Manitoba Harvest Hemp Foods

Certified B Corporation

SCORE	COMPLETION	VERSION	NAME	SECTOR	SIZE
92.5	**100%**	**5**	**2018 - Active**	**Manufacturing**	**50-249**

As wholly-owned subsidiary of Tilray, Manitoba Harvest Hemp Foods is required to make it's full B Impact Assessment transparent. The PDF contains a completed B Impact Assessment that has been reviewed by B Lab with Manitoba Harvest Hemp Foods 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:

Governance

Mission & Engagement

This section reviews opportunities for your business to adopt a social or environmental mission and engage its employees, board members, and the community to achieve that mission.

Level of Impact Focus

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.

Points Available: 0.00

Mission Statement Characteristics

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)

Points Earned: 0.16 of 0.21

Mission Statement

Please type or paste your mission statement here.

Please type or paste your mission statement here.

Company Belief and Purpose:We believe that hemp can inspire a better waya better life &a better worldand it's up to us to sow these seeds of changeTherefore i

Points Available: 0.00

Social and Environmental Performance Training

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

Points Earned: 0.43 of 0.43

Board Review of Social or Environmental Performance

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

○ No
◉ Yes - The Board receives a general update on the company's social and/or environmental performance
○ Yes - The Board reviews key performance indicators (KPIs) on the company's social and/or environmental performance
○ N/A - No Board of Directors or equivalent governing body

Points Earned: 0.21 of 0.43

Managers with Responsibilities to Mission

What proportion of full-time managers have social or environmental mission-related responsibilities or expectations outlined in their job description?

○ 0%
◉ 1-49%
○ 50-99%
○ 100%

Points Earned: 0.11 of 0.43

Social and Environmental Management Reviews

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%

Points Earned: 0.21 of 0.43

Social or Environmental Performance Related Executive Job Descriptions

Is the compensation of your CEO and those who directly report to the CEO tied to achieving specific social and environmental metrics or objectives?

Please check all that apply.
☐No
☑Yes, CEO/President compensation
☑Yes, other senior management team member(s) compensation

Points Earned: 0.43 of 0.43

Stakeholder Engagement

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)

Points Available: 0.21

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 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.)

Points Earned: 0.21 of 0.43

Corporate Accountability

This section explores ways for your business to drive better long-term success by creating a governing board and giving traditionally underrepresented stakeholders a place on the board.

Governance Structures

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

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

Points Earned: 0.25 of 0.25

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 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

Points Earned: 1.00 of 1.00

Governing Body Stakeholder Representation

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

Points Available: 0.25

Ethics

This section reviews opportunities to protect your business against financial mismanagement through proactive efforts including creating protections for whistle-blowers and managing conflicts of interests.

Financial Controls

Does the company maintain any of the following financial controls?

Please check all that apply.

☐ None
☑ 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
☑ Fraud risk assessment is conducted at least annually and any internal control deficiencies identified are communicated to BoD and senior management.
☑ Lines of financial reporting, responsibilities and limits for the authorization, approval and verification of disbursements are all documented in writing
☑ Document financial control activities, which at the minimum cover controls around cash disbursement, accounts receivable, accounts payable, and inventory management

Points Earned: 0.43 of 0.43

Anti-Corruption Practices

Which of the following anti-corruption reporting and prevention systems are in place?

☑ Written employee whistle-blowing policy provides legal protection to workers, with strict confidentiality easily accessible and circulated to all employees
☑ Helpline or anonymous mechanism to report grievances/concerns
☐ Individual or department oversight with direct access to Board of Directors
☐ Other (please describe)
☐ None of the above

Points Earned: 0.29 of 0.43

Instruction on Code of Ethics

Which of the following describes how your company instructs employees regarding your Code of Ethics about behavioral expectations, bribery and corruption?

Please check all that apply.

- ☐ No Code of Business Conduct (or equivalent policy) or training on the Code
- ☑ We instruct the Board of Directors on the Code at least annually
- ☑ We instruct all newly hired workers on the Code
- ☑ We instruct managers on the Code on an on-going basis
- ☑ We instruct all non-managerial workers on the Code on an ongoing basis
- ☑ We communicate changes to the Code whenever it is updated
- ☐ Other (please describe)

Points Earned: 0.43 of 0.43

Conflict of Interest Questionnaire

Is there an annual conflict of interest questionnaire filled out by all board members and officers?

Include members of other governing body if not a Board.

- ◉ Yes
- ○ No
- ○ N/A - No Board of Directors or equivalent

Points Earned: 0.21 of 0.21

Transparency

This section reviews opportunities for your business to improve employee relations by providing more employee access to financial information and to improve customer relations by providing more feedback opportunities.

Reviewed / Audited Financials

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

Points Earned: 0.80 of 0.80

Financial Transparency with Employees

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

Points Earned: 0.48 of 0.80

Ownership Transparency with Employees

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

◉ Yes
◯ No

Points Earned: 0.80 of 0.80

Impact Reporting

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

Points Available: 0.80

Client Protection Warranty

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

◉ Yes
◯ No

Points Earned: 0.40 of 0.40

Public Feedback Channel

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

Points Earned: 0.40 of 0.40

Governance Metrics

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?

On what date did your last fiscal year end?
December 31st, 2018

Points Available: 0.00

Reporting Currency

Reporting currency

- ◯ Afghani - AFN
- ◯ Algerian Dinar - DZD
- ◯ Argentine Peso - ARS
- ◯ Armenian Dram - AMD
- ◯ Aruban Guilder - AWG
- ◯ Australian Dollar - AUD
- ◯ 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
- ◯ British Pound - GBP
- ◯ Brunei Dollar - BND
- ◯ Bulgarian Lev - BGN
- ◯ Burundi Franc - BIF
- ◯ CFA Franc BCEAO - XOF
- ◯ CFA Franc BEAC - XAF
- ◯ CFP Franc - XPF
- ⦿ Canadian Dollar - CAD
- ◯ Cape Verde Escudo - CVE
- ◯ Cayman Islands Dollar - KYD
- ◯ Cedi - GHS
- ◯ Chilean Peso - CLP
- ◯ Colombian Peso - COP
- ◯ Comoro Franc - KMF
- ◯ Congolese Franc - CDF
- ◯ Convertible Marks - BAM
- ◯ Costa Rican Colon - CRC
- ◯ Croatian Kuna - HRK
- ◯ Cuban Peso - CUP
- ◯ Czech Koruna - CZK
- ◯ Dalasi - GMD
- ◯ Danish Krone - DKK
- ◯ Denar - MKD
- ◯ Djibouti Franc - DJF
- ◯ Dobra - STD
- ◯ Dominican Peso - DOP
- ◯ East Caribbean Dollar - XCD
- ◯ Egyptian Pound - EGP
- ◯ El Salvador Colon - SVC
- ◯ Ethiopian Birr - ETB
- ◯ Euro - EUR
- ◯ Falkland Islands Pound - FKP
- ◯ Fiji Dollar - FJD

- Forint - HUF
- Gibraltar Pound - GIP
- Gourde - HTG
- Guarani - PYG
- Guinea Franc - GNF
- Guyana Dollar - GYD
- Hong Kong Dollar - HKD
- Hryvnia - UAH
- Iceland Krona - ISK
- Indian Rupee - INR
- Iranian Rial - IRR
- Iraqi Dinar - IQD
- Jamaican Dollar - JMD
- US Dollar - USD
- Jordanian Dinar - JOD
- Kenyan Shilling - KES
- Kina - PGK
- Kip - LAK
- Kroon - EEK
- Kuwaiti Dinar - KWD
- Kwacha - MWK
- Kwanza - AOA
- Kyat - MMK
- Sri Lanka Rupee - LKR
- 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 Israeli Sheqel - ILS
- New Leu - RON
- New Taiwan Dollar - TWD
- New Zealand Dollar - NZD
- Turkish Lira - TRY
- UAE Dirham - AED
- Uganda Shilling - UGX
- Uzbekistan Sum - UZS

- Vatu - VUV
- Viet Nam Dong - VND
- Sudanese Pound - SDG
- Pataca - MOP
- Quetzal - GTQ
- Peso Uruguayo - UYU
- Philippine Peso - PHP
- Pula - BWP
- Qatari Rial - QAR
- Norwegian Krone - NOK
- Singapore Dollar - SGD
- Swedish Krona - SEK
- Swiss Franc - CHF
- Yen - JPY
- Zloty - PLN
- Nicaraguan Cordoba - NIO
- 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
- Rand - ZAR
- Rial Omani - OMR
- 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
- Riel- KHR
- Ngultrum - BTN
- North Korean Won - KPW
- Nuevo Sol - PEN
- Ouguiya - MRO
- Pa'anga - TOP
- Pakistan Rupee - PKR
- Yemeni Rial - YER
- Won - KRW
- Yuan Renminbi - CNY
- Zambian Kwacha - ZMW
- Zimbabwe Dollar - ZWL
- Somoni - TJS
- Somali Shilling - SOS

Points Available: 0.00

Revenue Year Before Last

Total Earned Revenue

From the fiscal year before last

From the fiscal year before last [   ]

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.

From the last fiscal year [   ]

Earnings Before Interest & Taxes Last Year

EBIT (Earnings Before Interest & Taxes)

From the last fiscal year

From the last fiscal year [   ]

Earnings Before Interest & Taxes Year Before Last

EBIT (Earnings Before Interest & Taxes)

From the fiscal year before last

From the fiscal year before last [   ]

Net Income Year Before Last

Net Income

From the fiscal year before last

From the fiscal year before last [   ]

Net Income Last Year

Net Income

From the last fiscal year

From the last fiscal year [   ]

Mission Locked

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

Mission Lock

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

Points Earned: 7.50 of 10.00

Workers

Worker Metrics

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 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.

◉ Fixed Salary

○ Daily/Hourly Wage

Points Available: 0.00

of Full Time Workers

Number of Total Full-Time Workers

Current Total Full-Time Workers

Current Total Full-Time Workers | 162 |

☐ 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 12 months ago

Total Full-Time Workers 12 months ago 147

☐ We do not track this

Points Available: 0.00

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of Part Time Workers Last Year

Number of Total Part-Time Workers

Total Part-Time Workers 12 months ago

Total Part-Time Workers 12 months ago 1

☐ We do not track this

Points Available: 0.00

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of Part Time Workers

Number of Total Part-Time Workers

Current Total Part-Time Workers

Current Total Part-Time Workers 3

☐ We do not track this

Points Available: 0.00

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of Temporary Workers

Number of Total Temporary Workers

Current Total Temporary Workers

Current Total Temporary Workers 15

☐ We do not track this

Points Available: 0.00

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of Temporary Workers Last Year

Number of Total Temporary Workers

Total Temporary Workers 12 months ago

Total Temporary Workers 12 months ago 12

☐ We do not track this

Points Available: 0.00

Compensation & Wages

This section reviews opportunities to attract more talent and boost employee productivity by offering more comprehensive financial incentives.

Total Wages

Total Wages (including bonuses)

Total Wages (including bonuses) [   ]

Lowest Paid Wage

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

Please exclude students and interns in this calculation.

What is the company's lowest wage calculated on an hourly basis? [12]
☐ We do not track this

Points Available: 0.00

% Above the Living Wage

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

Points Available: 1.55

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: 0.77 of 1.55

Market Compensation Comparison

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)

Points Available: 1.55

Bonus Plan Characteristics

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

Points Earned: 0.77 of 0.77

Employees Receiving a Bonus

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

Points Earned: 1.16 of 1.55

Initiatives To Increase Wages and Benefits

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

Points Available: 1.55

Compensation & Wages (Salaried)

This section reviews opportunities to attract more talent and boost employee productivity by offering more comprehensive financial incentives.

Non-executive Wage Increases

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

Points Earned: 0.63 of 1.90

Bonus Plan Characteristics

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%

Points Earned: 1.27 of 1.90

Benefits

This section reviews opportunities for your business to attract more talent by offering comprehensive benefits to workers.

Supplementary Health Benefits

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

Points Available: 1.62

Healthcare Coverage

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

○ <75%
○ 75-84%
○ 85-94%
● 95%+

Points Earned: 3.24 of 3.24

Government Provision Of Healthcare

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

Points Available: 0.00

Paid Secondary Caregiver Leave

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

Points Available: 1.62

Healthcare Eligibility for Part Time Workers

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

Points Earned: 0.40 of 0.81

Retirement Programs

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

Points Earned: 1.21 of 1.62

Worker Benefits (Salaried)

This section reviews opportunities for your business to attract more talent by offering comprehensive benefits to workers.

Number of Paid Days Off

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

Points Earned: 1.28 of 1.70

Paid Primary Caregiver Leave for Salary Workers

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

Points Earned: 0.85 of 1.70

Training & Education

This section reviews opportunities for your business to help develop and promote talented employees by filling positions with internal candidates.

Internal Promotions

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

Exclude material owners in your calculation.

○ 0%
◉ 1-5%
○ 6-15%
○ >15%

Points Earned: 0.07 of 0.22

Intern Hiring Practices

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

Points Earned: 0.22 of 0.22

Internal Promotions

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%+

Points Earned: 0.06 of 0.22

Paid Professional Development Days

How many paid days of professional development do the majority of full time workers receive (in a single year)?

○ No formal policy

○ 0 days
○ 1-4 days
● 5-9 days
○ 10+ days

Points Earned: 0.15 of 0.22

Management Training

Do new and existing managers get regular training and coaching on the following?

Check all that apply.

☑ Providing ongoing praise and corrective feedback
☐ Conflict negotiation and resolution
☑ Group dynamics and optimal team functioning
☑ Performance evaluation systems
☑ Other (please describe)
☐ None of the above

Points Earned: 0.22 of 0.22

Training & Education (Salaried)

This section reviews opportunities for your business to help develop your salaried workforce.

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 (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

Points Earned: 0.12 of 0.16

Life Skill 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?

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

Points Earned: 0.08 of 0.16

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: 0.12 of 0.16

External Professional Development Participation

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%+

Points Earned: 0.24 of 0.33

Subsidized Educational Opportunities

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%

Points Earned: 0.11 of 0.33

Outplacement Services

For what % of terminated full-time employees are formal outplacement services provided?

Exclude employees terminated with cause.

○ 0%
○ 1-24%
○ 25-49%
○ 50-74%
● 75%+

Points Earned: 0.16 of 0.16

Worker Ownership

This section reviews opportunities for your business to engage workers by offering partial ownership of the company.

% Participation in Employee Ownership

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

Points Earned: 1.75 of 1.75

Employee Ownership

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

Points Earned: 0.44 of 1.75

% of Company Owned by Non-Executive Employees

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

Points Earned: 0.88 of 3.50

Management & Worker Communication

This section reviews opportunities to improve workers' performance by offering more guidance through one-on-one feedback and a written employee handbook.

Employee Review Process

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

Points Earned: 0.70 of 0.70

Employee Handbook Information

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

Points Earned: 0.18 of 0.18

Employee Satisfaction

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%

Points Earned: 0.53 of 0.70

Employee Metric Transparency

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

- ☑ Retention and turnover metrics
- ☑ Diversity metrics
- ☐ None

Points Earned: 0.18 of 0.18

Termination Policy

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

Points Earned: 0.35 of 0.35

Management & Worker Communication (Salaried)

This section reviews opportunities to improve workers' performance by offering more guidance through one-on-one feedback and a written employee handbook.

Average Tenure

What is the average tenure of your current workforce?

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

Points Earned: 0.20 of 0.30

Job Flexibility/Corporate Culture

Questions include supplementary services, career options, promotion policies, and other flexibility practices.

Health and Wellness Initiatives

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 behavorial 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)

Points Earned: 0.40 of 0.40

Job Flexibility/Corporate Culture (Salaried)

Questions include supplementary services, career options, promotion policies, and other flexibility practices.

Worker Flexibility Options

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

Points Available: 0.44

Workplace Flexibility in Practice

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

Points Earned: 0.44 of 0.44

Supplementary Benefits

Which of the following supplementary benefits are offered to employees?

Please check all that apply.

- ☐ Onsite childcare
- ☐ Offsite subsidized child care
- ☑ Counseling services
- ☐ Free or subsidized meal
- ☑ Policy to support breastfeeding mothers
- ☑ Other (please describe)
- ☐ None

Points Earned: 0.89 of 0.89

Career Development Policies

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

Points Earned: 0.22 of 0.22

Occupational Health & Safety

This section reviews opportunities to protect your workers against accidents and injuries.

Management Commitment to Health and Safety

Does the company have any of the following practices with regards to management's commitment to worker health and safety?

- ☑ Written safety and health policy to minimize on-the-job employee accidents and injuries
- ☑ Safety and health integrated into overall management planning process and workers are involved in safety planning, resource allocation, audits, etc.
- ☑ Safety and health concerns communicated through regular safety and health trainings
- ☑ Specific safety and health program goals and objectives, with specific indicators to measure progress
- ☑ Senior management addresses safety issues through written word or in company gatherings at least quarterly
- ☑ Formal safety reporting system for employees to submit their safety concerns
- ☑ Safety procedures easily accessible for all on site personnel, including workers, non-managerial staff, and visitors
- ☐ Participation in an external program demonstrating commitment and excellence in safety and health (e.g. Voluntary Protection Program)
- ☐ N/A - No manufacturing or wholesale facilities
- ☐ None of the above

Points Earned: 0.40 of 0.40

Health and Safety Audit Practices

Which of the following is included in your company's practices related to inspections/audits:

- ☑ Written procedure for performing safety and health inspections
- ☑ Routine safety and health inspections at least quarterly
- ☑ Information discovered through analyses is used to improve safety processes (e.g. baseline hazards analysis, accident/incident analysis, employee concerns, sampling results from inspections)
- ☑ Results of the routine inspections are documented
- ☑ Inspection reports clearly indicate what needs to be corrected with documented accountability for closure
- ☐ N/A - No manufacturing or wholesale facilities
- ☐ None of the above

Points Earned: 0.40 of 0.40

Worksite Characteristics

Check all of the worksite characteristics below that apply:

- ☑ At the beginning of every shift, a briefing with front-line workers is held to share information and/or discuss the work for the day
- ☑ Results of a hazard analysis or routine activities are documented
- ☑ Potential hazards are identified, analyzed and managed when new materials or equipment are purchased or new processes implemented
- ☑ Workers are permitted in written communication to shut down an unsafe process
- ☐ None of the above

Points Earned: 0.40 of 0.40

Worker Business Models Introduction

This section of the assessment identifies if a company is designed to deliver a specific, material, positive impact for its

workers through providing distributed ownership for all employees.

Workers Impact Business Model Introduction

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

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

Points Available: 0.00

Community

Job Creation

This section surveys growth in the company and employment opportunities available for under-employed populations and low-income communities.

New Jobs Added Year Before Last

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:

- Prior 12 months: `8`
- ☐ We do not track this

Points Available: 0.00

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 12 months:

- Last 12 months: `26`
- ☐ We do not track this

Points Available: 0.00

Job Growth Rate

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%+

Points Earned: 0.71 of 2.13

Departed Employees

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.

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

Attrition Rate

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 Underemployed Groups

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

Points Earned: 0.53 of 1.07

Workers from Low-Income Areas

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

Points Earned: 0.27 of 1.07

Facilities in Low-Income Communities

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

- ● <10%
- ○ 10-19%
- ○ 20-29%
- ○ 30%+

○ Don't Know

Points Available: 1.07

Suppliers in Low-Income Communities

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

○ <10%
● 10-19%
○ 20-30%
○ >30%
○ Don't Know

Points Earned: 0.18 of 0.53

Diversity & Inclusion

This section is an opportunity to highlight diversity in various areas of your organization, such as the workforce, Board of Directors, and suppliers.

Female Employees

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

Enter 0 if None.

Number of total full-time and part-time female employees. [60]
☐ We do not track this

Points Available: 0.00

Non-accredited Investor Ownership

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

Points Available: 0.84

Ownership Diversity

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

Points Available: 0.84

Nonprofit Ownership

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

Nonprofit organization(s)

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

Points Available: 0.84

Ownership from Underrepresented Groups

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.)

Other underrepresented populations (e.g. minorities, LGBT community, individuals with disabilities, etc.) [   ]
☑ We do not track this

Points Available: 0.00

Low-income Ownership

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

Low income communities

Low income communities [   ]
☑ We do not track this

Points Available: 0.00

Female Ownership

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

Women

Women [   ]
☑ We do not track this

Points Available: 0.00

Board of Directors Diversity

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

Points Available: 0.84

Minority Directors

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

Minority/previously excluded populations

Minority/previously excluded populations [   ]
☑ We do not track this

Points Available: 0.00

Directors from Underrepresented Populations

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.)

Other underrepresented populations (e.g. minorities, LGBT community, individuals with disabilities, etc.) [   ]
☑ We do not track this

Points Available: 0.00

Female Directors

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

Women

Women [60   ]
☐ We do not track this

Points Available: 0.00

Directors from Low-income Communities

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

Low income communities

Low income communities [   ]
☑ We do not track this

Points Available: 0.00

Management from Underemployed Groups

What % of management are women and/or individuals from underrepresented populations, including low-income communities?

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

Points Earned: 0.84 of 0.84

Managers from Underrepresented Groups

Optional unweighted metrics: Approximately what % of management is from the following groups?

Other underrepresented populations (eg - minorities, LGBT community, individuals with disabilities, etc.)

Other underrepresented populations (eg - minorities, LGBT community, individuals with disabilities, etc.) [   ]
- ☑ We do not track this

Points Available: 0.00

Female Management (metric)

Optional unweighted metrics: Approximately what % of management is from the following groups?

Women

Women [50]
- ☐ We do not track this

Points Available: 0.00

Managers from Low-Income Areas

Optional unweighted metrics: Approximately what % of management is from the following groups?

Low income communities

Low income communities [   ]
- ☑ We do not track this

Points Available: 0.00

Ethnic Diversity Compared to Area

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

Points Available: 0.84

Managing Gender Pay Equity for Non-Managers

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

Points Earned: 0.42 of 0.42

Managing Gender Pay Equity Managers

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

Points Earned: 0.42 of 0.42

Supplier Ownership Diversity

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

Points Available: 0.84

Supplier Diversity Policy

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

Points Available: 0.42

Diversity and Inclusion Training

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)
- ☑ None of the Above

Points Available: 0.84

Civic Engagement & Giving

This portion of the review highlights opportunities to encourage employee volunteerism and to donate cash or products that can accelerate the efforts of local non-profits.

Corporate Citizenship Program

Does your company have a formal corporate citizenship program (with allocated resources) in place that includes the following:

- ☐ 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

Points Earned: 0.95 of 0.95

Volunteer Service Policies

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

Points Earned: 0.95 of 0.95

% of Employees Volunteer Service

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

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

Points Earned: 0.95 of 0.95

Tracking Volunteer Service

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

Points Earned: 0.32 of 0.48

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. `1200`

☐ We do not track this

Points Available: 0.00

Volunteer Service Per Capita

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%
● 0.1-0.5% of time
○ 0.6-1% of time
○ 1.1-2% of time
○ >2% of time
○ Don't know / not monitored

Points Earned: 0.32 of 0.95

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.

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

% of Revenue Donated

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
● Less than 0.1% of revenues
○ 0.1-0.4% of revenues
○ 0.5-0.9% of revenues
○ 1-1.9% of revenues
○ 2%+ of revenues
○ Don't know

Points Earned: 0.76 of 3.81

Charitable Organizations Supported

Which organizations does your company support?

> Which organizations does your company support?
>
> United Way, Red Cross, Siloam Mission

Points Available: 0.00

Community Service and Charitable Practices

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

Points Earned: 0.48 of 0.95

Policy Advocacy for Social and Environmental Standards

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

Points Earned: 0.95 of 0.95

Local Involvement

This section explores ways for your business to further engage with the community through local ownership and suppliers.

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.
>
> HQ, manufacturing operations are in Winnipeg, MBDispersed sales team around NA - working from their home offices.

Points Available: 0.00

Local Purchasing and Hiring Policies

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)

Points Earned: 0.80 of 1.60

Spending on Local Suppliers

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

Points Earned: 0.53 of 1.60

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: 1.60

National Sourcing

What % 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 Earned: 1.20 of 1.60

Impactful Banking Services

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

Points Available: 1.60

Suppliers, Distributors & Product

This portion of the assessment addresses actions to upkeep standards of your company's significant suppliers and products.

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

Points Available: 0.00

Social or Environmental Screening of Suppliers

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.

- ◉ Yes
- ○ No

Points Available: 0.00

Supplier Screen Topics

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.)

Points Earned: 0.59 of 0.79

Supplier Evaluation Practices

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

Points Earned: 0.79 of 0.79

Length of Supplier Relationships

What is the average tenure of your relationships with Significant Suppliers?

○ Less than 12 months
○ 13-36 months
○ 37-60 months
● 61 months or more
○ Don't know

Points Earned: 0.79 of 0.79

Supplier Code of Conduct

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

This may include policies on Fair Trade.

● Yes
○ No

Points Earned: 0.79 of 0.79

Supplier Code of Conduct Remediation

In the cases where suppliers were not yet adhering to the supplier code of conduct, which of the following remediation practices have been implemented before determining whether to terminate the relationship?

☐ Company has fully disclosed to the public any material breaches of conduct by suppliers that have occurred in the past 5 years
☐ Company formulated a corrective action plan with suppliers with goals and timeline for improvement
☑ Company provided training and education to address non-compliance and poor performance
☐ Company required a time period for suppliers to make changes to adhere to code of conduct or otherwise terminated contract
☐ N/A - No Supplier Code of Conduct
☐ None of the above

Points Earned: 0.39 of 0.79

Supplier Code of Conduct Compliance Assessments

Which suppliers are assessed for Supplier Code of Conduct compliance at least every other year?

Check all that apply.

☑ All primary suppliers of core products or principal raw materials
☑ All primary suppliers of non-core products
☑ All sub-contractors responsible for the majority of an order
☐ None

☐ N/A - No Supplier Code of Conduct

Points Earned: 1.57 of 1.57

Disclosure of Suppliers

What % of Significant Suppliers (on currency basis) are made transparent on the company's website?

🔘 0%
⚪ 1-49%
⚪ 50-79%
⚪ 80%+
⚪ Don't know

Points Available: 0.79

Supplier Quality Assurance Reviews

What % of Significant Suppliers (on currency basis) are subjected to regular quality assurance reviews or audits?

⚪ 0-49%
⚪ 50-62%
⚪ 63-75%
🔘 >75%

Points Earned: 0.79 of 0.79

Support for In Need Suppliers

Do you have a program that identifies suppliers in need of support, education and/or training? If so, which of the following characteristics apply to your program?

☑ Company reviews all Significant Suppliers for potential training needs
☑ Company has a formal education and support program for selected Significant Suppliers
☐ Company sets goals and expectations with suppliers to improve their social and environmental performance
☑ Company provides incentives for suppliers with strong social and environmental performance
☐ Other (describe)
☐ No formal supplier development program

Points Earned: 0.79 of 0.79

Independent Contractor Practices

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

Points Earned: 0.79 of 0.79

Social or Environmental Purchases

What % 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
- ○ 1-19%
- ○ 20-39%
- ○ 40-60%
- ○ 60%+
- ● Don't know

Points Available: 0.79

Product Accreditations and Certifications

During the last fiscal year, what % of revenues are generated from products that have a certification that assesses the product or production process for the product (including certifications related to social and environmental performance)?

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

Points Earned: 0.79 of 0.79

Quality Assurance

Do you use an established methodology to manage quality assurance issues?

Examples include PDSA, Six Sigma, DMAIC, TQM, Zero Defects, etc

- ● Yes
- ○ No

Points Earned: 0.79 of 0.79

Community Business Models Introduction

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 Business Models

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

- ☐ 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

Points Available: 0.00

Environment

Land, Office, Plant

The section of the review is an opportunity to feature company efforts in place to preserve the environment through company property management.

Green Building Standards

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

Points Available: 0.64

Previously Constructed Buildings

What % of the square footage of all company facilities is located in previously constructed buildings?

Select N/A if your company utilize virtual office.

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

Points Earned: 0.38 of 0.64

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: 0.64 of 0.64

Environmental Management Systems

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

Points Earned: 1.28 of 1.28

Environmental Design Considerations

Has your company integrated environmental considerations into the design process of products and services?

- ◉ Yes
- ○ No

Points Earned: 0.64 of 0.64

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: 0.32 of 0.64

Chemical Management

Does your company have a program in place to identify and eliminate potential chemicals and materials of concern in your product and/or process and identify and phase-in safer alternatives (e.g. chemical/material options with reduced toxicity)?

- ☑ Company has completed a study of all materials (including scarce metals and minerals) in product and chemicals to 1000ppm level
- ☑ Company has completed a study of all materials in product and chemicals to 100ppm level
- ☑ Company has undergone an evaluation of products and processes to identify potential toxic contaminants from production
- ☑ Company has identified specific chemicals of concern classes (e.g., carcinogens, mutagens, reproductive toxins, endocrine disruptors, persistent or bioaccumulative substances)
- ☐ Company has established a Restricted Substances List (RSL), has a positive screen or other decision process for chemicals
- ☑ Company has established metrics and goals for the reduction or elimination of chemicals of concern
- ☐ Company publicly discloses the chemicals and/or materials in your product (e.g., on a label, website, via 800 number for information, etc.)
- ☐ There are no potential chemicals or materials of concern in my industry
- ☐ None of the above

Points Earned: 0.64 of 0.64

Environmental Purchasing Policy Topics

Does the company have a written and circulated environmentally preferable purchasing (EPP) policy that includes

any of the following?

- ☐ Building and construction
- ☐ Carpets
- ☐ Cleaning
- ☐ Electronics
- ☐ Fleets
- ☐ Food or food services
- ☐ Landscaping
- ☐ Meetings and conferences
- ☐ Office supplies
- ☐ Paper
- ☐ Product input materials
- ☐ Other (please describe)
- ☑ N/A - No environmentally preferable purchasing policy

Points Available: 0.64

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 0.64

Indoor Air Quality Monitoring

Does the company monitor indoor environmental quality to ensure a healthy and comfortable work space, avoiding "Sick Building Syndrome"?

Select N/A if you have no facilities.

- ◉ Yes
- ○ No
- ○ NA

Points Earned: 0.32 of 0.32

Facility Improvement with Landlord

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

Points Earned: 0.21 of 0.64

Context-Based Environmental Management

Does your company measure and manage the following environmental inputs and outputs in a context-based manner?

- ☐ Water
- ☐ Solid waste
- ☐ Greenhouse gas (GHG)
- ☑ None of the above

Points Available: 0.64

Inputs

The portion of the assessment is an opportunity to highlight conservation of energy, water, and materials in your company's operations.

Monitoring and Managing Water Use

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

Points Earned: 0.76 of 1.13

Monitoring Energy Usage

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

Points Earned: 0.76 of 1.13

Total Energy Use

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

Total energy used (Gigajoules) during the last 12 months: 16484.56
- ☐ We do not track this

Points Available: 0.00

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: 14400
- ☐ We do not track this

Points Available: 0.00

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

Energy Use Reductions

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

Points Available: 2.27

Low Impact Renewable Energy Use

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

Points Earned: 1.81 of 2.27

Increasing Renewable Energy

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

◉ Yes
○ No
○ Already Maximized (100% low impact renewable)

Points Earned: 1.13 of 1.13

Facility Energy Efficiency

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

Points Earned: 1.13 of 1.13

Water Harvested On-Site or From Recycled Sources

What % of water used by the company is harvested on site or is from recycled sources?

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

Points Available: 1.13

Water Conservation Practices

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)
☐ None
☐ N/A: My company has a virtual office

Points Earned: 0.38 of 1.13

Water Use Practices

Regarding water use, does your company practice the following within the facilities you owned or leased?

☑ Regularly assess microbial, chemical and mineral content of water used and manage water sources appropriately
☑ Manage use and release of wastewater in order to preserve surrounding water sources
☑ Design business processes to conserve/minimize water
☐ None of the above

Points Earned: 1.13 of 1.13

Life Cycle Assessments

For what percentage of your products on a revenue basis has your company performed Life Cycle Assessments or had their environmental impact certified by a third party?

◯ 0%
◯ 1-24%
◯ 25-49%
◯ 50-74%
◯ 75-99%

○ 100%
● No formal life cycle study, but life cycle considerations taken into materials selection
○ N/A: My revenue is generated from a service and a LCA can not be conducted

Points Earned: 0.23 of 1.13

Cradle to Cradle Certification

What % of your revenues are from the sale of products that have been awarded Cradle To Cradle certification?

● 0%
○ 1-24%
○ 25-49%
○ 50-74%
○ 75-99%
○ 100%
○ N/A: My revenues are generated from a service and an LCA cannot be conducted.

Points Available: 1.13

% of Environmentally Preferred Input Materials

What is the % of recycled, renewable, or other environmentally preferred materials in your product?

Include packaging in calculation.

○ 0%
○ 1-24%
○ 25-49%
○ 50-74%
● 75-99%
○ 100%
○ N/A - Company does not sell a physical product

Points Earned: 0.91 of 1.13

Source Reduction

Have any of your products, including packaging, 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: 1.13 of 1.13

Outputs

The section of the review is a chance to present information on reductions to emissions of greenhouse gases and waste at your company's facilities.

Monitoring Greenhouse Gas Emissions

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

Points Earned: 0.49 of 0.74

Monitoring Air Emissions

Please select the option that best describes how you monitor and record the following emissions:

Significant air 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

Points Available: 0.74

Monitoring Toxic Wastewater

Please select the option that best describes how you monitor and record the following emissions:

Hazardous and toxic wastewater

◉ 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

Points Available: 0.74

Monitoring Hazardous Waste

Please select the option that best describes how you monitor and record the following emissions:

Hazardous waste (including universal waste)

◉ 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

Points Available: 0.74

Monitoring and Reporting Non-hazardous Waste

Please select the option that best describes how you monitor and record the following emissions:

Non-hazardous waste

○ 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

Points Earned: 0.25 of 0.74

Intensity Reduction Targets

Does your company set intensity reduction targets for the following inputs and outputs?

☐ Energy use
☐ Water use
☐ Non-hazardous waste generation
☐ Hazardous waste generation
☑ None of the above

Points Available: 0.74

Total Waste Disposed

Waste Disposed (metric tonnes) during the last 12 months

Waste Disposed (metric tonnes) during the last 12 months ⟨227⟩
☐ 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

Total Scope 3 GHGs

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

Scope 3:

Scope 3: ⟨2498.36⟩
☐ 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: ⟨43.64⟩
☐ 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: [481.13]

☐ We do not track this

Points Available: 0.00

Greenhouse Gas Emissions Reduced

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

Points Earned: 0.89 of 1.48

% 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 Earned: 0.37 of 0.37

Waste Reduction Programs

Does your company have a formal program to evaluate how to reduce its generation of hazardous, universal, and/or non-hazardous waste?

● Yes
○ No
○ Already maximized - we have achieved Zero Waste

Points Earned: 0.74 of 0.74

Hazardous Waste Disposal

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

Points Earned: 0.74 of 0.74

Controlling Worker Exposure to Hazardous Material

Has your company conducted the following assessments and implemented appropriate hazard mitigation and control strategies?

Worker exposure to hazardous production materials

○ No assessment conducted
○ Assessment indicates some exposure; no action taken to date
● Assessment indicates some exposure; mitigation and control strategy implemented
○ Assessment indicates no exposure

Points Earned: 0.25 of 0.37

Controlling Community Exposure to Emissions

Has your company conducted the following assessments and implemented appropriate hazard mitigation and control strategies?

Local communities exposure to emissions from manufacturing facilities

○ No assessment conducted
○ Assessment indicates some exposure; no action taken to date
○ Assessment indicates some exposure; mitigation and control strategy implemented
● Assessment indicates no exposure

Points Earned: 0.37 of 0.37

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 Available: 0.74

% Water Returned to Table with Same Quality

What % of the water used by your company is returned to the watershed at the same or better quality than when it was withdrawn?

i.e. % of water treated

● 0%
○ 1-24%
○ 25-49%
○ 50-74%
○ 75-99%
○ 100%
○ N/A
○ Don't Know

Points Available: 0.74

Transportation, Distribution & Suppliers

The section of the review addresses environmental conscious efforts of significant suppliers and distribution methods.

Reducing Carbon Emissions from Transportation

Does the company currently use any of the following specific practices to reduce carbon emissions from transportation?

- ☐ Company policy and practice that requires inbound freight or shipping to be transported via lowest impact methods (such as avoiding shipment by air transport)
- ☐ Company policy and practice that requires outbound freight or shipping is transported via lowest impact methods
- ☑ None of the above

Points Available: 0.80

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 Earned: 0.40 of 0.80

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?

Cost of Goods Sold (excluding labor)

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

Points Earned: 0.40 of 0.80

Ton Miles Reduction

Have you reduced the ton miles (relative to revenues) of your distribution and supply chain, and if so, by how much?

Calculate by comparing ton-miles from the year prior or annualized from a baseline year.

◯ 0%
🔘 1-9%
◯ 10%-20%
◯ 21-50%
◯ >50%
◯ Not tracked / Unknown

Points Earned: 0.20 of 0.80

Tracking Chemicals in the Supply Chain

Does your company do any of the following to track chemicals in the supply chain for the majority of materials?

Please check all that apply.

☐ Do not track chemicals in the supply chain
☑ Require suppliers to disclose specified chemicals of concern
☑ Ask suppliers if they know all the chemical ingredients intentionally added to their product and all residuals of high concern present in the product (asking if they know only, not to provide the data to you)
☑ Require suppliers to provide chemical information to a third party
☐ Disclose all by-products, contaminants or trace materials to the public

Points Earned: 0.80 of 0.80

Suppliers Tracking Greenhouse Gases

What % of Significant Suppliers track and report the following:

GHG Emissions

◯ 0%
🔘 1-24%
◯ 25-49%
◯ 50-74%
◯ 75%+
◯ Don't Know

Points Earned: 0.10 of 0.40

Suppliers Tracking Energy Use

What % of Significant Suppliers track and report the following:

Energy usage

◯ 0%
◯ 1-24%
🔘 25-49%
◯ 50-74%
◯ 75%+
◯ Don't Know

Points Earned: 0.20 of 0.40

Suppliers Tracking Hazardous Waste

What % of Significant Suppliers track and report the following:

Generation/recycling/reduction of hazardous waste

◯ 0%

○ 1-24%
○ 25-49%
○ 50-74%
● 75%+
○ Don't Know

Points Earned: 0.40 of 0.40

Suppliers Tracking Waste and Recycling

What % of Significant Suppliers track and report the following:

Generation/recycling/reduction of solid waste

○ 0%
○ 1-24%
○ 25-49%
● 50-74%
○ 75%+
○ Don't Know

Points Earned: 0.30 of 0.40

Suppliers Tracking Air and Water Emissions

What % of Significant Suppliers track and report the following:

Any hazardous or toxic air or water emissions

○ 0%
○ 1-24%
○ 25-49%
○ 50-74%
● 75%+
○ Don't Know

Points Earned: 0.40 of 0.40

Suppliers Tracking Water Use

What % of Significant Suppliers track and report the following:

Water usage

○ 0%
○ 1-24%
● 25-49%
○ 50-74%
○ 75%+
○ Don't Know

Points Earned: 0.20 of 0.40

Suppliers Reducing Water Use

What % of Significant Suppliers have achieved the following?

Recycled water on site or use close-loop or other water recovery systems to reduce the use of potable water

○ 0%
● 1-24%

○ 25-49%
○ 50-74%
○ 75%+
○ Don't Know

Points Earned: 0.20 of 0.80

Suppliers Reducing Greenhouse Gases

What % of Significant Suppliers have achieved the following?

Reduced GHG emissions or use of ozone-depleting substances by at least 10% in the past two years

○ 0%
◉ 1-24%
○ 25-49%
○ 50-74%
○ 75%+
○ Don't Know

Points Earned: 0.20 of 0.80

Suppliers Responsibly Disposing Hazardous Waste

What % of Significant Suppliers have achieved the following?

Responsibly disposed of all hazardous waste generated from production

○ 0%
○ 1-24%
○ 25-49%
◉ 50-74%
○ 75%+
○ Don't Know

Points Earned: 0.30 of 0.40

Suppliers Reducing Waste

What % of Significant Suppliers have achieved the following?

Implemented initiatives to reduce waste at the source or divert waste from landfills/incineration by at least 10 % in the past two years

○ 0%
○ 1-24%
◉ 25-49%
○ 50-74%
○ 75%+
○ Don't Know

Points Earned: 0.40 of 0.80

Suppliers Using Renewable Energy

What % of Significant Suppliers have achieved the following?

Used at least 10% renewable energy at their facilities

○ 0%
◉ 1-24%

⊙ 25-49%
⊙ 50-74%
⊙ 75%+
⊙ Don't Know

Points Earned: 0.20 of 0.80

Environmental Models Introduction

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 the environment.

Environmental Business Model

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

☐ 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

Environment Products & Services Introduction

This section of the assessment identifies specific ways that a company's product or service may be designed to deliver a specific, material, positive impact on the environment.

Environmental Product Benefits

In what way or ways does your product/service conserve the environment?

Please select ONE option per product line. You may select an additional option if your product line has two separate environmental attribute.

☐ Provides or is powered by renewable energy or cleaner-burning energy than market alternatives (e.g. solar panel manufacturers/installers, hybrid vehicles)
☐ Conserves or diverts resources (including energy, water, materials, etc.)
☐ Conserves or preserves the well-being of land and/or animals (e.g. land protection or reforestation services, sustainably harvested agricultural products)
☑ Reduces or is made of less toxic/hazardous substances (e.g. brownfield remediation services, organic food, non-toxic cleaners)
☐ Educates, measures, researches, or provides information to solve environmental problems (e.g. environmental consulting or auditing)
☐ None of the above

Points Available: 0.00

Environmental Product/Service Certifications

How would you describe the positive environmental outcome produced for the environment by your product/service? If you have environmental product certifications, please list them here.

To meet the definition of a qualified third-party certification, the certification must be independently verified, be standards-based, and have those standards be transparent.

How would you describe the positive environmental outcome produced for the environment by your product/service? If you have environmental product certifications, please list them here.

Non-GMO; Canadian Organic Standard

Points Available: 0.00

Toxin Reduction / Remediation

Recognizes products/services that reduce or remediates toxins or pollution

Toxin / Pollution Reduction Overview

Tell us more about how your product or service reduces use of toxic or hazardous substances, prevents pollution or remediates discharges to air, land or water

Tell us more about how your product or service reduces use of toxic or hazardous substances, prevents pollution or remediates discharges to air, land or water

Sources, to a large extent, organic materials; no pesticides.certified Non-GMOHemp is a rapidly renewable product

Points Available: 0.00

Toxin / Pollution Reduction Description

Which of the following product or service descriptions apply?

○ Product minimizes need of toxic chemicals compared to market alternatives (non-GMO)
● Product/services use less toxic/hazardous chemicals or materials than market alternatives (i.e. non-toxic cleaners, organic food, integrated pest management for agriculture)
○ Product/service remediates environmental damage after discharges to air, land or water (i.e. brownfield remediation, oil spill clean-up)
○ Product/service directly prevents pollution or hazardous discharge (i.e. pollution management technologies)
○ These descriptions do not apply to our company's product/service (Skip the remainder of this section)

Points Available: 0.00

% Toxin Reduction

What is the average % toxic/hazardous material reduction or pollution prevention (by weight or volume) achieved by the product or service?

What is the average % toxic/hazardous material reduction or pollution prevention (by weight or volume) achieved by the product or service?

☑ We do not track this

Points Available: 0.00

Revenue from Toxin Reduction / Remediation

What were your total revenues last fiscal year from the previous products or services?

What were your total revenues last fiscal year from the previous products or services? 78.57%

Tons of Carbon Offset

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Metric tons of GHG/CO2 equivalent

Metric tons of GHG/CO2 equivalent 600

☐ We do not track this

Points Available: 0.00

Water Saved

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Liters of water saved/off-set

Liters of water saved/off-set

☐ We do not track this

Points Available: 0.00

kWh Saved

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

kWh saved/off-set

kWh saved/off-set

☐ We do not track this

Points Available: 0.00

Waste Diverted

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Metric tons of waste saved from landfill or incineration

Metric tons of waste saved from landfill or incineration

☐ We do not track this

Points Available: 0.00

Verification of Toxin Reduction

How do you verify that your product contributes to the outcome previously selected?

Select all that apply.

☐ We have a track record of successful, verified positive outcomes and have created case studies based on these.

☑ There is secondary research that supports the link between our type of product and the stated outcome.

☐ We conduct our own direct research to track the outcomes produced for all our customers, such as impact-related surveys

☐ We have third party certifications or verifications that verify the efficacy of our product/service in delivering outcomes

☑ We have performed, commissioned, or partnered with scientifically designed impact or outcome assessments to systematically learn about our product's impact

☐ Our product is too early stage to have research or studies that link our product to positive outcomes

☐ We cannot provide verification of our outcomes at this time.

Points Earned: 1.11 of 1.11

Efficacy of Toxin Reduction / Remediation

If direct research on your product/service has been performed, did the results confirm that a desired outcome is being achieved?

○ Yes
○ No
◉ N/A - No direct research conducted

Points Available: 1.11

Negative Impact Management

Does your company also measure and manage the negative or unintended outcomes generated by this business model?

○ Yes
◉ No

Points Available: 1.11

Innovative Toxin Reduction / Remediation

Is there something different or innovative about the company's basic product or service that has changed the industry? Is this something that is replicable, unique at the time that it was created, and that has been emulated by other organizations?

Is there something different or innovative about the company's basic product or service that has changed the industry? Is this something that is replicable, unique at the time that it was created, and that has been emulated by other organizations?

Innovated and created the market

Points Available: 0.00

Customers

Customer Models Introduction

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?

○ Yes
◉ No

Points Available: 0.00

Disclosure Questionnaire

Disclosure Industries

Disclosure questions on specific production and trade.

Internationally Banned Pesticides/Herbicides

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

Pesticides/herbicides subject to international phase-out or bans

○ Yes
◉ No

Points Available: 0.00

Disclosure Wildlife Regulated Under CITES

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

Points Available: 0.00

Radioactive Materials

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

Radioactive materials

○ Yes
◉ No

Points Available: 0.00

Commercial Logging

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

Commercial logging and logging equipment

○ Yes
◉ No

Points Available: 0.00

Internationally Banned Pharmaceuticals

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

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

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 or coal utility

○ Yes
● No

Points Available: 0.00

Banned Persistent Organic Pollutants

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

Persistent organic pollutants (POPs) that are banned or scheduled to be phased out of production

○ Yes
● No

Points Available: 0.00

Banned Ozone Depleting Substances

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

Ozone depleting substances subject to international phase-out

○ 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

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

Large Drift Fishing Nets (>2.5Km)

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

Drift net fishing in the marine environment using nets in excess of 2.5 km in length

○ 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.

Any product or activity deemed illegal under host country laws or regulations or international conventions and agreements

○ Yes
◉ No

Points Available: 0.00

Disclosure Mining

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

Mining

○ Yes
◉ No

Points Available: 0.00

Nuclear Power or Hazardous Materials

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

Nuclear Power

○ Yes
◉ No

Points Available: 0.00

Unbonded Asbestos Fibers

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

Unbonded asbestos fibers

○ Yes
● No

Points Available: 0.00

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 (excluding beer and wine)

○ 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.

Does not apply

Points Available: 0.00

Disclosure Practices

Disclosure questions on sensitive practices.

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

○ 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

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

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 for hourly workers is compulsory

○ 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

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

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

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 exploitatively operates in conflict zones

○ 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

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 domestic regulations

○ 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.
> Does not apply

Points Available: 0.00

Disclosure Outcomes

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

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".

Material recalls due to quality control issues

○ 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

Company/Suppliers Involved In Large Scale Land Conversion

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 conversion and/or degradation

○ Yes
◉ No

Points Available: 0.00

Company/Suppliers Do Build/Refurbish Dams

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 and involved the construction or refurbishment of dams

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

○ 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".

Company has had material breaches of individual's confidential information

○ 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

Company/Suppliers Involved In Large Scale Land Acquisition

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

○ 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".

Material litigation or arbitration against company

○ 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.

Does not apply

Points Available: 0.00

Disclosure Penalties

Disclosure questions concerning complaints, fees and sanctions applied to your company.

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.

Political contributions

○ Yes
◉ No

Points Available: 0.00

Animal Welfare Penalties Assessed

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.

Animal welfare

○ 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.

Bribery, fraud or corruption

○ Yes
◉ No

Points Available: 0.00

Penalties Assessed Pertaining To Company Taxes

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

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.

Financial reporting

○ Yes
◉ No

Points Available: 0.00

International Affairs Penalties

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

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 issues (internal and supply chain)

○ Yes
○ No

Points Available: 0.00

Penalties Assessed Regarding 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.

Investments or Loans

○ 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.

Product safety

○ 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 issues

○ Yes
◉ No

Points Available: 0.00

Penalties Assessed Regarding Company's Employee Safety

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

Points Available: 0.00

Penalties Assessed Regarding Company's Marketing

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

Points Available: 0.00

Penalties Assessed Regarding Diversity/Equal Opportunity

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

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

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.

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

Does not apply

Points Available: 0.00

Supplier Disclosure

Disclosure questions concerning the significant suppliers of the company

Workers Who are Prisoners

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

Points Available: 0.00

Business in Conflict Zones

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

Points Available: 0.00

Accidental Hazardous Substances

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

Points Available: 0.00

Land Acquisition

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

Points Available: 0.00

Construction or Refurbishment of Dams

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

Points Available: 0.00

Land Conversion or Degradation

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

Points Available: 0.00

Resettlement or Economic Displacement

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

Points Available: 0.00

Material Fines or Sanctions

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

Points Available: 0.00

Operational Fatality

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

Points Available: 0.00

Workers Under the Age of 15

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

Points Available: 0.00

Other Disclosures

Other Disclosures

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.

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

CBD disclosure and Tilray acquisition

Points Available: 0.00