**

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**Skills-Based Training Participation** Points Earned: 0.4 of 0.40000

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
- 

**Cross-Job Skills Training Participation** Points Earned: 0.4 of 0.40000

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 (i.e. training beyond regular job responsibilities, e.g. public speaking training or management training for non-managers)

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

**Life Skill Training Participation** Points Earned: 0.4 of 0.40000

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

Training on life skills for personal development (i.e. literacy, personal financial planning, etc.)

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

**External Professional Development Participation** Points Earned: 0.2 of 0.80000

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

Include only those that are paid for in advance, reimbursed or subsidized by the company.

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

**Subsidized Educational Opportunities** Points Earned: 0 of 0.80000

What % 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%
- 

**Worker Ownership**

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**% Participation in Employee Ownership** Points Earned: 0.5625 of 2.25000

What % 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
-

**Employee Ownership** Points Earned: 2.25 of 2.25000

What % of the company is owned or formally reserved as part of a written plan for full-time workers and management (including founders/executives)?

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
  - Don't Know
- 

**% of Company Owned by Non-Executive Employees** Points Earned: 0 of 4.50000

What % of the company is owned by full-time workers who are non-executive employees and non-founders?

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

- 0%
  - 1-4%
  - 5-24%
  - 25-49%
  - 50%+
  - N/A
  - Don't Know
- 

**Management & Worker Communication**

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**Employee Review Process** Points Earned: 1 of 1.00000

Is there a formal consistent process for providing performance feedback to all tenured employees which includes any of the following?

Check all that apply.

- Is conducted on at least an annual basis
  - Includes peer and subordinate input
  - Provides written guidance for career development
  - Includes social and environmental goals
  - Clearly identifies achievable goals
  - Follows a 360-degree feedback process
  - None of the above
-

**Employee Handbook Information** Points Earned: 0.25 of 0.25000

Does your company have a written employee handbook that workers have access to and includes any of the following information?

Check all that apply.

- No written employee handbook
  - A non-discrimination statement
  - An anti-harassment policy
  - Statement on work hours
  - Pay and performance issues
  - Policies on benefits, training and leave
  - Grievance resolution
  - Disciplinary procedures and possible sanctions
  - Statement regarding workers' right to bargain collectively and freedom of association
  - Prohibition of child labor and forced/compulsory labor
- 

**Employee Satisfaction** Points Earned: 0 of 1.00000

What percent of your employees are 'Satisfied' or 'Engaged'?

Select N/A if satisfaction or engagement is not formally surveyed.

- N/A
  - <65%
  - 65-80%
  - 81-90%
  - >90%
- 

**Employee Metric Transparency** Points Earned: 0.25 of 0.25000

Which of the following employee metrics are regularly collected, monitored and made transparent to all employees?

- Retention and turnover metrics
  - Diversity metrics
  - None
- 

**Termination Policy** Points Earned: 0.5 of 0.50000

Which of the following is included in your company's termination policy?

Exclude situations requiring immediate dismissal / with cause.

- No written notice required prior to termination
  - Required written notice of worker performance only
  - Required written notice of worker performance and a stated probationary period
  - N/A - No written termination policy
- 

**Management & Worker Communication (Salaried)**

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**Average Tenure** Points Earned: 0.23331 of 0.70000

What is the average tenure of your current workforce?

- <12 months
  - 1-3 years
  - 3-5 years
  - >5 years
- 

**Job Flexibility/Corporate Culture**

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**Health and Wellness Initiatives** Points Earned: 0.42 of 0.70000

Do company policies support any of the following health and wellness initiatives above insurer-provided programs?

Check all that apply.

- Company does not offer any formal health and wellness initiatives
- Company sponsors and encourages workers to participate in health and wellness activities during the workweek (i.e. walking or steps programs)
- Company offers incentives for workers to complete health risk assessments or participate in health and wellness activities (e.g., a fund for exercise equipment, subsidized gym membership, etc.)
- Over 25% of workers have completed a health risk assessment in the last 12 months
- Employees have access to behavioral health counseling services, web resources or Employee Assistance Programs
- Spouses, partners, or children of employees provided access to behavioral health counseling services, web resources or Employee Assistance Programs
- Company has policies and programs in place to prevent ergonomic-related injuries in the workspace
- Management receives reports on aggregate participation in worker wellness programs
- Other (please describe)

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**Job Flexibility/Corporate Culture (Salaried)**

**Worker Flexibility Options** Points Earned: 0.333335 of 0.66667

Does the company offer any of the following job flexibility options, whenever feasible, in writing and in practice for the majority of workers?

Please check all that apply.

- Part-time work schedules at the request of workers
- Flex-time work schedules (allowing freedom to vary start and stop times)
- Telecommuting (working from home one or more days per week)
- Job-sharing
- None of the above

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**Workplace Flexibility in Practice** Points Earned: 0.66667 of 0.66667

Which of the following flexible workplace practices occurred in the past 12 months?

Please check all that apply.

- Managers or executives worked part-time or in a job-share
- Managers or executives are in a telecommuting position
- We hired new people into permanent positions that are telecommuting
- We hired new people into permanent positions that are part-time or job-share
- We have transitioned staff into part-time, job-share, or telecommuting positions
- Other (please describe)
- None of the above

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**Supplementary Benefits** Points Earned: 1.33333 of 1.33333

Which of the following supplementary benefits are offered to employees?

Please check all that apply.

- Onsite childcare
- Offsite subsidized childcare
- Health & wellness program
- Counseling services
- Policy to support breastfeeding mothers
- Other (please describe)  
*Annual monetary contribution to a hobby or activity which supports wellbeing*
- None

**Career Development Policies** Points Earned: 0.222264444 of 0.33333

Which of the following are true of career development and promotion policies and practices?

- Employees who seek to take a short-term leave/sabbatical will have his/her job guaranteed upon return
- Efforts will be made to find a place for employees who seek to take a long-term leave/sabbatical upon return
- Employees are able to make lateral moves or change career direction or pace when possible
- None of the above

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**Worker Business Models Introduction**

**Workers Impact Business Model Introduction** Points Earned: 0 of 0.00000

Is your company structured to benefit its employees in the following way?

The answer to this question affects questions you'll encounter further on in your assessment.

- Ownership structures that provide significant equity (>40%) and empowerment to all employees (i.e. employee-owned companies/cooperative)
- No

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**Community**

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**Job Creation**

**New Jobs Added Last Year** Points Earned: 0 of 0.00000

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 12 months:

5

**New Jobs Added Year Before Last** Points Earned: 0 of 0.00000

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.

Prior 12 months:

4

**Job Growth Rate** Points Earned: 3.14286 of 3.14286

By what % has your worker base grown over the last 12 months?

- 0% (Has not grown on a net basis)
- 1-14%
- 15-24%
- 25%+

**Departed Employees** Points Earned: 0 of 0.00000

Number of full-time and part-time workers that departed/left the company during the last 12 months.

Enter 0 if None. Select N/A only if there are no workers.

**Attrition Rate** Points Earned: 3.14286 of 3.14286

What was the attrition rate at the company for full-time and tenured part-time workers for the last 12 months?

Exclude workers terminated with cause.

**Workers from Low-Income Areas** Points Earned: 1.1785725 of 1.57143

What % of workers (including full-time and part-time and temporary workers) are verified/self-identified to be a part of the following groups?

Individuals residing in a low income area

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

**Workers from Underemployed Groups** Points Earned: 1.1785725 of 1.57143

What % of workers (including full-time and part-time and temporary workers) are verified/self-identified to be a part of the following groups?

Other chronically underemployed populations (e.g. individuals who are formerly incarcerated or homeless)

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

**Facilities in Low-Income Communities** Points Earned: 0 of 1.57143

What % of your workers are employed in company facilities located in low-income communities?

- <10%
  - 10-19%
  - 20-29%
  - 30%+
  - Don't Know
- 

**Diversity & Inclusion**

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**Female Employees** Points Earned: 0 of 0.00000

Number of total full-time and part-time female employees.

Enter 0 if None.

4

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**Ownership Diversity** Points Earned: 0 of 1.29412

What % of the company is owned by the following groups?

Women and/or individuals from underrepresented populations, including low-income communities

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

**Nonprofit Ownership** Points Earned: 0 of 1.29412

What % of the company is owned by the following groups?  
Nonprofit organization(s)

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

**Non-accredited Investor Ownership** Points Earned: 0 of 1.29412

What % of the company is owned by the following groups?  
Individuals that qualify as non-accredited investors

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

**Female Ownership** Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your company's ownership is held by individuals from the following groups?  
Women

0

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**Low-income Ownership** Points Earned: of 0.00000

Optional unweighted metrics: Approximately what % of your company's ownership is held by individuals from the following groups?  
Low income communities

**Ownership from Underrepresented Groups** Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your company's ownership is held by individuals from the following groups?  
Other underrepresented populations (e.g. minorities, LGBT community, individuals with disabilities, etc.)

0

---

**Board of Directors Diversity** Points Earned: 0.862789804 of 1.29412

What % of the members of your Board of Directors (or equivalent) are women or individuals from other underrepresented populations?

- 0%
  - 1-9%
  - 10-24%
  - 25-49%
  - 50%+
  - Don't know
  - N/A - No board of directors or equivalent
- 

**Female Directors** Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?  
Women

40

---

**Directors from Low-income Communities** Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?

Low income communities

0

**Minority Directors** Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?

Minority/previously excluded populations

0

**Directors from Underrepresented Populations** Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?

Other underrepresented populations (e.g. minorities, LGBT community, individuals with disabilities, etc.)

0

**Ethnic Diversity Compared to Area** Points Earned: 0 of 1.29412

Does the % of ethnic minorities employed at your company equal or exceed the % of ethnic minorities in your metro area?

Percentage should be based on census or other government demographic data.

- No
- Yes
- N/A- Ethnic data is not available or illegal to be tracked in your area

**Managing Gender Pay Equity Managers** Points Earned: 0.64706 of 0.64706

Is average compensation for men and women equal in comparable managerial and non-managerial roles?

Managerial

Allow a 5% margin of error while calculating. For more information on calculating, see Explain.

- Yes
- No
- Don't know
- N/A - Only one gender represented

**Managing Gender Pay Equity for Non-Managers** Points Earned: 0.64706 of 0.64706

Is average compensation for men and women equal in comparable managerial and non-managerial roles?

Non-managerial

Allow a 5% margin of error while calculating. For more information on calculating, see Explain.

- Yes
- No
- Don't know
- N/A - Only one gender represented

**Supplier Ownership Diversity** Points Earned: 0 of 1.29412

What % of your Significant Suppliers are majority owned by women or individuals from underrepresented populations?

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

**Supplier Diversity Policy** Points Earned: 0.64706 of 0.64706

Does the company have a written policy giving preference to suppliers owned by women or individuals from underrepresented populations?

- Yes
- No
- N/A: Such policies are illegal in my country of operations

**Diversity and Inclusion Training** Points Earned: 1.29412 of 1.29412

Does the company provide specific content in worker training on inclusion and diversity issues related to any of the following specific underrepresented groups?

Check all that apply.

- Gender inclusiveness
- Minorities
- LGBT community
- Individuals with disabilities
- Other underrepresented groups (please describe)

*Members of a union or those with religious beliefs are included in anti-discrimination training and company induction*

- None of the Above

**Civic Engagement & Giving**

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**Corporate Citizenship Program** Points Earned: 0.565215 of 1.13043

Does your company have the following charitable giving practices implemented in practice or written in policy?

- Statement on the intended social or environmental impact of company's charitable contributions
- Cash and in-kind donations (excluding political causes)
- Volunteer and pro bono service
- Formal donations commitment (e.g. 1% for the planet)
- Matching individual workers' charitable donations
- Allowing workers and/or customers to select charities to receive company's donations
- Other (please describe)
- None of the above

**Volunteer Service Policies** Points Earned: 1.13043 of 1.13043

Are full-time employees granted in writing any of the following options for volunteer service?

- Non-paid time off
- Paid time off
- 20 hours or more a year of paid time off
- Workers offered incentives for volunteerism (office parties, competitions with prizes, etc.)
- Do not offer paid or unpaid time off

**% of Employees Volunteer Service** Points Earned: 1.13043 of 1.13043

What % of employees took paid time off for volunteer service last year?

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

**Tracking Volunteer Service** Points Earned: 0.188387826 of 0.56522

Does your company monitor and record volunteer hours of company workers?

- We do not currently monitor and record our hours contributed
- Our company monitors and records hours contributed (no increase targets)
- Our company monitors hours contributed and has specific increase targets
- Our company monitors hours contributed and has met specific increase targets during the reporting period

**Total Amount of Volunteer Service Hours** Points Earned: 0 of 0.00000

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.

320

**Volunteer Service Per Capita** Points Earned: 0.753774058 of 2.26087

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

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

- 0%
- .1-.9% of time
- 1-2.4% of time
- 2.5-5% of time
- >5% of time
- Don't know / not monitored

**Total Amount of Charitable Donations** Points Available: 0.00000

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.

**% of Revenue Donated** Points Earned: 0 of 4.52174

What was the equivalent % 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 FY
- 0.1-0.4% of revenues
- 0.5-1% of revenues
- 1.1-2.4% of revenues
- 2.5-5% of revenues
- 5%+ of revenues
- Don't know

**Charitable Organizations Supported** Points Earned: of 0.00000

Which organizations does your company support?

*Bizzness Babes Buffed Big Issue*

**Community Service and Charitable Practices** Points Earned: 0.565215 of 1.13043

Which of the following volunteer and charitable giving practices did your company employ in the last fiscal year?

Check all that apply.

- Company contributed the majority of its cash, service and in-kind donations to local markets it sourced from or operates in
- Company has public facing partnership with a service/charitable organizations
- Company provided facilities for community events or trainings
- Other innovative engagement practices (please describe)
- None of the above

**Policy Advocacy for Social and Environmental Standards** Points Earned: 1.13043 of 1.13043

Has your company worked with policymakers and/or stakeholders (including competitors) to develop or advocate for increased adoption of social and environmental standards or voluntary practices in your industry in the past two years?

- Yes, company has offered support in name and/or signed petitions
- Yes, company has provided active staff time or financial support
- Yes, company has directly introduced, testified, made recommendations or provided expertise to advance standards
- Yes, company has worked with other industry players on a cooperative initiative
- Yes, and efforts resulted in a specific institutional, industry or regulatory reform
- Other (please describe)
- None of the above

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**Local Involvement**

**Geographic Structure and Scope** Points Earned: of 0.00000

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.

*Company is located in Melbourne with a central head office where all operations are managed. Other offices within the group are located in New Zealand where we have a satellite office. The company has a preference to deal with local suppliers, on-site catering and local advisors within the community.*

**Local Purchasing and Hiring Policies** Points Earned: 3 of 3.00000

Does the company have the following written local purchasing or hiring policies in place?

- No written local purchasing or hiring policy in place
- Written preference at each facility to purchase from local suppliers
- Ready-to-use lists of preferred local suppliers/vendors for specific facilities
- Written preference for hiring and recruiting local managers
- Incentives for staff to live within 20 miles of local company facility
- Other (please describe)

**Spending on Local Suppliers** Points Earned: 0 of 3.00000

What % of your company's expenses (excluding labor) was spent with independent suppliers local to the company's headquarters or relevant production facilities?

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

**Local Ownership** Points Earned: 3 of 3.00000

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

**Impactful Banking Services** Points Earned: 0 of 3.00000

Is the majority of your company's banking services provided by an institution with any of the following characteristics?

- A certified CDFI or national equivalent social investment organization
- A Certified B Corporation
- A member of the Global Alliance for Banking on Values
- A cooperative bank or credit union
- A local bank committed to serving the community
- An independently owned bank
- None of the above

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**Suppliers, Distributors & Product**

**Significant Supplier Descriptions** Points Earned: 0 of 0.00000

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/Advertising
- Office Supplies
- Benefits Providers
- Technology
- Raw materials
- Farms
- Other

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**Social or Environmental Screening of Suppliers** Points Earned: 0 of 0.00000

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

This question determines the set of supplier-focused questions your company will respond to. The answer to this question affects questions you'll encounter further on in your assessment.

- Yes
- No

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**Supplier Screen Topics** Points Earned: 2 of 2.00000

What is the social and environmental screen that is used for a majority of your company's Significant Suppliers:

- No formal screening process in place
- Screened for negative practices or regulatory non-compliance (e.g. no child labor)
- Screened for positive practices beyond what is required by regulations (environmentally-friendly manufacturing process; excellent labor practices, etc.)

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**Supplier Evaluation Practices** Points Earned: 1 of 2.00000

When monitoring and evaluating the on-going social and environmental performance of the majority of Significant Suppliers, which of the following apply?

- No formal supplier monitoring and evaluation process
- Significant Suppliers are evaluated based on company's own criteria
- Significant Suppliers are evaluated based on social and environmental standards best-in-class third-party certification for your industry (ISO, SA8000, etc.)
- Company visits a majority of Significant Suppliers on-site

## Independent Contractor Practices Points Earned: 1 of 2.00000

Which of the following describe your relationships with all your company's independent contractors?

- Formal routine process for independent contractors to receive post-project/contract performance feedback
- Formal routine process for independent contractors to communicate post-project or post-contract feedback to the company
- Independent contractors are verified to either work on a time-bound basis, or else split their time with work for other clients. Contractors not meeting either criteria have been offered employment.
- Independent contractors are paid a living wage (when calculated as hourly wage when living wage data is available)
- We have independent contractors, but have not engaged in any of these practices
- N/A - We haven't used independent contractors in the last year

## Product Accreditations and Certifications Points Earned: 2 of 2.00000

What % your services have been reviewed and certified by an accreditation body? Select N/A if industry or service relevant accreditation does not exist.

- 0%
- 1-9%
- 10-24%
- 25-74%
- 75-99%
- 100%
- Don't know
- N/A

## Community Business Models Introduction

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### Community Oriented Business Models Points Earned: 0 of 0.00000

Is your company structured to benefit community stakeholders in any of the following ways?

The answer to this question affects questions you'll encounter further on in your assessment.

- A producer-owned cooperative structure in which suppliers share control and benefits of company operations (e.g. farmer cooperative, artisanal cooperative)
- Purchasing fair/direct trade to improve livelihoods for underserved groups in your supply chain
- A micro-distribution or micro-franchising model that provides economic opportunities to underserved groups
- A formal standing commitment to donate a significant portion of sales/profits/ownership to charitable causes (>2% sales, >20% profits/ownership)
- Providing high quality jobs and/or professional development for individuals with chronic barriers to employment (workforce development programs)
- A community-focused business model that supports and builds the economic vitality of local communities
- None of the above

## Environment

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### Environment Introduction

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#### Type of Facilities Points Earned: 0 of 0.00000

What kind of facilities does your business primarily operate in?

The answer to this question affects questions you'll encounter further on in your assessment.

- Company owned office space
- Leased office space
- Co-working Space
- Virtual/ Home Offices

### Land, Office, Plant

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**Green Building Standards** Points Earned: 1.22222 of 1.22222

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

- <20%
- 20-49%
- 50-79%
- 80%+
- N/A - Company has virtual office

**Recycling Programs** Points Earned: 1.22222 of 1.22222

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

**Environmental Management Systems** Points Earned: 0.488888 of 2.44444

Does your company have an environmental management system that includes any of the following?

Please check all that apply.

- Policy statement documenting the organization's commitment to the environment
- Assessment undertaken of the environmental impact of the organization's business activities
- Stated objectives and targets for environmental aspects of the organization's operations
- Programming designed, with allocated resources, to achieve these targets
- Periodic compliance and auditing to evaluate programs conducted
- None of the above

**Chemical Reduction Methods** Points Earned: 0.916665 of 1.22222

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

**Virtual Office Stewardship** Points Earned: 2.44444 of 2.44444

Which of the following are true of how your company encourages good environmental stewardship in how employees manage their virtual offices?

- There is a written policy encouraging environmentally preferred products and practices in employee virtual offices (recycling, etc.)
- Company shares resources with employees regarding environmental stewardship in home offices (i.e. energy efficiency, recycling, etc.)
- 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

**Reducing Impact of Travel/Commuting** Points Earned: 0.61111 of 1.22222

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

**Facility Improvement with Landlord** Points Earned: 0 of 1.22222

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

Select N/A if you do not lease your building.

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

**Inputs**

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**Monitoring Energy Usage** Points Earned: 0.240715926 of 0.72222

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

- We do not currently monitor and record usage
- We monitor and record usage (no reduction targets)
- We monitor and record usage, and have specific reduction targets
- We monitor usage and have met specific reduction targets during the last fiscal year

**Monitoring and Managing Water Use** Points Earned: 0.240715926 of 0.72222

Does your company monitor, record and/or report its water usage?

- We do not currently monitor and record our usage
- We monitor and record usage (no reduction targets)
- We monitor and record usage, and have specific reduction targets
- We monitor usage and have met specific reduction targets during the last fiscal year

**Total Energy Use** Points Earned: 0 of 0.00000

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

*0.038*

**Total Renewable Energy Use** Points Earned: 0 of 0.00000

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

*0.0025*

**Total Water Use** Points Earned: 0 of 0.00000

Total water use (liters) during the last 12 months

*126162*

**Energy Use Reductions** Points Earned: 0 of 1.44444

Have conservation and efficiency improvements led to energy savings for your facilities? If so, by how much?

Please calculate based on changes from last year or annualized from a base year, referring to electricity use and other energy consumption from heating, hot water, etc.

- 0%
- 1-4%
- 5-9%
- 10-14%
- 15-20%
- >20%
- Don't know

**Low Impact Renewable Energy Use** Points Earned: 0.288888 of 1.44444

What % of energy use is produced from low-impact 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

**Increasing Renewable Energy** Points Earned: 0 of 0.72222

Has the company increased its % use of low impact renewable energy annually at its corporate facilities?

- Yes
- No
- Already Maximized (100% low impact renewable)

**Facility Energy Efficiency** Points Earned: 0.72222 of 0.72222

For which of the following systems have you used energy conservation/ efficiency measures for your corporate facilities 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 specify)
- None of the above
- N/A - We utilize virtual office

**Water Conservation Practices** Points Earned: 0.72222 of 0.72222

Which of the following water conservation methods have been implemented at the majority of your corporate offices:

- Low-flow faucets/taps, toilets/urinals, showerheads
- Grey-water usage for irrigation
- Low-volume irrigation
- Harvest rainwater
- Other (please describe)

*Rainwater tanks are used for toilet flushing*

- None
- N/A: My company has a virtual office

## Outputs

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### Monitoring Greenhouse Gas Emissions Points Earned: 0 of 0.71429

Please select the option that best describes how you monitor and record the following emissions:  
Scopes 1 and 2 greenhouse gas (GHG) emissions

- Company does not currently monitor and record emissions
  - Company monitors and records emissions (no reduction targets)
  - Company monitors emissions and has specific reduction targets
  - Company monitors emissions and has met specific reduction targets during the reporting period
  - Eliminated emissions of this by-product entirely
  - N/A
- 

### Total Waste Disposed Points Available: 0.00000

Waste Disposed (metric tonnes) during the last 12 months

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### Total Waste Recycled Points Available: 0.00000

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

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### Total Scope 1 GHGs Points Earned: of 0.00000

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:  
Scope 1:

---

### Total Scope 2 GHGs Points Earned: of 0.00000

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:  
Scope 2:

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### Total Scope 3 GHGs Points Earned: of 0.00000

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:  
Scope 3:

---

### Greenhouse Gas Emissions Reduced Points Earned: 0 of 0.71429

What % of Scopes 1 and 2 GHG emissions has been saved due to efficiency improvements implemented by your company?

- 0%
  - 1-4%
  - 5-9%
  - 10-14%
  - 15-20%
  - >20%
  - Don't Know
-

**% GHG Emissions Offset** Points Earned: 0 of 0.35714

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

---

**Hazardous Waste Disposal** Points Earned: 0.71429 of 0.71429

Is hazardous waste always disposed of responsibly, in a way that the company can verify?

This includes batteries, paint, electronic equipment, etc.

- Yes
- No
- N/A - We have eliminated hazardous waste

---

## Environmental Models Introduction

**Environmental Business Model** Points Earned: 0 of 0.00000

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

The answer to this question affects questions you'll encounter further on in your assessment.

- 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

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## Customers

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### Customer Models Introduction

**Customer Impact Business Model Introduction** Points Earned: 0 of 0.00000

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

The answer to this question affects questions you'll encounter further on in your assessment.

- Yes
- No

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## Disclosure Questionnaire

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### Disclosure Industries

**Illegal Products or Subject to Phase Out** Points Earned: 0 of 0.00000

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply. Any product or activity deemed illegal under host country laws or regulations or international conventions and agreements

- Yes
- No

**Gambling** Points Earned: 0 of 0.00000

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

- Yes  
 No
- 

**Internationally Banned Pharmaceuticals** Points Earned: 0 of 0.00000

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.  
Pharmaceuticals subject to international phase-outs or bans

- Yes  
 No
- 

**Payday, Short Term, or High Interest Lending** Points Earned: 0 of 0.00000

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

- Yes  
 No
- 

**Disclosure Pornography** Points Earned: 0 of 0.00000

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
- 

**Disclosure Wildlife Regulated Under CITES** Points Earned: 0 of 0.00000

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.  
Wildlife or wildlife products regulated under the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES)

- Yes  
 No
- 

**Company Explanation Of Disclosure Item Flags** Points Earned: of 0.00000

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.

*Does not apply*

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**Disclosure Practices**

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**No formal Registration Under Domestic Regulations** Points Earned: 0 of 0.00000

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 domestic regulations

- Yes  
 No
- 

**Tax Reduction Through Corporate Shells** Points Earned: 0 of 0.00000

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 has reduced or minimized taxes through the use of corporate shells or structural means

- Yes  
 No
-

**Facilities located in sensitive ecosystems** Points Earned: 0 of 0.00000

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

**Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)** Points Earned: 0 of 0.00000

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

**Overtime For Hourly Workers Is Compulsory** Points Earned: 0 of 0.00000

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 for hourly workers is compulsory

- Yes  
 No

**Company workers are prisoners** Points Earned: 0 of 0.00000

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

**Company prohibits freedom of association/collective bargaining** Points Earned: 0 of 0.00000

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

**Conduct Business in Conflict Zones** Points Earned: 0 of 0.00000

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 exploitatively operates in conflict zones

- Yes  
 No

**Employs Individuals on Zero-Hour Contracts** Points Earned: 0 of 0.00000

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

**Company Explanation Of Disclosure Item Flags** Points Earned: of 0.00000

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.

*Does not apply*

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**Disclosure Outcomes**

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**On-Site Fatality** Points Earned: 0 of 0.00000

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
- 

**Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)** Points Earned: 0 of 0.00000

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
- 

**Large Scale Land Conversion, Acquisition, or Relocation** Points Earned: 0 of 0.00000

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 facilities resulted in physical resettlement or economic displacement involving 5,000 or more people near your facility

- Yes  
 No
- 

**Litigation or Arbitration** Points Earned: 0 of 0.00000

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".

Material litigation or arbitration against company

- Yes  
 No
- 

**Company has filed for bankruptcy** Points Earned: 0 of 0.00000

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
- 

**Breaches of Confidential Information** Points Earned: 0 of 0.00000

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 material breaches of individual's confidential information

- Yes  
 No
-

**Company Explanation Of Disclosure Item Flags** Points Earned: of 0.00000

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.

*Does not apply*

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**Disclosure Penalties**

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**Penalties Assessed Regarding Diversity/Equal Opportunity** Points Earned: 0 of 0.00000

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.  
Diversity and equal opportunity

- Yes  
 No
- 

**Penalties Assessed Regarding Company's Employee Safety** Points Earned: 0 of 0.00000

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.  
Employee safety or workplace conditions

- Yes  
 No
- 

**Penalties Assessed For Environmental Issues** Points Earned: 0 of 0.00000

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 issues

- Yes  
 No
- 

**Financial Reporting, Taxes, Investments, or Loans** Points Earned: 0 of 0.00000

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.  
Financial reporting

- Yes  
 No
- 

**International Affairs Penalties** Points Earned: 0 of 0.00000

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.  
Geographic operations or international affairs

- Yes  
 No
- 

**Penalties Assessed Regarding Investments Or Loans** Points Earned: 0 of 0.00000

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.  
Investments or Loans

- Yes  
 No
-

**Labor Issues** Points Earned: 0 of 0.00000

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 issues (internal and supply chain)

- Yes  
 No

**Penalties Assessed Regarding Company's Marketing** Points Earned: 0 of 0.00000

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.

Marketing

- Yes  
 No

**Political Contributions or International Affairs** Points Earned: 0 of 0.00000

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.

Political contributions

- Yes  
 No

**Penalties Assessed Pertaining To Company Taxes** Points Earned: 0 of 0.00000

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.

Taxes

- Yes  
 No

**Bribery, Fraud, or Corruption** Points Earned: 0 of 0.00000

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.

Bribery, fraud or corruption

- Yes  
 No

**Company Explanation Of Disclosure Item Flags** Points Earned: of 0.00000

If you selected "Yes" previously, please provide a detailed explanation of the complaint/fine/sanction here.

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

*Does not apply*

**Supplier Disclosure**

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**Workers Under the Age of 15** Points Earned: 0 of 0.00000

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

Significant Suppliers employ workers under the age of 15 (or other minimum work age covered by the International Labour Organization Convention No. 138 )

- Yes  
 No  
 Don't Know

**Workers Who are Prisoners** Points Earned: 0 of 0.00000

Please indicate if any of the following statements are true regarding your company's significant suppliers.  
Significant suppliers use any workers who are prisoners

- Yes
  - No
  - Don't Know
- 

**Operational Fatality** Points Earned: 0 of 0.00000

Please indicate if any of the following statements are true regarding your company's significant suppliers.  
Significant Suppliers have had an operational or on-the-job fatality

- Yes
  - No
  - Don't Know
- 

**Accidental Hazardous Substances** Points Earned: 0 of 0.00000

Please indicate if any of the following statements are true regarding your company's significant suppliers.  
Significant Suppliers' sites have experienced accidental discharges to air, land or water of hazardous substances

- Yes
  - No
  - Don't Know
- 

**Resettlement or Economic Displacement** Points Earned: 0 of 0.00000

Please indicate if any of the following statements are true regarding your company's significant suppliers.  
Construction or operation of Significant Suppliers' facilities resulted in physical resettlement or economic displacement involving 5,000 or more people near their facility

- Yes
  - No
  - Don't Know
- 

**Land Acquisition** Points Earned: 0 of 0.00000

Please indicate if any of the following statements are true regarding your company's significant suppliers.  
Construction or operation of Significant Suppliers involved large scale land acquisition

- Yes
  - No
  - Don't Know
- 

**Land Conversion or Degradation** Points Earned: 0 of 0.00000

Please indicate if any of the following statements are true regarding your company's significant suppliers.  
Construction or operation of Significant Suppliers involved large scale land conversion and/or degradation

- Yes
  - No
  - Don't Know
- 

**Construction or Refurbishment of Dams** Points Earned: 0 of 0.00000

Please indicate if any of the following statements are true regarding your company's significant suppliers.  
Construction or operation of Significant Suppliers involved the construction or refurbishment of dams

- Yes
  - No
  - Don't Know
-

**Material Fines or Sanctions** Points Earned: 0 of 0.00000

Please indicate if any of the following statements are true regarding your company's significant suppliers. Significant Suppliers have had material fines or sanctions in the last five years regarding the issues indicated in the goal Disclosure Penalties.

- Yes
  - No
  - Don't Know
- 

**Business in Conflict Zones** Points Earned: 0 of 0.00000

Please indicate if any of the following statements are true regarding your company's significant suppliers. Significant Suppliers exploitatively operate in conflict zones

- True
  - False
  - Don't Know
- 

**Other Disclosures**

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**Other Disclosures** Points Earned: of 0.00000

Are there any other sensitive aspects of the business that are necessary to disclose?

If this does not apply to you, please type "does not apply" in the area below.

*Does not apply*

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