B Impact Assessment

ORGANIC INDIA PVT.

2026 Aggregated Full B Impact Assessment

As a wholly-owned subsidiary of **ORGANIC INDIA PVT**, **ORGANIC INDIA USA** is required to make its full B Impact Assessment transparent. The PDF contains all completed B Impact Assessments that have been reviewed by B Lab with **ORGANIC INDIA USA** as part of their certification as a B Corporation. All answers reported refer to each of the respective subsidiaries' practices and performance except for topics managed at the corporate level **(ORGANIC INDIA PVT)**. In those cases, Corporate answers have been reported in the respective wholly owned subsidiaries' Assessments, having made sure that they are fully implemented as such at **ORGANIC INDIA PVT**. Answers to questions that would reveal sensitive information (e.g., that would advantage competitors or prejudice litigation) are highlighted with a "Sensitive" textbox:



To learn about the scoring methodology, see “Aggregated Scoring Methodology”.

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ORGANIC INDIA USA

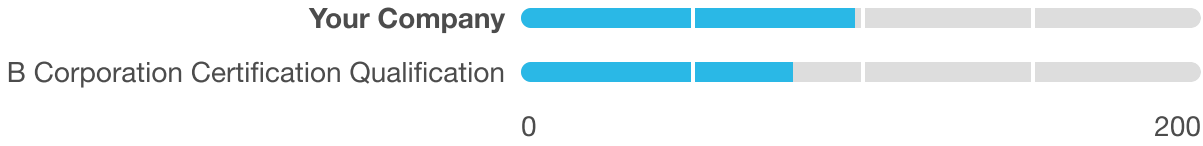
B Impact Report
Full B Impact Assessment

Overall B Impact Score

ORGANIC INDIA PVT.

For Fiscal Year End Date: **31 Mar 2025**

98.1



	QUESTIONS ANSWERED	OVERALL SCORE
Governance	29/29	**7.7**
Workers	52/52	**28.3**
Community	67/67	**24.1**
Environment	79/79	**34.8**
Customers	8/8	**2.9**

Mission & Engagement

OPERATIONS
1.3

Level of Impact Focus

Describe your company's approach to creating positive impact.

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

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

Points Available: 0.00

Mission Statement Characteristics

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

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

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

Points Earned: 0.29 of 0.29

Mission Statement

Please share the text of your formal mission statement here.

To be a trustworthy and innovative global leader in providing genuine organic True Wellness products and solutions for conscious, healthy living.

Points Available: 0.00

Social and Environmental Decision-Making

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

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

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

Points Earned: 0.40 of 0.57

Social and Environmental Performance Training

How are social or environmental performance principles and practices incorporated into employee training programs?

Please check all that apply.

- [ ] Only included informally in orientation, training, or instruction
- [ ] Specific, formal training is integrated into new employee and new manager training
- [x] Specific, formal training is integrated into ongoing employee and manager training
- [ ] Workers articulate goals and achievements related to 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
- [ ] None of the above

Points Earned: 0.19 of 0.57

Board Review of Social or Environmental Performance

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

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

Points Earned: 0.29 of 0.57

Stakeholder Engagement

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

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

Points Earned: 0.10 of 0.29

Management of Material Social and Environmental Issues

How does your company identify, measure, and manage the most material social and environmental issues relevant to your operations and business model?

Answers 3-5 can only be selected if a materiality assessment has been conducted and answer 2 applies.

- [x] We track impact metrics that we've chosen based on company mission or executive decision
- [ ] We have conducted a materiality assessment of our company using stakeholder engagement mechanisms or research
- [ ] We have identified and measure metrics based on the results of the materiality assessment we conducted for the company
- [ ] We have set performance targets for all identified material issues and measurements
- [ ] We measure the material social and environmental outcomes produced by our performance on our KPIs over time
- [ ] None of the above

Points Earned: 0.11 of 0.57

Identification of Material Issues

Based on the processes you have highlighted, what are the material issues that have been identified?

Climate and resource efficiency; water stewardship; sustainable packaging; farmer livelihoods and community impact; and biodiversity/regenerative agriculture in sourcing regions.

Points Available: 0.00

Ethics & Transparency

OPERATIONS

3.8

Governance Structures

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

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

Points Available: 0.39

Code of Ethics

What is required by your company's Code of Ethics?

- [x] Prohibition of bribes in any form, including kickbacks or gifts, on any portion of contract payments or soft dollar practices
- [x] Formal oversight policy covering direct or indirect political contributions, charitable donations, and sponsorships
- [x] Public disclosure of financial and in-kind contributions to political parties, politicians, lobby groups, charitable organizations, and advocacy groups
- [ ] Other - please describe
- [ ] None of the above
- [ ] N/A - No Code of Ethics

Points Earned: 0.39 of 0.39

Instruction on Code of Ethics

How does your company instruct employees regarding your Code of Ethics on behavioral expectations, bribery, and corruption?

Please check all that apply.

- [x] We instruct the Board of Directors on the Code at least annually
- [x] We instruct all newly hired workers on the Code
- [x] We instruct managers on the Code on an ongoing basis
- [x] We instruct all non-managerial workers on the Code on an ongoing basis
- [x] We communicate changes to the Code whenever it is updated
- [ ] Other - please describe
- [ ] No Code of Ethics or equivalent, or no training on the Code

Points Earned: 0.39 of 0.39

Breached Code of Ethics Breachment Policy

In cases where there are material breaches to your company's Code of Ethics, what actions are formally outlined for your company?

- [x] Breaches, including case details, are reported to Board of Directors
- [ ] Breaches, including case details, are reported publicly
- [x] Reported breaches are investigated promptly via independent party
- [x] Employees are dismissed or disciplined if found in breach
- [x] Contracts with business partners in breach are terminated
- [ ] Company makes improvements to anti-corruption program based on reported cases
- [ ] Other - please describe
- [ ] None of the above
- [ ] N/A - No Business Code of Conduct

Points Earned: 0.39 of 0.39

Anti-Corruption Practices

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

- [x] Written employee whistle-blowing policy with confidentiality policy
- [x] Circulation of whistle-blowing policy to all employees and business partners
- [x] Communication of the anti-corruption system at least annually to the relevant internal and external stakeholders
- [x] Annual training on the anti-corruption system
- [ ] Providing supporting tools and guidance (e.g. self-assessment survey for high-risk departments)
- [x] Anonymous mechanisms to report concerns and grievances
- [ ] Individual or department oversight with direct access to Board of Directors
- [ ] We take part of a collective action/coalition with governments, community-based organizations, NGOs and other businesses to act against corruption
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.39 of 0.39

Monitoring Ethics and Corruption

Does your company do any of the following with regard to monitoring and reporting on your anti-corruption programme?

- [x] Responsibility for the monitoring has been clearly assigned and resources have been made available
- [x] Mechanisms are in place for continuous monitoring (internal employee self-evaluations, automated controls monitoring)
- [x] The management of the company (e.g. Board of Directors, Audit Committee) review the results of internal and external reviews and ensure that required changes are implemented in an appropriate and prompt manner
- [x] External independent assurance is conducted to provide further security to management and stakeholders regarding the effectiveness of the anti-corruption programme
- [x] Regular reporting announcements about the program are made at least annually to relevant internal and external stakeholders (workshops, CEO announcement, newsletter)
- [ ] None of the above

Points Earned: 0.39 of 0.39

Financial Reporting Standards

Which financial reporting standards did your company comply with in the last fiscal year?

- (●) IFRS, the International Financial Reporting Standards (via the International Accounting Standards Board)
- ( ) GAAP, the Generally Accepted Accounting Principles (via independent U.S. standards body)
- ( ) Local accounting standard (via local independent standard setting body)
- ( ) Other - please describe
- ( ) None of the above
- ( ) N/A - Our company is pre-revenue

Points Earned: 0.77 of 0.77

Reviewed / Audited Financials

What type of individual or entity conducted the review of your company's financials?

- ( ) Locally-accredited auditing firm or CPA/CFA
- (●) Internationally-accredited auditing firm or CPA/CFA
- ( ) None, finances were neither audited nor reviewed

Points Earned: 0.19 of 0.19

Financial Controls

Does your company maintain any of the following financial controls?

Please check all that apply.

- [x] 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
- [x] Fraud risk assessment is conducted at least annually, with any identified internal control deficiencies communicated to Board of Directors and senior management
- [x] Lines of financial reporting, responsibilities, and limits for the authorization, approval, and verification of disbursements are all documented in writing
- [x] Financial control activities are documented, and at a minimum, cover controls around cash disbursement, accounts receivable, accounts payable, and inventory management
- [ ] None of the above

Points Earned: 0.39 of 0.39

Company Transparency

What information does the company make publicly available and transparent?

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

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

Points Earned: 0.39 of 0.39

Financial Transparency with Employees

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

Exclude compensation data. Please check all that apply.

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

Points Earned: 0.10 of 0.39

Impact Reporting

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

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

Points Earned: 0.12 of 0.39

OPERATIONS

Governance Metrics

0.0

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

Last Fiscal Year

On what date did your last fiscal year end?

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

On what date did your last fiscal year end? 31 Mar 2025

Points Available: 0.00

Reporting Currency

Select your reporting currency

- (•) Indian Rupee - INR

Points Available: 0.00

Revenue Year Before Last

Total Earned Revenue

From the fiscal year before last

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

From the fiscal year before last

Sensitive

Points Available: 0.00

Revenue Last Year

Total Earned Revenue

From the last fiscal year

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

From the last fiscal year

Sensitive

Points Available: 0.00

Net Income Last Year

Net Income

From the last fiscal year

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

From the last fiscal year

Sensitive

Points Available: 0.00

Net Income Year Before Last

Net Income

From the fiscal year before last

From the fiscal year before last

Sensitive

Points Available: 0.00

Payments to Government

Payments to government in the last fiscal year

Select N/A if company is pre-revenue.

Payments to government in the last fiscal year 0

☐ We do not track this

Points Available: 0.00

IMPACT BUSINESS MODELS

Mission Locked - Impact Business Model

2.5

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

Mission Lock

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

This question is related to the legal requirement for Certified B Corps. Click "Learn" for more information and resources about this requirement.

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

Points Earned: 2.50 of 10.00

Workers

OPERATIONS

Workers Impact Area Introduction

0.0

This section identifies who should be considered a "worker" in the B Impact Assessment and reports your worker-related metrics. It also identifies whether your company is designed to deliver a specific, material, positive impact for its workers, and if so, opens the Worker Impact Business Model section that is most applicable.

Majority Hourly vs. Salaried Workers

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

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

- (●) Fixed Salary
- ( ) Daily or hourly wage

Points Available: 0.00

Use Of Contracted Labor

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

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

- [x] Yes, some of our labor is contracted to third party subcontractors that manage staff on our behalf
- [ ] Yes, we hire individual independent contractors who are contracted to work greater than 20 hours per week for your company over an indefinite period or longer than 6 months
- [ ] We utilize individual independent contractors who do not work greater than 20 hours per week for us over an indefinite period or longer than 6 months
- [ ] None of the above

Points Available: 0.00

Workers Impact Business Model Introduction

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

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

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

Points Available: 0.00

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of Full Time Workers

Number of Total Full-Time Workers

Current Total Full-Time Workers

Please click "Learn More" to understand how to answer this question.

Current Total Full-Time Workers

Sensitive

Points Available: 0.00

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of Full Time Workers Last Year

Number of Total Full-Time Workers

Total full-time workers twelve months ago

Please click "Learn More" to understand how to answer this question.

Total full-time workers twelve months ago

Sensitive

Points Available: 0.00

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of Part Time Workers

Number of Total Part-Time Workers

Current Total Part-Time Workers

Please click "Learn More" to understand how to answer this question.

Current Total Part-Time Workers 450

☐ 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 twelve months ago

Please click "Learn More" to understand how to answer this question.

Total part-time workers twelve months ago 450

☐ 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

Please click "Learn More" to understand how to answer this question.

Current Total Temporary Workers 350

☐ We do not track this

Points Available: 0.00

of Temporary Workers Last Year

Number of Total Temporary Workers

Total temporary workers twelve months ago

Please click "Learn More" to understand how to answer this question.

Total temporary workers twelve months ago 350

☐ We do not track this

Points Available: 0.00

OPERATIONS

Financial Security

5.2

Lowest Paid Wage

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

Please exclude students and interns in this calculation.

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

Sensitive

Points Available: 0.00

% of Employees Paid Individual Living Wage

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

Please exclude students and interns in this calculation.

- ○ <75%
- ○ 75-89%
- ○ 90-99%
- ○ 100%
- ◉ N/A

Points Available: 2.52

% of Employees Paid Family Living Wage

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

Please exclude students and interns in this calculation.

- ○ <75%
- ○ 75-89%
- ○ 90-99%
- ○ 100%
- ◉ N/A

Points Available: 2.52

% Above the Minimum Wage

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

Please answer this question ONLY taking into account hourly workers. If you do not have hourly workers, select N/A.

- ○ 0% - Lowest wage is equivalent to minimum wage
- ○ 1-9%
- ○ 10-29%
- ○ 30-49%
- ○ 50-75%
- ○ 75%+
- ◉ N/A - We do not employ hourly workers

Points Available: 1.26

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/agreements to increase wages or benefits to workers provided in your country or 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 Earned: 1.26 of 1.26

Compensation Policies and Practices

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

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

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

Points Earned: 0.42 of 1.26

Employees Receiving a Bonus

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

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

Points Earned: 0.94 of 1.26

Significance of Bonuses

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

Sensitive

Note:
Non-executive employees participate in an annual Short-Term Incentive (STI) program, STI payouts are determined based on a combination of company and individual performance, with company performance assessed against financial measures including revenue, EBIT and free cash flow. The relative weighting of company and individual performance varies by employee grade.

Points Earned: 1.26 of 1.26

% Participation in Employee Ownership

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

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

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

Points Available: 1.26

Retirement Programs

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

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

Points Earned: 1.26 of 1.26

Financial Services for Employees

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

Please answer this question ONLY taking into account hourly workers. If you do not have hourly workers, select N/A.

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

Points Earned: 0.16 of 0.63

OPERATIONS

Health, Wellness, & Safety

8.8

Government Provision Of Healthcare

How is healthcare provided 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

Healthcare Coverage

What percentage of workers receive healthcare coverage either through a government plan or paid by the company?

If healthcare is covered through the company, only consider workers for which the company pays the majority of healthcare costs.

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

Points Earned: 1.11 of 1.11

Supplementary Health Benefits

What benefits does your company provide to all full-time tenured workers to supplement government programs?

Only select benefits the company pays the majority of costs to all full-time tenured workers. Select Other if the company covers less than 50% of the expenses for the benefits listed or other benefits offered.

- [x] Disability coverage or accident insurance
- [x] Life insurance
- [x] Private dental insurance
- [x] Private supplemental health insurance
- [x] Extension of health benefits to spouse and children
- [ ] Access to local medical services or clinic (on-site or subsidized)
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 1.11 of 1.11

Supplementary Health Benefits Eligibility for Part-Time Workers

When do part-time workers become eligible to participate in the supplementary benefits offered by your company?

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

- [ ] Part-time workers are not eligible at time of hire, but become eligible to participate within their first 6 months of employment
- [x] Part-time workers are eligible to participate at time of hire
- [ ] Part-time workers are only eligible if they work more than 20 hours a week
- [ ] Part-time workers are eligible even if they work less than 20 hours a week
- [ ] We do not offer supplementary health benefits to part-time workers
- [ ] N/A - We don't have part-time employees

Points Earned: 0.56 of 1.11

Worker Safety Practices

What are your company's occupational health and safety policies?

- [x] We have written policies and practices to minimize on-the-job employee accidents and injuries
- [x] Data on injury, accident, lost, or absentee days are recorded and made transparent for all workers
- [x] A worker health and safety committee helps monitor and advise on health and safety programs
- [ ] None of the above

Points Earned: 1.11 of 1.11

Health and Safety Program

What is required in your company's formal safety and health program?

- [x] Annual safety and health training for all workers, including at least one emergency drill per year
- [x] Data on injury, accident, lost, or absentee days are recorded and made transparent for all workers
- [x] Formal safety reporting system for employees to submit their safety concerns
- [x] A safety position, safety committee, or safety program representative who reports to a senior level position (e.g. Vice President or higher)
- [x] A documented standard procedure for investigating the root causes of accidents and major incidents
- [x] Implementation of corrective actions after an incident is investigated
- [x] An annual evaluation of the safety and health system and includes senior management in the evaluation
- [ ] We have no formal safety and health program

Points Earned: 2.22 of 2.22

Handling Hazardous Materials

What are your company policies around hazardous or dangerous materials on-site?

Hazardous materials include chemicals, gasoline or fuel, fertilizer, pesticides, etc.

- [x] All workers who are in contact with hazardous materials receive initial and on-going (at least twice yearly) training for proper storage, handling, and disposal of materials
- [x] All workers who handle hazardous materials are required to wear protective gear, including clothing, eye and foot protection
- [ ] All workers are made aware of all health risks associated with handling hazardous materials
- [ ] We monitor the health of all workers who work with hazardous materials and provide them with annual health check-ups
- [ ] Other - please describe
- [ ] None of the above
- [ ] N/A - No hazardous or dangerous materials used on-site

Points Earned: 0.56 of 1.11

Machinery Practices

What are your company practices regarding equipment or machinery used by workers?

This includes machinery, vehicles, etc. Check all that apply. Select N/A only if the company has no equipment.

- [x] All workers who use equipment receive initial and ongoing training on proper operation and emergency shut-off of the machinery
- [x] All workers are required to wear appropriate protective gear, including clothing, eye, and foot protection, when working with machinery
- [x] We regularly inspect whether our workers are using appropriate protective gear and operating machinery correctly
- [x] Our machinery is checked at least once per year for necessary maintenance issues
- [x] Signs regarding hazards and proper use of equipment are posted on or near equipment in the local language
- [ ] Other - please describe
- [ ] None of the above
- [ ] N/A

Points Earned: 1.11 of 1.11

Indoor Air Quality Audits

What is included in your company's annual indoor air quality audit of all company facilities?

Select all options that apply.

- [x] No smoking within 25 feet of building entrances
- [x] Indoor ventilation rates compliant with ASHRAE Standard 62.1 or EN 16798-1
- [x] Minimum air intake separation distance compliant with ASHRAE Standard 62.1 or EN 16798-3
- [x] Operations and maintenance manual for ventilation equipment compliant with ASHRAE Standard 62.1
- [x] HVAC filters compliant with ASHRAE Standard 52.2 or ISO 16890
- [x] Temperature and relative humidity levels (PMV and PPD) in compliance with ASHRAE Standard 55 EN-16798 or ISO 7730
- [x] Written IAQ complaint response policy
- [ ] None of the above

Points Earned: 1.11 of 1.11

Career Development

OPERATIONS

2.8

Formal Employment

What percentage of individuals working for the company are formally employed on the payroll of the company?

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

Points Earned: 0.19 of 0.50

Professional Development Policies and Practices

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

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

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

Points Earned: 0.50 of 0.50

Amount of Training for New Hires

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

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

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

Points Earned: 0.50 of 0.50

Employee Review Process

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

Check all that apply.

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

Points Earned: 1.00 of 1.00

Internal Promotions

What percentage of employees has been internally promoted within the last 12 months?

Exclude material owners in your calculation.

- ○ 0%
- ◉ 1-5%
- ○ 6-15%
- ○ 15%+

Points Earned: 0.17 of 0.50

Intern Hiring Practices

How does your company manage the hiring and treatment of interns?

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."

- [x] We have a formalized policy or program outlining the objectives of internships or internship programs for participants
- [ ] We partner with education institutions to provide internship opportunities or work-study programs
- [ ] We pay interns a living wage
- [x] Our interns receive formal performance reviews
- [x] Our interns have a formal opportunity to provide feedback on experience
- [x] We have hired interns on as full-time permanent employees in the past two years
- [ ] Intern tenures are restricted to not exceed one year if interns are not currently enrolled in school
- [ ] None of the above
- [ ] N/A - Our company does not employ interns

Points Earned: 0.50 of 0.50

Career Development (Salaried)

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: 0.30 of 0.30

Cross-Job Skills Training Participation

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

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

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

Points Earned: 0.15 of 0.30

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 (e.g. literacy, personal financial planning)

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

Points Earned: 0.30 of 0.30

External Professional Development Participation

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

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

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

Points Earned: 0.15 of 0.60

Engagement & Satisfaction

OPERATIONS

4.2

Employee Handbook Information

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

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

Points Earned: 0.25 of 0.25

Non-Discrimination Policy

What is covered in your company's written non-discrimination policy on hiring and the workplace?

Please check all that apply.

- [x] Gender
- [x] Race
- [x] Color
- [x] Disability
- [x] Political opinion
- [ ] Sexual orientation
- [x] Age
- [x] Religion
- [ ] HIV status
- [ ] We have no written non-discrimination policy

Points Earned: 0.25 of 0.25

Paid Secondary Caregiver Leave

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

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

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

Points Earned: 0.40 of 0.50

Supplementary Benefits

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

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

- [x] Free transportation or transit subsidy
- [x] Free or subsidized meals
- [ ] On-site or subsidized childcare
- [ ] Free or subsidized housing
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.80 of 1.00

Worker Empowerment

How does your company engage and empower workers?

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

Points Earned: 0.50 of 0.50

Worker / Management Conflict Mediation

Has your company identified one of the following designated agents to mediate complaints or issues between workers or workers and management?

- [ ] An informally-designated worker who passes information to other workers
- [ ] Union representative
- [x] Human Resources-designated representative
- [x] Employee Representative who has been mutually-designated by company management and employees
- [ ] Third-party ombudsman
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.50 of 0.50

Surveying and Benchmarking Engagement and Attrition

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

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

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

Points Earned: 0.25 of 0.50

Departed Employees

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

Enter 0 if None.

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

Sensitive

Points Available: 0.00

Employee Satisfaction

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

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

- ○ <65%
- ○ 65-80%
- ◉ 81-90%
- ○ 90%+
- ○ N/A

Points Earned: 0.75 of 1.00

Labor Practices Review

Have your company's labor practices been certified or reviewed by an independent third party in the last twelve months?

- ◉ Yes
- ○ No

Points Earned: 0.50 of 0.50

OPERATIONS

Engagement & Satisfaction (Salaried)

1.4

Number of Paid Days Off

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

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

Points Earned: 0.75 of 1.00

Paid Primary Caregiver Leave for Salary Workers

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

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

- [ ] Primary caregivers receive 4-12 weeks of time off for parental leave (including unpaid and paid leave)
- [ ] Primary caregivers receive 13 weeks to 6 months of time off for parental leave (including unpaid and paid leave)
- [ ] Primary caregivers receive more than 6 months of time off for parental leave (including unpaid and paid leave).
- [ ] 4-12 weeks of primary parental leave (or equivalent) is fully paid
- [ ] 13-18 weeks of primary parental leave (or equivalent) is fully paid
- [ ] 19-24 weeks of primary parental leave (or equivalent) is fully paid
- [x] More than 24 weeks of primary parental leave (or equivalent) is fully paid
- [ ] Primary caregivers receive less than 4 weeks off or no time off for parental leave

Points Earned: 0.70 of 1.00

Attrition Rate for Salaried Workers

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

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

Sensitive

Points Available: 1.00

Community

Community Impact Area Introduction

OPERATIONS
0.0

This section identifies whether your company is designed to deliver a specific, material, positive impact for its community, and if so, opens the Community Impact Business Model section that is most applicable.

Community Oriented Impact Business Model

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

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

- (●) Yes
- ( ) No

Points Available: 0.00

Community Oriented Business Models

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

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

- [ ] A producer-owned cooperative structure in which suppliers share control and benefits of company operations (e.g. farmer cooperative, artisanal cooperative)
- [x] Purchasing fair or 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, or ownership to charitable causes (>2% sales, >20% profits/ownership)
- [ ] A community-focused business model that supports and builds the economic vitality of local communities
- [ ] None of the above

Points Available: 0.00

Supporting Low-Income and Small-Scale Suppliers

Does your company source from and/or provide support to low-income and small-scale suppliers (e.g. fair trade certified products, direct trade)?

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

- (●) Yes
- ( ) No

Points Available: 0.00

OPERATIONS

Diversity, Equity, & Inclusion

2.3

Inclusive Hiring Practices

How does your company create an inclusive recruiting and hiring process?

- [x] We include a statement in all our job postings with a commitment to diversity, equity, and inclusion
- [ ] We don't ask about incarceration history during our application process
- [ ] We conduct anonymous or "blind" reviews of applications or resumes without attaching names or identifiable characteristics
- [x] We actively recruit through organizations or services that serve individuals from underrepresented populations
- [ ] We conduct analyses of our job description language and requirements to ensure they are inclusive and equitable
- [ ] None of the above

Points Earned: 0.32 of 0.61

Diverse Ownership and Leadership

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

Please select all that apply.

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

Points Available: 0.61

Inclusive Work Environments

How does your company create an equitable and inclusive workplace for employees?

- [ ] We have designated an individual or group explicitly responsible for diversity, equity, and inclusion (i.e. a Diversity Manager or Inclusion Committee)
- [ ] We offer trainings for all employees on topics related to diversity, equity, and inclusion
- [ ] We have voluntary employee resource or affinity groups
- [x] Our facilities are designed to meet accessibility requirements for individuals with physical disabilities
- [ ] Our facility restrooms are gender-neutral or gender-inclusive
- [x] We have programs in place to provide mentorship, apprenticeships, or internships for individuals from underrepresented groups
- [x] We accommodate learning or emotional disabilities in work processes and workplace policies
- [ ] None of the above

Points Earned: 0.36 of 0.61

Management of Diversity, Equity, and Inclusion

How does your company manage and improve your workplace diversity and inclusivity?

- [ ] We anonymously survey employees on gender identity, race/ethnicity, disability status, and other demographic factors to track the diversity of our workforce
- [ ] We have set specific, measurable diversity improvement goals that are reviewed by senior executives or our Board of Directors
- [ ] We have conducted a pay equity analysis by gender, race/ethnicity, or other demographic factors and, if necessary, implemented equal compensation improvement plans or policies
- [ ] We analyze job categories, satisfaction, promotion, retention rates, or benefits by different demographic groups, and if necessary, have implemented corrective actions for inequitable results
- [ ] We specifically analyze diversity, equity, and inclusion data for individuals who are part of multiple underrepresented groups
- [x] None of the above

Points Available: 0.61

Measurement of Diversity

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

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

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

Points Earned: 0.30 of 0.61

Women Workers

How many of your non-managerial workers identify as women?

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

Points Earned: 0.20 of 0.61

Age Diversity in Workforce

What percentage of your workforce is either under the age of twenty four or over the age of fifty?

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

Points Earned: 0.51 of 0.61

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: 0.30 of 0.61

Female Management

How many of your company managers identify as women?

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

Points Available: 0.61

Management from Underrepresented Populations

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

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

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

Points Available: 0.61

Supplier Diversity Policies or Programs

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

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

Points Earned: 0.08 of 0.30

Supplier Ownership Diversity

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

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

Points Earned: 0.23 of 0.61

OPERATIONS

Economic Impact

3.0

Geographic Structure and Scope

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

The company operates primarily in India, with multiple offices serving distinct functions. Headquarters for operations and manufacturing are located in Lucknow, Uttar Pradesh, where the company owns and manages its LEED Platinum–certified production facility. Marketing and sales functions are based in Delhi, while ownership company is based in Bangalore. These offices work collaboratively to support the company's operations, mission, and global impact.

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 twelve months:

Last twelve months:

- [x] We do not track this

Points Available: 0.00

Job Growth Rate

What was your company's net job growth rate for full-time and part-time positions over the last 12 months? ONLY include newly created jobs that are paid a living wage.

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

- (●) 0% (no growth on a net basis)
- ( ) 1-14%
- ( ) 15-24%
- ( ) 25%+

Points Available: 2.35

Non-accredited Investor Ownership

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

- (●) 0%
- ( ) 1-4%
- ( ) 5-14%
- ( ) 15-24%
- ( ) 25%+
- ( ) Don't know

Points Available: 1.18

Local Ownership

Is the majority (over 50%) of the company's ownership located locally to the majority of the company's workforce?

“Local" is defined as being part of the same community. While the size and distance of a community may vary by context, they should generally be based on a small-scale economically and culturally connected area like a metropolitan area or a city/town.

- ( ) Yes
- (●) No
- ( ) Don't know

Points Available: 1.18

Local Purchasing and Hiring Policies

What written local purchasing or hiring policies does your company have in place?

“Local" is defined as being part of the same community. While the size and distance of a community may vary by context, they should generally be based on a small-scale economically and culturally connected area like a metropolitan area or a city/town.

- [ ] Written preference at each facility to purchase from local suppliers
- [ ] Formal targets or goals for the amount of local purchasing
- [ ] Ready-to-use lists of preferred local suppliers and vendors for specific facilities
- [ ] Written preference for hiring and recruiting local managers with equitable compensation
- [x] Preference for hiring and recruiting local staff (management and non-management) with training for employees
- [ ] Incentives for staff to live within 40 km of local company facility
- [ ] Other - please describe
- [ ] No written local purchasing or hiring policies in place

Points Earned: 0.29 of 0.59

National Sourcing

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

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

Points Earned: 1.18 of 1.18

Spending on Local Suppliers

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

Please click "Learn More" to understand how to answer this question.

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

Points Earned: 0.39 of 1.18

Focus on Local Customers

Do a majority of your customers live locally to your company's headquarters or production facilities?

“Local" is defined as being part of the same community. While the size and distance of a community may vary by context, they should generally be based on a small-scale economically and culturally connected area like a metropolitan area or a city/town.

- ○ Yes
- ◉ No

Points Available: 1.18

In Country Management

What percentage of senior management is native to the country of operations?

Native individuals are born and/or raised in the country.

- ○ <49%
- ○ 50-74%
- ○ 75-94%
- ◉ 95%+

Points Earned: 1.18 of 1.18

OPERATIONS

Civic Engagement & Giving

3.6

Corporate Citizenship Program

How does your company take part in civic engagement?

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

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

Points Earned: 0.53 of 0.53

Civic Memberships and Partnerships

Does your company have membership or a civic partnership with any of the following types of organizations?

Check all that apply.

- [x] Business or trade association
- [ ] Chamber of Commerce
- [ ] Governmental institution
- [ ] Local academic institution
- [x] Cooperative
- [x] Other - please describe
- [ ] None

Points Earned: 0.24 of 0.27

Community Service Policies and Practices

How does your company manage employee community service?

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

Points Earned: 0.27 of 0.53

% of Employees Volunteer Service

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

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

Points Earned: 0.80 of 1.07

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

46146

- [ ] We do not track this

Points Available: 0.00

Volunteer Service Per Capita

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

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

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

Points Earned: 0.36 of 1.07

Charitable Giving and Community Investment Policies and Practices

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

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

Points Earned: 0.27 of 0.53

Relative Input for Community Investments

If you use an independent methodology to measure total commitment to community investment, what is the equivalent % of revenue contributed in the form of community investment?

- ○ None
- ○ Less than 0.1% of revenues
- ○ 0.1-0.4% of revenues
- ○ 0.5-0.9% of revenues
- ○ 1-1.9% of revenues
- ◉ >2%

Points Earned: 1.07 of 1.07

% of Revenue Donated

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

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

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

Points Available: 2.13

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

Sensitive

Points Available: 0.00

Advancing Social and Environmental Performance

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

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

Points Earned: 0.13 of 0.27

OPERATIONS

Supply Chain Management

7.3

Significant Supplier Descriptions

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

Significant Suppliers represent 80% of your company's purchases in currency terms (excluding salaries on payroll and bonuses, rent, utilities, and taxes).

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

Points Available: 0.00

Social or Environmental Screening of Suppliers

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

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

- (●) Yes
- ( ) No

Points Available: 0.00

Supplier Screen Topics

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

Significant Suppliers represent 80% of your company's purchases in currency terms (excluding salaries on payroll and bonuses, rent, utilities, and taxes).

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

Points Earned: 0.75 of 0.75

Supplier Evaluation Practices

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

Only select practices that apply to all your significant suppliers. See "Learn More" for further instructions.

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

Points Earned: 0.75 of 0.75

Outsourced Staffing Services

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

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

- ( ) Yes
- (•) No

Points Available: 0.00

Supplier Code of Conduct

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

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

- (●) Yes
- ( ) No

Points Earned: 0.75 of 0.75

Supplier Code of Conduct Topics

What areas of social and environmental performance are specifically included in your company's Supplier Code of Conduct policy?

- [x] Bribery, corruption, and fraud
- [x] Working hours
- [x] Freely chosen employment
- [x] Compensation
- [x] Child labor
- [ ] Freedom of association
- [ ] Health and safety
- [ ] Use of materials
- [ ] Product's environmental impact
- [ ] Information on how the Code will be monitored and reviewed (e.g. self-audits, site visits)
- [ ] N/A - No Supplier Code of Conduct

Points Earned: 0.38 of 0.38

Support for Improved Supply Chain Social or Environmental Performance

How does your company encourage improved social and environmental performance among your suppliers?

- [x] We provide incentives for suppliers with strong social and environmental performance
- [x] We set goals and expectations with suppliers to improve their social and environmental performance
- [x] We provide resources to suppliers to improve their social and environmental performance
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.75 of 0.75

Improving Impact of Suppliers

Does the company have any of the following policies or programs to improve the social and/or environmental impact of suppliers, either in cases of noncompliance or more broadly?

- [x] Company formulates corrective action or improvement plans with goals for continuous improvement of their supplier performance
- [x] Company requires a specific time period for suppliers to make changes to remediate code of conduct non-compliance or otherwise terminates contract
- [x] Company provides training and/or resources on improving social or environmental performance to suppliers, either from the company itself or through a third party
- [x] Company provides training and/or resources to its own staff, focused on managing their own practices and relationships with suppliers to enable the suppliers to improve their performance
- [ ] Company has participated in collaborative initiatives with other companies to help improve the social or environmental impact of their supply chain
- [x] Company incentivizes social and environmental performance or improvement through contract terms, prices, or other means
- [x] Company has achieved quantifiable improvements on social or environmental performance of its supply chain
- [ ] Other
- [ ] None of the above

Points Earned: 0.38 of 0.38

% of Suppliers with Programs to Improve Impact

For what % of your suppliers (on a currency basis) do the policies and programs selected in the previous question apply?

- ○ 0%
- ○ 1-20%
- ○ 21-49%
- ○ 50-74%
- ◉ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 1.31 of 1.50

Length of Supplier Relationships

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

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

Points Earned: 0.75 of 0.75

Support for In Need Suppliers

Does your company do any of the following to support small scale or other in-need suppliers?

- ☑ We review suppliers for potential training needs
- ☑ We have a formal education or support program for selected suppliers
- ☐ We provide small scale suppliers the same contracts, prices, and payment terms (such as days payable outstanding) as other suppliers
- ☑ We pay 30 days payable outstanding to small scale suppliers
- ☐ A formal mechanism is in place for suppliers to provide us feedback (e.g. supplier satisfaction surveys)
- ☑ We have a formal grievance mechanism to address complaints and resolve disputes
- ☐ Other (please describe)
- ☐ None of the above

Points Earned: 0.75 of 0.75

Supplier Certifications

During the last fiscal year, what percentage of your Significant Suppliers (on currency basis) had internationally-recognized product certifications?

Select 0% if you do not know whether your Significant Suppliers are certified.

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

Points Earned: 0.75 of 0.75

Supply Chain Poverty Alleviation - Impact Business Model

IMPACT BUSINESS MODELS

5.9

This IBM section is applicable to companies that reduce poverty in their supply chain through trade terms, positive labor conditions, and support for low-income and small-scale suppliers (e.g. fair trade, direct trade).

Purchasing From Low-Income and Small-Scale Suppliers

Do you purchase directly from low-income and small-scale suppliers?

- (●) Yes, I purchase directly from low-income and small-scale suppliers
- ( ) No, I purchase from brokers or other companies that are verified to be purchasing from and supporting low-income and small-scale suppliers

Points Available: 0.00

Types Of Low-Income and Small-Scale Suppliers

What types of low-income and small-scale suppliers are in your supply chain?

- [ ] Factories in Underserved Markets
- [ ] Fair Wage/ Labor Certified Plantation/Estate Farms in Underserved Markets
- [x] Worker or Producer-Owned Cooperatives
- [x] Small-Holder Small Scale Farms/Suppliers in Underserved Markets
- [ ] Micro-entrepreneurs/artisans in underserved markets

Points Available: 0.00

Beneficial Trade Terms for Low-Income and Small-Scale Suppliers

Are any of the following trade terms provided to the low-income and small-scale suppliers in your supply chain?

Your answer to this unscored question is combined with other answers to automatically calculate your score in this section of the assessment.

- [x] A premium is paid beyond market price for community support and development
- [x] Input materials come from a relationship where contracts are signed and executed for the next year
- [ ] Input materials come from a relationship where the contract price was partially or fully paid in advance to significant suppliers (including loans through a partner organization)
- [x] Pricing of product is determined collaboratively with suppliers
- [x] On-site visits are made to suppliers on at least an annual basis.
- [ ] None of the above

Points Available: 0.00

% Purchases with Beneficial Trade Terms

What % of your cost of materials in the last fiscal year came from low-income and small-scale suppliers that received the previous trade terms?

Your answer to this unscored question is combined with other answers to automatically calculate your score in this section of the assessment.

What % of your cost of materials in the last fiscal year came from low-income and small-scale suppliers that received the previous trade terms? 10.406

☐ We do not track this

Points Available: 0.00

Purchases from Suppliers with Beneficial Terms

What is the total cost of materials sourced through the previous trade terms?

What is the total cost of materials sourced through the previous trade terms?

Sensitive

Points Available: 0.00

Tracking Supplier Premiums

Do you track the premium paid to suppliers?

◉ Yes

○ No

Points Earned: 0.58 of 0.58

Premium Paid to Suppliers

If yes, what is the average premium paid to suppliers in the last fiscal year (either on product or wage)?

Please report the premium as a % of the price paid per product or per hour.

If yes, what is the average premium paid to suppliers in the last fiscal year (either on product or wage)?

15

☐ We do not track this

Points Available: 0.00

Methodology to Determine Premium Paid

Describe in the text box the methodology your company uses to calculate producer price premium.

Describe in the text box the methodology your company uses to calculate producer price premium. Prices are based on prevailir

Points Available: 0.00

Innovative Supply Chain Poverty Alleviation

Is there something different or innovative about the company's approach to sourcing from low-income and small-scale suppliers that has changed the industry? Is this something replicable, unique at the time it was created, and that has been emulated by other organizations? Please explain.

Our sourcing model introduced a fundamentally different approach to engaging low-income and small-scale farmers by combining localized procurement, guaranteed crop offtake, long-term contracts, and premium pricing for organic and regenerative crops. By establishing village-level procurement centers and purchasing directly from farmers, we eliminated intermediaries, reduced farmers' time and travel costs, and ensured all contracted crops were purchased—addressing a major source of income insecurity in traditional agricultural markets. This approach was innovative at the time of implementation, particularly our development of medicinal herbs such as Tulsi (Holy Basil) as a scalable commodity crop. Tulsi provides significantly higher returns than conventional crops, performs reliably under variable climate conditions, and enables farmers to earn higher incomes from small landholdings without expanding acreage. The model is supported by farmer cooperatives, year-round agronomic support from local experts, organic and Fairtrade certification pathways, and reinvestment of premiums into community development. This integrated sourcing approach has since been adopted or adapted by other organizations working with smallholder farmers and medicinal or organic crops, demonstrating its replicability and industry influence.

Points Available: 0.00

Support for Low-Income and Small-Scale Suppliers

Does the company provide or participate in support services for low-income and small-scale suppliers?

This question factors into a calculated question that contributes to your overall score.

- [x] Capacity building to improve the efficiency of operations for the supplier
- [x] Capacity building to improve the social or environmental practices of the supplier
- [x] Support and training to improve quality and maintain quality assurance for the supplier
- [ ] We do not purchase directly from low-income and small-scale suppliers, or we do not provide capacity building services

Points Available: 0.00

% of Purchases from Supported Low-Income and Small-Scale Suppliers

What % of your total cost of materials in the last fiscal year came from low-income and small-scale suppliers that have received the above capacity building support?

Your answer to this unscored question is combined with other answers to automatically calculate your score in this section of the assessment.

What % of your total cost of materials in the last fiscal year came from low-income and small-scale suppliers that have received the above capacity building support? 10.406

- [ ] We do not track this

Points Available: 0.00

Verification of Fair Wages and Working Conditions

Are working conditions and wages of suppliers verified to meet credible standards to ensure dignity and equitable economic empowerment for employees? If so, what methodology is used to determine standards?

Your answer to this unscored question is combined with other answers to automatically calculate your score in this section of the assessment.

- [ ] Suppliers meet third party certification standards (such as Fair Trade Certification)
- [x] Workers receive wage equivalent to or greater than a third party fair or living wage calculation for the relevant industry/product/market
- [ ] Suppliers are not verified to meet third party labor standards

Points Available: 0.00

Purchasing From Low-Income and Small-Scale Suppliers

What % of your cost of materials in the last fiscal year came from suppliers that are verified by either of the methodologies selected in the previous question?

Your answer to this unscored question is combined with other answers to automatically calculate your score in this section of the assessment.

What % of your cost of materials in the last fiscal year came from suppliers that are verified by either of the methodologies selected in the previous question? 10.58

- [ ] We do not track this

Points Available: 0.00

Wage and Working Conditions Screening

How are wage and working conditions screened and monitored to ensure continual compliance with the previous standards?

- (●) Suppliers are verified or certified by a third party to meet standards
- ( ) Company visits and reviews supplier facilities and documents compliance with the standards above
- ( ) None of the above

Points Earned: 0.58 of 0.58

Third Party Certification of Supply Chain

Are the company's trade practices or purchases certified by a third party?

- [x] Fair Trade International
- [ ] Fair Trade USA
- [ ] Other - please describe
- [ ] No

Points Available: 0.00

Tracking Impact on Workers

Does your company track the impact of your work with low-income and small-scale suppliers on the lives of suppliers' employees?

- (•) Yes
- ( ) No

Points Earned: 0.58 of 0.58

Tracking Impact Explanation

If your company tracks the impact of your work with small-scale suppliers on the lives of suppliers' employees, please explain how.

Organic India tracks the impact of its work with small-scale supplier farmers through its dedicated Agricultural Expert team, which has worked directly with farmer partners since 1998. Agricultural Experts conduct regular field visits throughout the year and maintain individual Farmer (Kisan) Diaries for every registered farmer. These diaries document farm and household information, land holdings, cultivation activities, agricultural inputs, soil fertility management, pest and disease management, harvesting, procurement, payments, and field observations throughout the crop cycle. This ongoing documentation enables Organic India to monitor farming practices, provide tailored technical assistance, and track improvements over time while building long-term, trusted relationships with its farmer partners.

Points Available: 0.00

Supply Chain Transparency

Do customers and/or the public have access to information about the company's supply chain practices?

- ( ) Customers have access to information about suppliers being sourced from, including their location
- (•) Customers can access information on the social and environmental standards required of suppliers
- ( ) None of the above

Points Earned: 0.58 of 0.58

Environment

OPERATIONS
0.0

Environment Impact Area Introduction

This section asks about your environmental footprint to determine which questions are applicable later on in the assessment. It also identifies whether your company's product/service is designed to deliver a specific, material, positive environmental impact, and if so, opens the Environmental Impact Business Model section that is most applicable.

Environmental Business Model

Are your company's products/services or processes structured to restore or preserve the environment in any of the following ways? (Please note: the environmental impact of your day-to-day operations will be assessed in the remaining sections of the Environment Impact Area. This question is specifically asking about your products/services or innovative production processes.)

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

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

Points Available: 0.00

Description of Positive Environmental Product / Service Impact

How would you describe the positive outcome for the environment created by your product/service?

The company’s products are produced using certified organic and regenerative organic agricultural practices that are designed to preserve and restore the environment. These practices improve soil health, enhance biodiversity, support healthier water cycles, and reduce reliance on synthetic chemicals. Regenerative organic farming methods also contribute to increased soil organic matter and carbon sequestration, helping restore ecological balance in areas previously impacted by conventional agriculture. As a result, the company’s products create positive environmental outcomes by supporting resilient farming ecosystems, cleaner local environments, and long-term land stewardship across its sourcing regions.

Points Available: 0.00

Environmental Product or Service Impact

Is the environmental impact you've described part of your products' or services' impact (excluding packaging), or is it a part of the way that your company operates?

Companies should earn revenue from the product or service that has an environmental impact. Please do not include pro bono efforts within this section.

- (●) The impact is created by a revenue-generating product/service line (e.g. selling non-toxic cleaning products, sustainability consultancy)
- ( ) The impact is created by the company's daily operations (e.g. using non-toxic cleaning products in the company's headquarters) and not the core product/service

Points Available: 0.00

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 attributes.

- [ ] 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.)
- [x] Conserves or preserves the well-being of land and/or animals (e.g. land protection or reforestation services, sustainably harvested agricultural products)
- [x] Reduces or is made of less toxic/hazardous substances (e.g. brownfield remediation services, organic certified food, non-toxic cleaners)
- [x] Educates, measures, researches, or provides information to solve environmental problems (e.g. environmental consulting or auditing)
- [ ] None of the above

Points Available: 0.00

Land/wildlife Conservation Overview

Tell us more about how your product or service conserves natural resources

Our products conserve natural resources through organic and regenerative sourcing models that protect soil health, biodiversity, water resources, and forest ecosystems. Raw materials are sourced from smallholder farmers cultivating crops on existing agricultural land and from wildcrafters operating within certified organic forest areas under controlled harvesting protocols, avoiding land conversion and deforestation. Organic and regenerative practices emphasized across the supply chain—such as composting, crop diversification, natural pest management, and soil health improvement—reduce reliance on synthetic inputs, enhance soil fertility, improve water retention, and limit environmental degradation. These practices support long-term land productivity and ecosystem resilience. Wildcrafted ingredients are harvested according to defined sustainability guidelines designed to protect native plant species and maintain ecological balance. Compliance with these practices is reinforced through third-party certification systems and internal monitoring, embedding natural resource conservation into product design and sourcing decisions.

Points Available: 0.00

Direct Impact on Land / Wildlife Conservation

Is land/wildlife conservation, beyond what is required by law, a direct positive environmental impact of your product or service?

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

- (●) Yes
- ( ) No, it is an indirect result of one of the other answers selected in the question "Environmental Product Benefits"

Points Available: 0.00

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

Our products reduce the use of toxic or hazardous substances and prevent pollution by relying on closed-loop, self-sufficient farming systems at the farm level. Farmers use full on-farm input systems, producing their own seeds and fertility inputs rather than purchasing chemical inputs from the market. Seeds for crops such as tulsi, psyllium, castor, and mustard are saved and regenerated on the farm, while soil fertility is maintained through composting and the use of natural inputs such as cow dung. Because cultivation relies entirely on on-farm compost, seed saving, and biological soil management, no synthetic pesticides, herbicides, or chemical fertilizers are used. This approach prevents chemical runoff, protects groundwater and soil health, and avoids air pollution associated with the manufacture and application of agrochemicals. The result is a transparent, low-input, pollution-preventive agricultural system that supports healthy ecosystems, resilient soils, and safer environments for farmers and surrounding communities.

Points Available: 0.00

Direct Impact on Less Toxic or Toxin Remediation

Is being less toxic or providing toxin remediation, beyond what is required by law, a direct positive environmental impact of your product or service?

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

- (●) Yes
- ( ) No, it is an indirect result of one of the other answers selected in the question "Environmental Product Benefits"

Points Available: 0.00

Environmental Education / Information Overview

Tell us more about how your product or service educates, quantifies, or provides strategic advise to solve environmental problems

We educate farmers and supply-chain partners on regenerative agriculture, soil health, biodiversity, and water stewardship through long-term training programs. Environmental outcomes are quantified via organic certification compliance, soil health indicators, reduced chemical inputs, and biodiversity conservation practices, enabling measurable reductions in environmental impact at the farm level.

Points Available: 0.00

Product or Service Focus on Environmental Education

Is environmental education a direct and revenue generating product or service?

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

- ( ) Yes
- (●) No, while we provide environmental education in other ways (through packaging, awareness campaigns, etc.) our product or service does not directly do so

Points Available: 0.00

Environmental Management

OPERATIONS
2.8

Facility Environmental Efficiency

What environmental efficiency practices are in place in a majority of your company's offices and plant facilities?

- [x] Buildings employ energy saving strategies (e.g. energy use monitoring, efficient appliances and lighting, renewable energy use)
- [x] Buildings use systems for increasing water efficiency (e.g. water efficient appliances, fixtures, and landscaping)
- [x] Buildings use systems to monitor and improve air quality (e.g. increased ventilation)
- [x] Building construction or operations make use of sustainable materials (e.g. reclaimed products)
- [ ] New building sites are chosen based on sustainability considerations (e.g. minimizing impact on ecosystems and waterways)
- [x] Buildings are LEED certified or LEED equivalent certified
- [ ] Other - please describe
- [ ] None of the above
- [ ] N/A - No offices or plant facilities

Points Earned: 1.05 of 1.05

Environmental Management Systems

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

Checkboxes 3-6 can only be selected if Checkbox 2 applies.

- [x] Policy statement documenting our organization's commitment to the environment
- [x] Assessment undertaken of the environmental impact of our organization's business activities
- [ ] Stated objectives and quantifiable targets for environmental aspects of our organization's operations
- [ ] Programming designed, with allocated resources, to achieve these targets
- [ ] Periodic compliance reviews and auditing to evaluate programs conducted
- [ ] Third-party auditing and certification of EMS
- [ ] We have no environmental management system

Points Earned: 0.70 of 2.11

Environmentally Certified Products

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

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

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

Points Earned: 1.05 of 1.05

Type of Footprint Assessments

Has the company's footprint assessments included any of the following?

- ☐ Assessment conducted for upstream supply chain only
- ☐ Assessment conducted for only a portion of value chain (other than or in addition to upstream supply chain)
- ☐ Formal life cycle assessments conducted internally
- ☐ Formal life cycle assessments conducted or verified by a third party
- ☐ Use of third party frameworks or methodologies (such as Ellen Macarthur Foundation Circularity Indicators, Product Environmental Profiles, GHG Protocol or Carbon Disclosure Project)
- ☐ Company has a life cycle based certification or equivalent (Cradle to Cradle)
- ☐ Other
- ☑ None of the above

Points Available: 0.53

% of Products with Type of Footprint Assessment

What % of your products have undergone the specific type(s) of environmental footprint assesesment selected in the previous question?

- ○ 0%
- ○ 1-20%
- ○ 21-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ◉ N/A

Points Available: 2.11

Assessment Conducted of Environmental Footprint of Value Chain

Have you conducted a formal assessment to measure the environmental footprint of your value chain (including supply chain, product usage, and end-of-life) that covers the following topics?

- [ ] Impacts on biodiversity
- [ ] Impacts on climate (Scope 3 Carbon Emissions)
- [ ] Toxin or hazardous material impact
- [ ] Land preservation (including material extraction)
- [ ] Water supply
- [ ] Other
- [x] None of the above

Points Available: 1.05

Management of Material Environmental Impact in Value Chain

How has your company utilized the results of your environmental footprint assessment to manage and minimize your overall impact?

- [ ] Company has used assessments to develop specific strategies to reduce impacts for at least most material impacts identified across value chain and product lines
- [ ] Company has set public targets or commitments to reduce material value chain and product impacts over time
- [ ] Company has met incremental targets in the last two years and/or can demonstrate being on target to achieve long term goals
- [ ] Other
- [x] None of the above (No EIA conducted)

Points Available: 1.05

Impact of Product Usage

Which of the following are true regarding practices in place to manage and minimize the impact of product usage?

- [ ] Company has conducted studies of consumer behavior and/or disposal to understand impact of product usage
- [ ] Company has conducted analysis of product lifetime and usability and it materially exceeds (>5%) lifetime of related competitive products
- [ ] Company has created partnerships and/or marketing campaigns to engage customers or other post production value chain users to minimize environmental footprint of usage
- [ ] Other
- [x] None of the above

Points Available: 1.05

Air & Climate

OPERATIONS

3.5

Monitoring Energy Usage

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

Please select one answer option indicating if the company monitors energy use and potentially sets targets (answers 1-4). If the company sets targets, answer option 5 may apply in addition.

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

Points Earned: 0.65 of 0.65

Total Energy Use

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

Total energy used (Gigajoules) during the last 12 months: 6746

- [ ] 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: 446

- [ ] We do not track this

Points Available: 0.00

Electricity Sources

From what sources does your company get its electricity?

Please check all that apply.

- [ ] Diesel-generators
- [x] Municipal power grid (sources unknown or not renewable)
- [ ] Municipal power grid (at least 10% of municipal power is generated from renewable sources such as solar, wind or small-scale hydropower)
- [ ] Bio-fuel or other clean or renewable-based generators
- [x] Renewable energy sources (including on-site renewable)
- [ ] Other - please describe

Points Earned: 0.65 of 0.65

Renewable Energy Usage

What percentage of energy use is produced from renewable sources?

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

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

Points Earned: 0.04 of 0.33

Low Impact Renewable Energy Use

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

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

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

Points Earned: 0.26 of 1.30

Environmentally Efficient Equipment

What % of new equipment purchased (by total cost) during the last 24 months was energy efficient or otherwise environmentally-preferred?

Select N/A if no capital expenditures were made during the last 24 months.

- ○ 0% (no equipment)
- ○ <50% (some equipment)
- ○ 50%+ (majority of equipment)
- ○ 100% (all equipment)
- ◉ N/A - No new equipment purchased

Points Available: 0.33

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: 1.30

Monitoring Greenhouse Gas Emissions

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

Please select only one answer option indicating if the company monitors greenhouse gas emissions and potentially sets targets (answers 1-4). If the company sets targets and/or achieved carbon neutrality, answers 5 or 6 may apply in addition.

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

Points Available: 0.65

Greenhouse Gas Emissions Reduced

What percentage of Scope 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 Available: 1.30

Shipping Policies

Has your company implemented an environmentally-efficient shipping or distribution policy?

- ◉ Yes
- ○ No

Points Earned: 0.33 of 0.33

Supply Chain GHG Management

Has your company taken action to track and manage the greenhouse emissions produced through your supply chain? (absolute reduction)

Only select practices if you track and manage greenhouse emissions produced for at least 50% of your company suppliers (on a cost basis).

- ☑ We don't track or evaluate greenhouse emissions from our supply chain
- ☐ We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risk contributions of greenhouse gas emissions
- ☐ We have purchased certified carbon credits to offset some or all of the greenhouse gas emissions from our supply chain
- ☐ We set targets for reducing greenhouse gas emissions through our supply chain
- ☐ We have seen a reduction in GHG emissions in our supply chain in the last twelve months
- ☐ We have achieved a carbon-neutral supply chain

Points Available: 0.65

Offsetting Supplier GHG Emissions

What % of your company's Scope 3 greenhouse gas emissions were offset by certified carbon credits?

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

Points Available: 1.30

Supply Chain GHG Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce the greenhouse gas emissions produced through your supply chain?

- [ ] We collaborate with or require suppliers to collect data and report on greenhouse gas emissions
- [ ] We screen suppliers to reduce greenhouse gas emissions (e.g. performance of suppliers, selection of materials, source locations)
- [ ] We provide support or resources for our supply chain in adopting greenhouse gas minimized operations (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 0.65

Sourcing % of COGS from Local Suppliers

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

Sourcing of COGS Local to Customers

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

Points Earned: 0.33 of 1.30

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: 0.65 of 1.30

Managing Impact of Transportation

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

Please check all that apply.

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

Points Earned: 0.60 of 0.65

Types of Carbon Credits Purchased

Has your company purchased any of the following types of carbon credits during the last fiscal year?

- ☐ Voluntary Carbon Credits
- ☐ Certified Carbon Credits
- ☑ None

Points Available: 0.33

Water

OPERATIONS

5.0

Monitoring and Managing Water Use

Does your company monitor and manage your water usage?

Please select only one answer option indicating if the company monitors water usage and potentially sets targets (answers 1-4). If the company sets targets, answer option 5 may apply in addition.

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

Points Earned: 0.27 of 1.07

Total Water Use

Total water use (liters) during the last 12 months

Total water use (liters) during the last 12 months: 24063000

- [ ] We do not track this

Points Available: 0.00

Water Conservation Practices

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

Please check all that apply.

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

Points Earned: 1.07 of 1.07

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 Earned: 2.13 of 2.13

Monitoring Toxic Wastewater

Which of the following describes how the company monitors hazardous and toxic wastewater?

Monitoring hazardous and toxic wastewater may involve either monitoring the volume and/or the level of contamination.

- ○ 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 last fiscal year
- ◉ Eliminated emissions of this by-product entirely
- ○ N/A

Points Earned: 1.07 of 1.07

Wastewater Disposal

How does your company dispose of non-hazardous wastewater?

Please check all that apply.

- ☐ We have no water treatment system, or are unsure of disposal
- ☐ Through municipal/public sewer systems
- ☐ Off-site water treatment
- ☑ Through on-site partial-reclamation
- ☑ Through reuse or recycling of wastewater in company's own operations
- ☐ On-site watershed management
- ☐ Other - please describe

Points Earned: 0.53 of 0.53

Supply Chain Water Management

How does your company track and manage the water footprint of your supply chain?

Only select practices if you track and manage the water footprint for at least 50% of your company suppliers (on a cost basis).

- [x] We do not track the water footprint of our supply chain
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material areas of water usage
- [ ] We have targets for reducing water footprint through our supply chain
- [ ] We have seen a reduction of our water footprint in our supply chain in the past twelve months
- [ ] We have verified that all water use in supply chain is science-based and sustainable

Points Available: 1.07

Supply Chain Water Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce the water footprint of your supply chain?

- [ ] We collaborate with or require suppliers to collect data and report on water footprint
- [ ] We screen suppliers to fit good water management practices (e.g. individual supplier practices, materials and ingredients, locations in context of water scarcity)
- [ ] We provide support or resources for supply chain in adopting water management (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 1.07

OPERATIONS

Land & Life

7.7

Monitoring and Reporting Non-hazardous Waste

How does your company monitor and manage your waste production?

Please select one answer option indicating if the company monitors waste production and potentially sets targets (answers 1-4). If the company sets targets, answers 5 and/or 6 may apply in addition.

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

Points Earned: 0.65 of 0.65

Non-hazardous Waste Generated

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

Waste Produced: Non-Hazardous Waste (metric tonnes) during the last 12 months: 831.36

- [ ] We do not track this

Points Available: 0.00

Total Waste Disposed

Waste Disposed (metric tonnes) during the last 12 months

Waste Disposed (metric tonnes) during the last 12 months: 0

- [ ] 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: 831.36

- [ ] We do not track this

Points Available: 0.00

Recycling Programs

Does the majority of your facilities on a square foot basis have a facility wide recycling program that has ongoing collection of at least all standard materials in your area?

- (●) Yes
- ( ) No

Points Earned: 0.65 of 0.65

Recycling Programs

Does your company have any of the following recycle/reduce/reuse programs in 80% of the facilities?

- [x] We recycle and reuse materials on-site with clearly-marked bins for use
- [x] We have a written recycle/reduce/reuse policy that is posted at plant facilities with clearly-marked bins
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.65 of 0.65

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: 0.65 of 0.65

Supply Chain Waste Management

How does your company track and manage waste in your supply chain?

Only select practices if you track and manage waste for at least 50% of your company suppliers (on a cost basis).

- [x] We don't track the solid waste impacts of our supply chain
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material areas of waste production
- [ ] We have set targets for reducing solid waste in the supply chain
- [ ] We have seen a reduction of waste produced in our value chain in the past twelve months
- [ ] We have achieved zero waste or a closed-loop supply chain

Points Available: 0.65

Supply Chain Waste Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce waste in your supply chain?

- [ ] We collaborate with or require suppliers to collect data and report on waste production
- [ ] We screen or require suppliers to meet standards related to solid waste production
- [ ] We have implemented initiatives to reduce waste at the source or divert waste from landfills or incineration in the supply chain
- [x] We audit and provide help to suppliers to complete corrective actions
- [ ] None of the above

Points Earned: 0.16 of 0.65

Environment Impact Packaging

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

Select all practices that apply and are verifiable, regardless of the % of product/packaging the practice applies to.

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

Points Earned: 0.39 of 0.65

% of Recyclable/Biodegradable Materials

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

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

Points Earned: 0.54 of 0.65

Controlling Community Exposure to Emissions

Has your company conducted an assessment of local communities' exposure to hazardous emissions from your manufacturing facilities and taken appropriate steps to mitigate?

- ○ We have not conducted an assessment
- ○ Assessment indicates some exposure, but we have taken no action to date
- ○ Assessment indicates some exposure, and we have implemented a mitigation and control strategy
- ◉ Assessment indicates no exposure

Points Earned: 0.32 of 0.32

% of Environmentally Preferred Input Materials

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

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

Points Earned: 0.65 of 1.30

Programs to Reduce End of Life Waste

Which of the following practices are in place to reduce waste to landfill after the usage of your product and/or its packaging?

- ☐ Company has a product/packaging reclamation and recycling program designed and implemented by the company or a third party
- ☐ Company has a product/packaging reclamation and reuse program designed and implemented by the company or a third party
- ☐ Company takes back similar products or packaging from other companies as part of its reclamation program
- ☐ Company includes information about their reclamation programs on product labels / packaging
- ☐ Company includes information about their reclamation programs in advertising campaigns
- ☐ Company has achieved circularity (no waste created) in its products and packaging
- ☐ Other
- ☑ None of the above

Points Available: 0.65

Monitoring Hazardous Waste

How does your company monitor and manage your hazardous waste production?

- [ ] Company does not currently monitor and record emissions
- [ ] Company monitors and records emissions (no reduction targets)
- [ ] Company monitors emissions and has specific reduction targets
- [ ] We regularly monitor and record emissions and have set a zero hazardous waste target
- [ ] Company has met specific reduction targets during the reporting period
- [x] Eliminated emissions of this by-product entirely

Points Earned: 0.49 of 0.65

Total Hazardous Waste Produced

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

Waste Produced: Hazardous Waste (metric tonnes) during the last 12 months: 3.73

- [ ] We do not track this

Points Available: 0.00

Reducing Waste

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

The past two years

The past two years:

- [x] We do not track this

Points Available: 0.00

Hazardous Waste Disposal

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

This includes batteries, paint, electronic equipment, etc.

- (●) Yes
- ( ) No
- ( ) N/A - We have eliminated hazardous waste

Points Earned: 0.65 of 0.65

Hazardous Materials On-Site

If your company uses any hazardous materials on site, check all of the procedures that your company follows.

Hazardous materials include chemicals, pesticides, and fertilizer. Select N/A if you use no hazardous materials and chemicals.

- [x] Written procedures for safe storage, use and disposal of each hazardous material available in the national language(s) of work
- [ ] All hazardous materials are kept in sealed containers in a locked storeroom located in a separate area from regular business activities
- [ ] All containers with hazardous materials are labeled, with instructions for proper storage, use and disposal
- [ ] None of these procedures
- [ ] N/A

Points Earned: 0.22 of 0.65

Supply Chain Chemical Management

How does your company track and manage toxins or hazardous waste in your supply chain?

Only select practices if you track and manage toxins or hazardous waste for at least 50% of your company suppliers (on a cost basis).

- [ ] We don't track toxins or hazardous waste in our supply chain
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risks of toxins and/or production of hazardous waste
- [ ] We have set targets for reducing toxins and hazardous waste in our supply chain
- [x] We have verified that there are no harmful toxins or hazardous waste in our supply chain

Points Earned: 0.65 of 0.65

Supply Chain Chemical Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce toxins or hazardous waste in your supply chain?

- [ ] We collaborate with or require suppliers to collect data and report on chemicals
- [x] We screen or require suppliers to meet standards related to toxins or hazardous waste
- [x] We provide support or resources to reduce toxins in the supply chain (e.g.online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [x] We audit and provide help to suppliers to complete corrective actions
- [ ] None of the above

Points Earned: 0.49 of 0.65

Supply Chain Biodiversity Management

How does your company track and manage your supply chain's impact on biodiversity?

Only select practices if you track and manage the impact on biodiversity for at least 50% of your company suppliers (on a cost basis).

- [x] We don't evaluate our supply chain impact on biodiversity
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risks to biodiversity
- [ ] We set targets for reducing impact on biodiversity through our supply chain
- [ ] We have verified that our supply chain creates no (or positive) biodiversity impact

Points Available: 0.65

Supply Chain Biodiversity Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce your supply chain's impact on biodiversity?

- [x] We collaborate with or require suppliers to collect data and report on biodiversity impact
- [x] We screen suppliers to fit good biodiversity practices
- [x] We provide support or resources for our supply chain in adopting biodiversity-friendly operations (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [x] We audit and provide help to suppliers to complete corrective actions
- [ ] None of the above

Points Earned: 0.65 of 0.65

Land/wildlife Conservation - Impact Business Model

IMPACT BUSINESS MODELS

1.1

This IBM section is applicable if your company's products/services preserve or restore natural environments and/or protect animals (e.g. reforestation, sustainably harvested agriculture, protected parks)

Land/wildlife Conservation Description

Which of the following product or service descriptions apply?

Your answer to this unscored question is combined with other answers to automatically calculate your score in this section of the assessment.

- ○ Product or service requires specific practices to ensure the humane treatment of animals used as inputs in the product's creation (e.g. humane certified eggs)
- ◉ Product or service requires specific practices to ensure the sustainable harvesting or use of natural products and materials (e.g. FSC certified paper; MSC seafood; shade-grown coffee)
- ○ Product or service directly prevents environment/ecosystem degradation (e.g. protected parks; wildlife management services)
- ○ Product or service improves natural environments previously damaged by degradation (e.g. reforestation; endangered species repopulation)
- ○ These descriptions do not apply to our company's product/service (Skip the remainder of this section)

Points Available: 0.00

Revenue from Land/wildlife Conservation

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

Your answer to this unscored question is combined with other answers to automatically calculate your score in this section of the assessment.

What were your total revenues last fiscal year from the previous products or services? **Approx. 4.80%**

- ☐ We do not track this

Points Available: 0.00

Tracking Environmental Metrics

Which of the following environmental metrics does your company track regarding the environmental impact of your product or service?

You will be asked to report each environmental metric selected

- ☐ CO2 saved/offset by product/service (metric tons)
- ☐ Liters of water saved/offset by product/service
- ☐ Number of wildlife species protected/saved
- ☐ Metric tons of waste saved from landfill or incineration
- ☑ Number of hectares protected
- ☐ None of the above

Points Available: 0.00

Hectares Protected

If tracked, please report the environmental metric listed below that resulted from the use of your product or service in the last 12 months.

Number of hectares protected

Number of hectares protected 151757

- [ ] We do not track this

Points Available: 0.00

Management of Land/wildlife Conservation

How does your company measure and manage the results, outcomes, effects, or impact of your product or service?

Please select all that apply.

- [ ] We have formally defined the outcomes sought by our product or service and have developed a theory of change for them
- [ ] We have based our impactful product or service business model on established secondary research that demonstrates potential impact
- [ ] We have directly and formally engaged stakeholders in understanding their desires and needs when developing, refining, and or delivering our products or services
- [x] We are verified to meet third-party standards for impact (e.g. we have impact-related product certifications)
- [ ] We measure near-term outcomes of the product or service to determine whether it is meeting the needs and expectations of our beneficiaries
- [ ] We measure long-term outcomes in order to assess whether the results of our product produce lasting positive impacts for our beneficiaries
- [ ] We have identified and measure and manage the unintentional or potential negative impacts of the product or service in addition to intentional positive effects
- [ ] We have identified and managed potential causes that could lead to a failure to deliver the positive outcome, to do so less efficiently than possible, or to produce other negative effects
- [ ] None of the above

Points Earned: 0.54 of 1.07

Innovative Land/wildlife Conservation

Is there something different or innovative about the product/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?

Organic India's business model introduced an innovative, vertically integrated approach to organic agriculture by eliminating intermediaries and trading directly with smallholder farmers. Rather than relying on traditional middlemen, the company employs an internal team of agricultural experts who work locally with each farming cooperative to provide year-round agronomic support and direct market access. Organic India established localized procurement centers in farmers' villages during harvest seasons, enabling crops to be purchased directly at the source. This model reduces the need for farmers to travel long distances to competitive markets, guarantees the purchase of contracted crops, and ensures premium pricing that recognizes organic quality. At the time of implementation, this approach was uncommon in India's agricultural supply chains, which typically relied on multiple intermediaries. This direct-trade, farmer-centered procurement system has demonstrated economic, social, and environmental benefits and has since been emulated by other organizations seeking to improve farmer livelihoods, transparency, and supply chain resilience. The model is replicable and scalable, particularly for agricultural systems focused on sustainability and quality-driven production.

Points Available: 0.00

Toxin Reduction / Remediation - Impact Business Model

IMPACT BUSINESS MODELS

13.3

This IBM section is applicable if your company's products/services reduce or remediate toxins or pollution (e.g. organic certified products, non-toxic cleaners, non-GMO verified products)

Toxin / Pollution Reduction Description

Which of the following product or service descriptions apply?

Your answer to this unscored question is combined with other answers to automatically calculate your score in this section of the assessment.

- ○ Product minimizes need of toxic chemicals compared to market alternatives (e.g. non-GMO verified products in jurisdictions where this is not legally required, Nontoxic Certified Red List Evaluation)
- ◉ Product/services use less toxic/hazardous chemicals or materials than market alternatives (e.g. certified non-toxic cleaners, organic certified food)
- ○ Product/service remediates environmental damage after discharges to air, land or water (e.g. brownfield remediation, oil spill clean-up)
- ○ Product/service directly prevents pollution or hazardous discharge (e.g. pollution management technologies)
- ○ These descriptions do not apply to our company's product/service (Skip the remainder of this section)

Points Available: 0.00

Revenue from Toxin Reduction / Remediation

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

Your answer to this unscored question is combined with other answers to automatically calculate your score in this section of the assessment.

What were your total revenues last fiscal year from the previous products or services? **Approx. 100.00%**

- [ ] We do not track this

Points Available: 0.00

Tracking Environmental Metrics

Which of the following environmental metrics does your company track regarding the environmental impact of your product or service?

You will be asked to report each environmental metric selected

- [ ] CO2 saved/offset by product/service (metric tons)
- [ ] Liters of water saved/offset by product/service
- [ ] kWh saved/off-set
- [ ] Metric tons of waste saved from landfill or incineration
- [ ] The average % toxic/hazardous material reduction or pollution prevention (by weight or volume) achieved by the product or service
- [x] None of the above

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?

- [x] We do not track this

Points Available: 0.00

Management of Toxin Reduction

How does your company measure and manage the results, outcomes, effects, or impact of your product or service?

Select all that apply.

- [ ] We have formally defined the outcomes sought by our product or service and have developed a theory of change for them
- [ ] We have based our impactful product or service business model on established secondary research that demonstrates potential impact
- [ ] We have directly and formally engaged stakeholders in understanding their desires and needs when developing, refining, and or delivering our products or services
- [x] We are verified to meet third-party standards for impact (e.g. we have impact-related product certifications)
- [ ] We measure near-term outcomes of the product or service to determine whether it is meeting the needs and expectations of our beneficiaries
- [ ] We measure long-term outcomes in order to assess whether the results of our product produce lasting positive impacts for our beneficiaries
- [ ] We have identified and measure and manage the unintentional or potential negative impacts of the product or service in addition to intentional positive effects
- [ ] We have identified and managed potential causes that could lead to a failure to deliver the positive outcome, to do so less efficiently than possible, or to produce other negative effects
- [ ] None of the above

Points Earned: 0.54 of 1.07

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?

Organic India was founded in the late 1990s, at a time when the impacts of chemical-intensive agriculture were becoming widespread across India. The company pioneered the transition to USDA Organic-certified farming, helping introduce USDA Organic-certified production in India while partnering directly with farmers to restore degraded farmland, improve biodiversity, and create sustainable livelihoods. Organic India also pioneered the commercial cultivation of certified organic Tulsi (Holy Basil). Traditionally grown in homes for spiritual and medicinal purposes rather than as a commercial crop, Tulsi had no established organic supply chain. Organic India worked alongside farmers to develop commercially viable cultivation methods and guaranteed purchases throughout the transition to organic farming, significantly reducing financial risk while creating an entirely new market for organic Tulsi. Beyond agriculture, Organic India continued to raise industry standards by developing one of India’s first LEED Platinum-certified food manufacturing facilities, demonstrating that environmental leadership could extend throughout the entire value chain - from regenerative farming to sustainable manufacturing.

Points Available: 0.00

Customers

Customers Impact Area Introduction

0.0

This section identifies whether your company's product/service is designed to deliver a specific, material, positive impact for its customers (beyond the value normally provided from goods or services), and if so, opens the Customer Impact Business Model section that is most applicable.

Customer Impact Business Model Introduction

Do any of your company's products/services address a social or economic problem for your customers and/or their beneficiaries?

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

- ○ Yes
- ◉ No

Points Available: 0.00

OPERATIONS

Customer Stewardship

2.9

Managing Customer Stewardship

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

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

Points Earned: 0.38 of 0.45

Product / Service Warranties

What percentage of your products or services are covered by a formal warranty or guarantee?

- ○ 0%
- ○ 1-9%
- ○ 10-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75-99%
- ◉ 100%
- ○ N/A

Points Earned: 0.45 of 0.45

Product Accreditations and Certifications

What % your products or services have been reviewed and certified by an accreditation body focused on quality?

This can include process certifications like ISO9000 or industry specific quality accreditations.

- ○ 0%
- ○ 1-9%
- ○ 10-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75-99%
- ◉ 100%
- ○ N/A

Points Earned: 0.91 of 0.91

Quality Assurance

Do you use an established third party methodology to manage quality assurance for your products or services?

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

- ◉ Yes
- ○ No

Points Earned: 0.45 of 0.45

Feedback and Complaint Channels

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

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

Points Earned: 0.34 of 0.45

Monitoring Customer Satisfaction and Retention

Which of the following are true of your company with regards to customer or client satisfaction and/or retention?

- [x] Company monitors customer satisfaction
- [ ] Company shares customer satisfaction internally within the company
- [x] Company shares customer satisfaction publicly
- [x] Company has specified targets for customer / client satisfaction
- [ ] In the last year, company has achieved specified targets for satisfaction
- [ ] None of the above

Points Earned: 0.27 of 0.45

Managing Product Impacts

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

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

Points Earned: 0.15 of 0.45

Disclosure Questionnaire

Disclosure Industries

Disclosure questions on specific production and trade.

Disclosure Alcohol

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Alcohol

Please also select "Yes" if your company serves clients in this industry

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Tobacco

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Tobacco

Please also select "Yes" if your company serves clients in this industry

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Firearms Weapons

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Firearms, weapons or munitions

Please also select "Yes" if your company serves clients in this industry

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Pornography

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Pornography

Please also select "Yes" if your company serves clients in this industry

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Fossil Fuels

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

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

Please also select "Yes" if your company serves clients in this industry

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Mining

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Mining

Please also select "Yes" if your company serves clients in this industry

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Nuclear Power or Hazardous Materials

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Nuclear power, radioactive materials or hazardous waste

Please also select "Yes" if your company serves clients in this industry

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Prisons

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Prisons

Please also select "Yes" if your company serves clients in this industry

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Bottled Water

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Bottled water

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Animal Products or Services

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Animal-based products or services (including seafood)

- ◉ Yes
- ○ No

Points Available: 0.00

Disclosure Monoculture Agriculture

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Monoculture agriculture

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Genetically Modified Organisms

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Genetically modified organisms

Please also select "Yes" if your company serves clients in this industry

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Biodiversity Impacts

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

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

- ◉ Yes
- ○ No

Points Available: 0.00

Disclosure Energy and Emissions Intensive Industries

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Energy- and emissions-intensive industries

- ◉ Yes
- ○ No

Points Available: 0.00

Disclosure Water Intensive Industries

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Water-intensive industries

- (●) Yes
- ( ) No

Points Available: 0.00

Disclosure Chemicals

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Chemicals, including those reliant on chemicals that meet the Substances of Very High Concern (SVHC) criteria under REACH

REACH is the European Union's chemical regulation, currently the world's most stringent chemical regulation. See help text for list of industries.

- ( ) Yes
- (●) No

Points Available: 0.00

Disclosure Illegal Products or Subject to Phase Out

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

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

- ( ) Yes
- (●) No

Points Available: 0.00

Disclosure Industries at Risk of Human Rights Violations

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

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

- ○ Yes
- ◉ No

Points Available: 0.00

Other Disclosure Industries

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

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

- ○ Yes
- ◉ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" to any of the "Disclosure Industries" listed above, please provide a detailed explanation of the company's involvement for each affirmative response:

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

We are in the business of agriculture, which is stated here as "water intensive".

Points Available: 0.00

Disclosure Practices

Disclosure questions on sensitive practices.

No formal Registration Under Domestic Regulations

Please indicate if your company engages in any of the following practices:

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Tax Reduction Through Corporate Shells

Please indicate if your company engages in any of the following practices:

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

- ○ Yes
- ◉ No

Points Available: 0.00

Does not transparently report corporate financials to government

Please indicate if your company engages in any of the following practices:

Company withholds corporate financials from government

- ○ Yes
- ◉ No

Points Available: 0.00

Operates in conflict zones

Please indicate if your company engages in any of the following practices:

Company operates in conflict zones

- ○ Yes
- ◉ No

Points Available: 0.00

Sale of Data

Please indicate if your company engages in any of the following practices:

Company sells or provides access to consumer or user data

- ○ Yes
- ◉ No

Points Available: 0.00

Facilities located in sensitive ecosystems

Please indicate if your company engages in any of the following practices:

Company facilities are located adjacent to or in sensitive ecosystems

- ○ Yes
- ◉ No

Points Available: 0.00

Animal Testing

Please indicate if your company engages in any of the following practices:

Company's products are tested on animals

- ○ Yes
- ◉ No

Points Available: 0.00

Marketing of Breastmilk Substitutes

Please indicate if your company engages in any of the following practices:

Marketing of breastmilk substitutes

- ○ Yes
- ◉ No

Points Available: 0.00

Workers not Provided Clean Drinking Water ot Toilets

Please indicate if your company engages in any of the following practices:

Company does not provide clean drinking water and clean toilets to employees during shifts

- ○ Yes
- ◉ No

Points Available: 0.00

Workers paid below minimum wage

Please indicate if your company engages in any of the following practices:

A portion of workers, contractors, subcontractors or day-workers are paid below minimum wage

- ○ Yes
- ◉ No

Points Available: 0.00

No signed employment contracts for all workers

Please indicate if your company engages in any of the following practices:

Company does not have a signed contract of employment with each worker in a language they understand

- ○ Yes
- ◉ No

Points Available: 0.00

Payslips not provided to show wage calculation and deductions

Please indicate if your company engages in any of the following practices:

Company does not provide payslips or equivalent to all workers to show how wages are calculated and any deductions made

- ○ Yes
- ◉ No

Points Available: 0.00

Activities against freedom of association/collective bargaining

Please indicate if your company engages in any of the following practices:

Company has taken a public stance against unionization, has engaged in activities that may be perceived as taking a stance against union organizing, or prohibits workers from freely associating and bargaining collectively for the terms of one's employment

- ○ Yes
- ◉ No

Points Available: 0.00

Workers cannot leave site during non-working hours

Please indicate if your company engages in any of the following practices:

Company prohibits workers from freely leaving the site during non-working hours or at the end of their shift

This includes workers who live on site.

- ○ Yes
- ◉ No

Points Available: 0.00

ID Cards Withheld or Penalties for Resignation

Please indicate if your company engages in any of the following practices:

Company keeps workers' original ID cards or passports and/or does not allow workers to resign freely without penalty, even if advance notice is given

- ○ Yes
- ◉ No

Points Available: 0.00

Workers Under Bond

Please indicate if your company engages in any of the following practices:

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

- ○ Yes
- ◉ No

Points Available: 0.00

Confirmation of Right to Work

Please indicate if your company engages in any of the following practices:

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

- ○ Yes
- ◉ No

Points Available: 0.00

Employs Individuals on Zero-Hour Contracts

Please indicate if your company engages in any of the following practices:

Company employs individuals on zero-hour contracts

- ○ Yes
- ◉ No

Points Available: 0.00

Company workers are prisoners

Please indicate if your company engages in any of the following practices:

Company uses workers who are prisoners

- ○ Yes
- ◉ No

Points Available: 0.00

Company Employs Workers Under Age 15 (Or Other ILO Minimum Age)

Please indicate if your company engages in any of the following practices:

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

- ○ Yes
- ◉ No

Points Available: 0.00

Overtime For Hourly Workers Is Compulsory

Please indicate if your company engages in any of the following practices:

Overtime work is compulsory and exceeds 48 hours in a week

- ○ Yes
- ◉ No

Points Available: 0.00

Other Disclosure Practices

Please indicate if your company engages in any of the following practices:

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

- ○ Yes
- ◉ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" to any of the "Disclosure Practices" listed above, please provide a detailed explanation of the company's engagement in each practice marked in the affirmative:

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

None

Points Available: 0.00

Disclosure Outcomes & Penalties

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

On-Site Fatality

Please indicate if your company has experienced any of the following in the past 5 years:

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

- ○ Yes
- ◉ No

Points Available: 0.00

Litigation or Arbitration

Please indicate if your company has experienced any of the following in the past 5 years:

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

- ○ Yes
- ◉ No

Points Available: 0.00

Company has filed for bankruptcy

Please indicate if your company has experienced any of the following in the past 5 years:

Company has filed for bankruptcy

- ○ Yes
- ◉ No

Points Available: 0.00

Bribery, Fraud, or Corruption

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Bribery, fraud, or corruption

- ○ Yes
- ◉ No

Points Available: 0.00

Anti-Competitive Behavior

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Anti-competitive behavior

- ○ Yes
- ◉ No

Points Available: 0.00

Financial Reporting, Taxes, Investments, or Loans

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Financial reporting, tax payments, investments, or loans

- ○ Yes
- ◉ No

Points Available: 0.00

Political Contributions or International Affairs

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Political contributions or international affairs

- ○ Yes
- ◉ No

Points Available: 0.00

Labor Issues

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Labor issues (including safety and discrimination)

- ○ Yes
- ◉ No

Points Available: 0.00

Recalls

Please indicate if your company has experienced any of the following in the past 5 years:

Recalls due to quality control issues

- ○ Yes
- ◉ No

Points Available: 0.00

Breaches of Confidential Information

Please indicate if your company has experienced any of the following in the past 5 years:

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

- ○ Yes
- ◉ No

Points Available: 0.00

Consumer Protection

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Consumer protection (including product safety and marketing claims)

- ○ Yes
- ◉ No

Points Available: 0.00

Significant Layoffs

Please indicate if your company has experienced any of the following in the past 5 years:

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

- ○ Yes
- ◉ No

Points Available: 0.00

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

Please indicate if your company has experienced any of the following in the past 5 years:

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

- ○ Yes
- ◉ No

Points Available: 0.00

Large Scale Land Conversion, Acquisition, or Relocation

Please indicate if your company has experienced any of the following in the past 5 years:

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

- ○ Yes
- ◉ No

Points Available: 0.00

Penalties Assessed For Environmental Issues

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Environmental management penalties, including animal welfare

- ○ Yes
- ◉ No

Points Available: 0.00

Violation of Indigenous Peoples Rights

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Infringing on indigenous people's rights, for instance by utilizing lands owned or used by indigenous peoples without full documented consent of such peoples

- ○ Yes
- ◉ No

Points Available: 0.00

Other Disclosure Outcomes & Penalties

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

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

- ○ Yes
- ◉ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" to any of the "Disclosure Outcomes & Penalties" listed above, please provide a detailed explanation of the company's experience related to each affirmative response:

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

None

Points Available: 0.00

Supply Chain Disclosure

Disclosure questions concerning the significant suppliers of the company

Supplier Child Labor, Prison Labor, or Forced Labor

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

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

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

Suppliers in Conflict Zones

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

Operation in conflict zones

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

Suppliers Negative Social Impact

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

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

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

Suppliers Negative Environmental Impact

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

Practices or outcomes that produced substantial negative environmental impact

- ○ Yes
- ◉ No
- ○ Don't Know

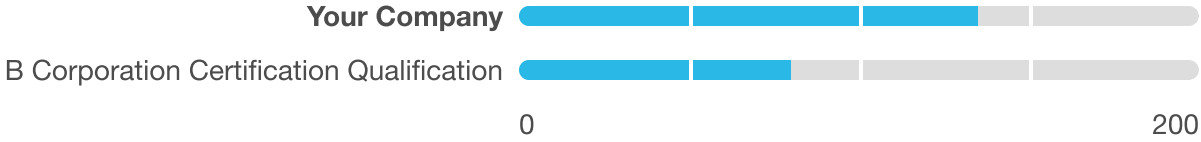
Points Available: 0.00

Overall B Impact Score

ORGANIC INDIA USA

For Fiscal Year End Date: **31 Mar 2025**





Governance

QUESTIONS ANSWERED 28/28

OVERALL SCORE **16.5**

Workers

QUESTIONS ANSWERED 46/46

OVERALL SCORE **28.9**

Community

QUESTIONS ANSWERED 62/62

OVERALL SCORE **47.5**

Environment

QUESTIONS ANSWERED 58/58

OVERALL SCORE **37.2**

Customers

QUESTIONS ANSWERED 8/8

OVERALL SCORE **4.5**

Mission & Engagement

OPERATIONS
3.4

Level of Impact Focus

Describe your company's approach to creating positive impact.

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

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

Points Available: 0.00

Mission Statement Characteristics

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

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

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

Points Earned: 0.33 of 0.33

Mission Statement

Please share the text of your formal mission statement here.

To be a trustworthy and innovative global leader in providing genuine organic products and solutions for conscious, healthy living.

Points Available: 0.00

Social and Environmental Decision-Making

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

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

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

Points Earned: 0.47 of 0.67

Social and Environmental Performance Training

How are social or environmental performance principles and practices incorporated into employee training programs?

Please check all that apply.

- [ ] Only included informally in orientation, training, or instruction
- [x] Specific, formal training is integrated into new employee and new manager training
- [x] Specific, formal training is integrated into ongoing employee and manager training
- [x] Workers articulate goals and achievements related to 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
- [ ] None of the above

Points Earned: 0.67 of 0.67

Social and Environmental Management Reviews

What percentage of full-time managers had a formal written performance evaluation in the last year that included social or environmental goals?

- ○ 0
- ○ 1-49%
- ○ 50-99%
- ◉ 100%

Points Earned: 0.67 of 0.67

Board Review of Social or Environmental Performance

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

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

Points Earned: 0.67 of 0.67

Stakeholder Engagement

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

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

Points Earned: 0.33 of 0.33

Management of Material Social and Environmental Issues

How does your company identify, measure, and manage the most material social and environmental issues relevant to your operations and business model?

Answers 3-5 can only be selected if a materiality assessment has been conducted and answer 2 applies.

- ☑ We track impact metrics that we've chosen based on company mission or executive decision
- ☑ We have conducted a materiality assessment of our company using stakeholder engagement mechanisms or research
- ☐ We have identified and measure metrics based on the results of the materiality assessment we conducted for the company
- ☐ We have set performance targets for all identified material issues and measurements
- ☐ We measure the material social and environmental outcomes produced by our performance on our KPIs over time
- ☐ None of the above

Points Earned: 0.30 of 0.67

Identification of Material Issues

Based on the processes you have highlighted, what are the material issues that have been identified?

Number of Farmers Employed, Number of People being paid a fair - living wage throughout supply chain, Number of acres of regenerative organic farmland being farmed by suppliers, Amount of Regenerative organic herbs purchased by OIUSA, Percent of product packaging that is recyclable or compostable

Points Available: 0.00

Ethics & Transparency

OPERATIONS
5.6

Governance Structures

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

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

Points Earned: 0.57 of 0.57

Internal Good Governance

How does your company support internal management and good governance?

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

Points Earned: 0.57 of 0.57

Governing Body Characteristics

Which of the following apply to your company's Board of Directors?

Please check all that apply.

- [x] Meets at least twice annually
- [x] Meets at least quarterly
- [x] Includes at least one independent member
- [ ] Includes at least 50% independent members
- [x] Oversees executive compensation
- [ ] Has an Audit Committee with at least one independent member
- [ ] Has a Compensation Committee with at least one independent member
- [ ] Company is a cooperative and elects Board from membership
- [ ] None of the above
- [ ] N/A - no Board of Directors

Points Earned: 0.57 of 0.57

Governing Body Stakeholder Representation

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

Select all that apply.

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

Points Earned: 0.21 of 0.29

Ethics Policies and Practices

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

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

Points Earned: 0.43 of 0.57

Instruction on Code of Ethics

How does your company instruct employees regarding your Code of Ethics on behavioral expectations, bribery, and corruption?

Please check all that apply.

- [ ] We instruct the Board of Directors on the Code at least annually
- [x] We instruct all newly hired workers on the Code
- [x] We instruct managers on the Code on an ongoing basis
- [x] We instruct all non-managerial workers on the Code on an ongoing basis
- [x] We communicate changes to the Code whenever it is updated
- [ ] Other - please describe
- [ ] No Code of Ethics or equivalent, or no training on the Code

Points Earned: 0.57 of 0.57

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: 0.57 of 0.57

Financial Controls

Does your company maintain any of the following financial controls?

Please check all that apply.

- [x] Segregation of Accounts Receivable and Accounts Payable duties
- [x] Segregation of payment authorization, execution, and/or record keeping
- [x] Access to accounting software systems is limited to appropriate personnel
- [x] Access to credit or ATM cards is limited to appropriate personnel
- [x] Routine management or third-party reviews of inventory management system
- [x] 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
- [ ] None of the above

Points Earned: 0.57 of 0.57

Company Transparency

What information does the company make publicly available and transparent?

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

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

Points Earned: 0.57 of 0.57

Financial Transparency with Employees

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

Exclude compensation data. Please check all that apply.

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

Points Earned: 0.43 of 0.57

Impact Reporting

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

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

Points Earned: 0.57 of 0.57

Governance Metrics

OPERATIONS

0.0

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

Last Fiscal Year

On what date did your last fiscal year end?

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

On what date did your last fiscal year end? 31 Mar 2025

Points Available: 0.00

Reporting Currency

Select your reporting currency

- (●) US Dollar - USD

Points Available: 0.00

Revenue Year Before Last

Total Earned Revenue

From the fiscal year before last

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

From the fiscal year before last

Sensitive

Points Available: 0.00

Revenue Last Year

Total Earned Revenue

From the last fiscal year

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

From the last fiscal year

Sensitive

Points Available: 0.00

Net Income Last Year

Net Income

From the last fiscal year

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

From the last fiscal year

Sensitive

Points Available: 0.00

Net Income Year Before Last

Net Income

From the fiscal year before last

From the fiscal year before last

Sensitive

Points Available: 0.00

IMPACT BUSINESS MODELS

Mission Locked - Impact Business Model

7.5

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

Mission Lock

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

This question is related to the legal requirement for Certified B Corps. Click "Learn" for more information and resources about this requirement.

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

Points Earned: 7.50 of 10.00

Workers Impact Area Introduction

OPERATIONS
0.0

This section identifies who should be considered a "worker" in the B Impact Assessment and reports your worker-related metrics. It also identifies whether your company is designed to deliver a specific, material, positive impact for its workers, and if so, opens the Worker Impact Business Model section that is most applicable.

Majority Hourly vs. Salaried Workers

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

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

- (●) Fixed Salary
- ( ) Daily or hourly wage

Points Available: 0.00

Use Of Contracted Labor

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

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

- [ ] Yes, some of our labor is contracted to third party subcontractors that manage staff on our behalf
- [x] Yes, we hire individual independent contractors who are contracted to work greater than 20 hours per week for your company over an indefinite period or longer than 6 months
- [x] We utilize individual independent contractors who do not work greater than 20 hours per week for us over an indefinite period or longer than 6 months
- [ ] None of the above

Points Available: 0.00

Independent Contractor Instructions

For the remainder of the Workers section, you should consider individual independent contractors who work greater than 20 hours per week for your company over an indefinite period or longer than 6 months as "employees" or "workers"

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

Points Available: 0.00

Workers Impact Business Model Introduction

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

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

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

Points Available: 0.00

---

of Full Time Workers

Number of Total Full-Time Workers

Current Total Full-Time Workers

Please click "Learn More" to understand how to answer this question.

Current Total Full-Time Workers

Sensitive

Points Available: 0.00

---

of Full Time Workers Last Year

Number of Total Full-Time Workers

Total full-time workers twelve months ago

Please click "Learn More" to understand how to answer this question.

Total full-time workers twelve months ago

Sensitive

Points Available: 0.00

---

of Part Time Workers

Number of Total Part-Time Workers

Current Total Part-Time Workers

Please click "Learn More" to understand how to answer this question.

Current Total Part-Time Workers 2

- [ ] We do not track this

Points Available: 0.00

---

of Part Time Workers Last Year

Number of Total Part-Time Workers

Total part-time workers twelve months ago

Please click "Learn More" to understand how to answer this question.

Total part-time workers twelve months ago 1

☐ We do not track this

Points Available: 0.00

of Temporary Workers

Number of Total Temporary Workers

Current Total Temporary Workers

Please click "Learn More" to understand how to answer this question.

Current Total Temporary Workers 0

☐ We do not track this

Points Available: 0.00

of Temporary Workers Last Year

Number of Total Temporary Workers

Total temporary workers twelve months ago

Please click "Learn More" to understand how to answer this question.

Total temporary workers twelve months ago 0

☐ We do not track this

Points Available: 0.00

OPERATIONS

Financial Security

11.7

Lowest Paid Wage

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

Please exclude students and interns in this calculation.

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

Sensitive

Points Available: 0.00

% of Employees Paid Individual Living Wage

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

Please exclude students and interns in this calculation.

- ○ <75%
- ○ 75-89%
- ○ 90-99%
- ◉ 100%
- ○ N/A

Points Earned: 2.72 of 2.72

% of Employees Paid Family Living Wage

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

Please exclude students and interns in this calculation.

- ○ <75%
- ○ 75-89%
- ○ 90-99%
- ◉ 100%
- ○ N/A

Points Earned: 2.72 of 2.72

% Above the Minimum Wage

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

Please answer this question ONLY taking into account hourly workers. If you do not have hourly workers, select N/A.

- ○ 0% - Lowest wage is equivalent to minimum wage
- ○ 1-9%
- ○ 10-29%
- ○ 30-49%
- ○ 50-75%
- ◉ 75%+
- ○ N/A - We do not employ hourly workers

Points Earned: 1.36 of 1.36

Compensation Policies and Practices

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

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

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

Points Earned: 0.91 of 1.36

Employees Receiving a Bonus

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

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

Points Earned: 1.02 of 1.36

Significance of Bonuses

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

Sensitive

Note: Non-executive employees participate in an annual Short-Term Incentive (STI) program, STI payouts are determined based on a combination of company and individual performance, with company performance assessed against financial measures including revenue, EBIT and free cash flow. The relative weighting of company and individual performance varies by employee grade.

Points Earned: 1.36 of 1.36

% Participation in Employee Ownership

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

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

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

Points Available: 1.36

Employee Retirement Plan

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

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

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

Points Earned: 1.36 of 1.36

Financial Services for Employees

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

Please answer this question ONLY taking into account hourly workers. If you do not have hourly workers, select N/A.

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

Points Earned: 0.34 of 0.68

OPERATIONS

Health, Wellness, & Safety

7.2

Healthcare Plan

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

Select all that apply.

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

Points Earned: 1.50 of 2.50

Healthcare Eligibility for Part Time Workers

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

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

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

Points Earned: 0.63 of 1.25

Workers Participating in Healthcare Plan

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

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

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

Points Earned: 0.94 of 1.25

Supplementary Health Benefits

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

Only select benefits the company pays the majority of costs to all full-time tenured workers. Select Other if the company covers less than 50% of the expenses for the benefits listed or other benefits offered.

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

Points Earned: 2.50 of 2.50

Health and Wellness Initiatives

What health and wellness initiatives or policies does your company offer beyond insurer-provided programs?

Check all that apply.

- [x] We sponsor and encourage workers to participate in health and wellness activities during the workweek (e.g. walking or steps programs)
- [ ] We offer 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)
- [x] Employees have access to behavioral health counseling services, web resources, or Employee Assistance Programs
- [x] Spouses, partners, or children of employees are provided access to behavioral health counseling services, web resources, or Employee Assistance Programs
- [x] We have policies and programs in place to prevent ergonomic-related injuries in the workspace
- [ ] Over 25% of workers have completed a health risk assessment in the last twelve months
- [ ] Management receives reports on aggregate participation in worker wellness programs
- [ ] Other - please describe
- [ ] Company does not offer any formal health and wellness initiatives

Points Earned: 1.25 of 1.25

Worker Safety Practices

What are your company's occupational health and safety policies?

- [x] We have written policies and practices to minimize on-the-job employee accidents and injuries
- [ ] Data on injury, accident, lost, or absentee days are recorded and made transparent for all workers
- [ ] A worker health and safety committee helps monitor and advise on health and safety programs
- [ ] None of the above

Points Earned: 0.42 of 1.25

OPERATIONS

Career Development

2.9

Professional Development Policies and Practices

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

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

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

Points Earned: 0.35 of 0.58

Amount of Training for New Hires

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

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

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

Points Earned: 0.39 of 0.58

Employee Review Process

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

Check all that apply.

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

Points Earned: 1.17 of 1.17

Internal Promotions

What percentage of employees has been internally promoted within the last 12 months?

Exclude material owners in your calculation.

- ○ 0%
- ○ 1-5%
- ○ 6-15%
- ◉ 15%+

Points Earned: 0.58 of 0.58

Intern Hiring Practices

How does your company manage the hiring and treatment of interns?

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."

- [ ] We have a formalized policy or program outlining the objectives of internships or internship programs for participants
- [x] We partner with education institutions to provide internship opportunities or work-study programs
- [x] We pay interns a living wage
- [ ] Our interns receive formal performance reviews
- [ ] Our interns have a formal opportunity to provide feedback on experience
- [ ] We have hired interns on as full-time permanent employees in the past two years
- [ ] Intern tenures are restricted to not exceed one year if interns are not currently enrolled in school
- [ ] None of the above
- [ ] N/A - Our company does not employ interns

Points Earned: 0.44 of 0.58

Career Development (Salaried)

OPERATIONS
0.2

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 Available: 0.19

External Professional Development Participation

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

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

- ( ) 0%
- (●) 1-24%
- ( ) 25-49%
- ( ) 50-74%
- ( ) 75%+

Points Earned: 0.09 of 0.38

Career Development Policies

What are your company's policies and practices around career development and promotion?

- [x] Employees who seek to take a short-term leave or sabbatical will have their jobs guaranteed upon return
- [ ] Our company will make an effort to find a place for employees who seek to take a long-term leave or sabbatical upon their return
- [x] Employees are able to make lateral moves or change career direction or pace when possible
- [ ] None of the above

Points Earned: 0.13 of 0.19

Engagement & Satisfaction

OPERATIONS
4.6

Employee Handbook Information

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

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

Points Earned: 0.33 of 0.33

Paid Secondary Caregiver Leave

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

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

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

Points Earned: 0.67 of 0.67

Supplementary Benefits

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

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

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

Points Earned: 1.33 of 1.33

Worker Empowerment

How does your company engage and empower workers?

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

Points Earned: 0.67 of 0.67

Surveying and Benchmarking Engagement and Attrition

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

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

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

Points Earned: 0.67 of 0.67

Departed Employees

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

Enter 0 if None.

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

Sensitive

Points Available: 0.00

Employee Satisfaction

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

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

- ○ <65%
- ○ 65-80%
- ◉ 81-90%
- ○ 90%+
- ○ N/A

Points Earned: 1.00 of 1.33

OPERATIONS

Engagement & Satisfaction (Salaried)

2.1

Number of Paid Days Off

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

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

Points Earned: 0.60 of 0.60

Paid Primary Caregiver Leave for Salary Workers

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

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

- ☑ Primary caregivers receive 4-12 weeks of time off for parental leave (including unpaid and paid leave)
- ☐ Primary caregivers receive 13 weeks to 6 months of time off for parental leave (including unpaid and paid leave)
- ☐ Primary caregivers receive more than 6 months of time off for parental leave (including unpaid and paid leave).
- ☑ 4-12 weeks of primary parental leave (or equivalent) is fully paid
- ☐ 13-18 weeks of primary parental leave (or equivalent) is fully paid
- ☐ 19-24 weeks of primary parental leave (or equivalent) is fully paid
- ☐ More than 24 weeks of primary parental leave (or equivalent) is fully paid
- ☐ Primary caregivers receive less than 4 weeks off or no time off for parental leave

Points Earned: 0.18 of 0.60

Worker Flexibility Options

What job flexibility options does the company provide, whenever feasible, in writing and in practice for the majority of workers?

Please check all that apply.

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

Points Earned: 0.45 of 0.60

Workplace Flexibility in Practice

Which of the following flexible workplace practices have been used in the past 12 months?

Please check all that apply.

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

Points Earned: 0.60 of 0.60

Attrition Rate for Salaried Workers

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

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

Sensitive

Points Earned: 0.30 of 0.60

Community

Community Impact Area Introduction

OPERATIONS

0.0

This section identifies whether your company is designed to deliver a specific, material, positive impact for its community, and if so, opens the Community Impact Business Model section that is most applicable.

Community Oriented Impact Business Model

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

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

- (●) Yes
- ( ) No

Points Available: 0.00

Community Oriented Business Models

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

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

- [ ] A producer-owned cooperative structure in which suppliers share control and benefits of company operations (e.g. farmer cooperative, artisanal cooperative)
- [x] Purchasing fair or 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, or ownership to charitable causes (>2% sales, >20% profits/ownership)
- [ ] A community-focused business model that supports and builds the economic vitality of local communities
- [ ] None of the above

Points Available: 0.00

Supporting Low-Income and Small-Scale Suppliers

Does your company source from and/or provide support to low-income and small-scale suppliers (e.g. fair trade certified products, direct trade)?

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

- (●) Yes
- ( ) No

Points Available: 0.00

OPERATIONS

Diversity, Equity, & Inclusion

4.0

Diverse Ownership and Leadership

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

Please select all that apply.

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

Points Earned: 0.34 of 0.69

Creating and Managing Inclusive Work Environments

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

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

Points Earned: 0.41 of 0.69

Measurement of Diversity

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

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

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

Points Earned: 0.69 of 0.69

Low Income Workers

What percentage of your workforce lives in poor/very poor or low-income areas or does not have college degree?

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

Points Earned: 0.17 of 0.69

Workers from Ethnic or Racial Minorities

What percentage of your workforce identifies as being from a racial or ethnic minority?

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

Points Earned: 0.11 of 0.69

Women Workers

How many of your non-managerial workers identify as women?

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

Points Earned: 0.69 of 0.69

Age Diversity in Workforce

What percentage of your workforce is either under the age of twenty four or over the age of fifty?

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

Points Earned: 0.34 of 0.69

Workers from Other Underrepresented Populations

What percentage of your workforce identifies as part of another underrepresented social group other than the demographics featured above (e.g. individuals with disabilities, LGBTQ+ individuals, individuals who have been incarcerated, etc.)?

Demographics featured in other questions and excluded here: Socioeconomic status, Race or ethnicity, Gender, Age

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

Points Available: 0.69

High to Low Pay Ratio

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

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

Points Earned: 0.69 of 0.69

Female Management

How many of your company managers identify as women?

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

Points Earned: 0.46 of 0.69

Management from Underrepresented Populations

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

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

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

Points Available: 0.69

Female Directors

How many of your company Board Directors identify as women?

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

Points Available: 0.69

Directors from Underrepresented Populations

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

For this question, please do not take gender into consideration as gender is assessed in a different question.

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

Points Available: 0.69

Supplier Diversity Policies or Programs

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

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

Points Earned: 0.09 of 0.34

Supplier Ownership Diversity

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

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

Points Available: 0.69

OPERATIONS

Economic Impact

1.5

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 are part of a global organization with our parent company, Organic India Private Limited (OIPL), headquartered in Lucknow, Uttar Pradesh, India. Organic India USA LLC operates as a fully owned subsidiary of OIPL. While our U.S. headquarters is located in Boulder, Colorado, where approximately 41% of our employees are based, we have transitioned to a hybrid workforce, allowing us to hire talent nationwide. Although we continue to prioritize Boulder-based employees, this shift has enabled us to expand our reach and grow beyond our traditional headquarters.

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 twelve months:

Last twelve months: 2

☐ We do not track this

Points Available: 0.00

Job Growth Rate

What was your company's net job growth rate for full-time and part-time positions over the last 12 months? ONLY include newly created jobs that are paid a living wage.

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

- ○ 0% (no growth on a net basis)
- ◉ 1-14%
- ○ 15-24%
- ○ 25%+

Points Earned: 0.78 of 2.35

Non-accredited Investor Ownership

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

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

Points Available: 1.18

Local Ownership

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

“Local" is defined as being part of the same community. While the size and distance of a community may vary by context, they should generally be based on a small-scale economically and culturally connected area like a metropolitan area or a city/town.

- ( ) Yes
- (●) No
- ( ) Don't know

Points Available: 1.18

National Sourcing

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

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

Points Earned: 0.18 of 1.18

Local Purchasing and Hiring Policies

What written local purchasing or hiring policies does your company have in place?

“Local" is defined as being part of the same community. While the size and distance of a community may vary by context, they should generally be based on a small-scale economically and culturally connected area like a metropolitan area or a city/town.

- [x] Written preference at each facility to purchase from local suppliers
- [ ] Formal targets or goals for the amount of local purchasing
- [ ] Ready-to-use lists of preferred local suppliers and vendors for specific facilities
- [x] Written preference for hiring and recruiting local managers
- [x] Incentives for staff to live within 20 miles of local company facility
- [ ] Other (please describe)
- [ ] No written local purchasing or hiring policies in place

Points Earned: 0.59 of 0.59

Spending on Local Suppliers

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

Please click "Learn More" to understand how to answer this question.

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

Points Available: 1.18

Facilities in Low-Income Communities

What percentage of your workforce is low-income or does not have a college degree AND is also employed in company facilities located in low-income communities?

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

Points Available: 1.18

Impactful Banking Services

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

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

Points Available: 1.18

OPERATIONS

Civic Engagement & Giving

2.6

Corporate Citizenship Program

How does your company take part in civic engagement?

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

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

Points Earned: 0.55 of 0.55

Charitable Giving and Community Investment Policies and Practices

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

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

Points Earned: 0.55 of 0.55

Relative Input for Community Investments

If you use an independent methodology to measure total commitment to community investment, what is the equivalent % of revenue contributed in the form of community investment?

- ○ None
- ○ Less than 0.1% of revenues
- ◉ 0.1-0.4% of revenues
- ○ 0.5-0.9% of revenues
- ○ 1-1.9% of revenues
- ○ >2%

Points Earned: 0.41 of 1.10

% of Revenue Donated

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

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

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

Points Earned: 0.88 of 2.21

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

Sensitive

Points Available: 0.00

Advancing Social and Environmental Performance

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

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

Points Earned: 0.28 of 0.28

OPERATIONS

Supply Chain Management

6.7

Significant Supplier Descriptions

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

Significant Suppliers represent 80% of your company's purchases in currency terms (excluding salaries on payroll and bonuses, rent, utilities, and taxes).

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

Points Available: 0.00

Social or Environmental Screening of Suppliers

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

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

- (●) Yes
- ( ) No

Points Available: 0.00

Supplier Screen Topics

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

Significant Suppliers represent 80% of your company's purchases in currency terms (excluding salaries on payroll and bonuses, rent, utilities, and taxes).

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

Points Earned: 1.04 of 1.04

Supplier Evaluation Practices

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

Only select practices that apply to all your significant suppliers. See "Learn More" for further instructions.

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

Points Earned: 1.04 of 1.04

Outsourced Staffing Services

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Suppliers in Low-Income Communities

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

Significant Suppliers represent 80% of your company's purchases in currency terms (excluding salaries on payroll and bonuses, rent, utilities, and taxes).

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

Points Earned: 0.52 of 0.52

Supplier Code of Conduct

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

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

- ◉ Yes
- ○ No

Points Earned: 1.04 of 1.04

Length of Supplier Relationships

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

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

Points Earned: 1.04 of 1.04

Independent Contractor Practices

What are your company's policies regarding independent contractors that do not work greater than 20 hours per week for your company over an indefinite period or longer than 6 months?

Individual independent contractors who work greater than 20 hours per week for your company over an indefinite period or longer than 6 months should be considered in the Workers section

- ☑ We have a formal routine process for independent contractors to receive post-project or -contract performance feedback
- ☑ We have a formal routine process for independent contractors to communicate post-project or post-contract feedback to the company
- ☑ Our independent contractors are verified to either work on a time-bound basis, split their time with work for other clients, or have been offered employment
- ☑ Independent contractors are paid a living wage (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: 1.04 of 1.04

Social or Environmental Purchases

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

Significant Suppliers represent 80% of your company's purchases in currency terms (excluding salaries on payroll and bonuses, rent, utilities, and taxes).

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

Points Earned: 1.04 of 1.04

Supply Chain Poverty Alleviation - Impact Business Model

IMPACT BUSINESS MODELS
29.9

This IBM section is applicable to companies that reduce poverty in their supply chain through trade terms, positive labor conditions, and support for low-income and small-scale suppliers (e.g. fair trade, direct trade).

Purchasing From Low-Income and Small-Scale Suppliers

Do you purchase directly from low-income and small-scale suppliers?

- ◉ Yes, I purchase directly from low-income and small-scale suppliers
- ○ No, I purchase from brokers or other companies that are verified to be purchasing from and supporting low-income and small-scale suppliers

Points Available: 0.00

Types Of Low-Income and Small-Scale Suppliers

What types of low-income and small-scale suppliers are in your supply chain?

- ☐ Factories in Underserved Markets
- ☑ Fair Wage/ Labor Certified Plantation/Estate Farms in Underserved Markets
- ☑ Worker or Producer-Owned Cooperatives
- ☑ Small-Holder Small Scale Farms/Suppliers in Underserved Markets
- ☐ Micro-entrepreneurs/artisans in underserved markets

Points Available: 0.00

Beneficial Trade Terms for Low-Income and Small-Scale Suppliers

Are any of the following trade terms provided to the low-income and small-scale suppliers in your supply chain?

Your answer to this unscored question is combined with other answers to automatically calculate your score in this section of the assessment.

- [x] A premium is paid beyond market price for community support and development
- [x] Input materials come from a relationship where contracts are signed and executed for the next year
- [x] Input materials come from a relationship where the contract price was partially or fully paid in advance to significant suppliers (including loans through a partner organization)
- [x] Pricing of product is determined collaboratively with suppliers
- [x] On-site visits are made to suppliers on at least an annual basis.
- [ ] None of the above

Points Available: 0.00

% Purchases with Beneficial Trade Terms

What % of your cost of materials in the last fiscal year came from low-income and small-scale suppliers that received the previous trade terms?

Your answer to this unscored question is combined with other answers to automatically calculate your score in this section of the assessment.

What % of your cost of materials in the last fiscal year came from low-income and small-scale suppliers that received the previous trade terms? 96

- [ ] We do not track this

Points Available: 0.00

Purchases from Suppliers with Beneficial Terms

What is the total cost of materials sourced through the previous trade terms?

What is the total cost of materials sourced through the previous trade terms?

Sensitive

Points Available: 0.00

Tracking Supplier Premiums

Do you track the premium paid to suppliers?

- (●) Yes
- ( ) No

Points Earned: 0.58 of 0.58

Premium Paid to Suppliers

If yes, what is the average premium paid to suppliers in the last fiscal year (either on product or wage)?

Please report the premium as a % of the price paid per product or per hour.

If yes, what is the average premium paid to suppliers in the last fiscal year (either on product or wage)?

15

☐ We do not track this

Points Available: 0.00

Methodology to Determine Premium Paid

Describe in the text box the methodology your company uses to calculate producer price premium.

Describe in the text box the methodology your company uses to calculate producer price premium. Fairtrade-certified projects: th

Points Available: 0.00

Innovative Supply Chain Poverty Alleviation

Is there something different or innovative about the company's approach to sourcing from low-income and small-scale suppliers that has changed the industry? Is this something replicable, unique at the time it was created, and that has been emulated by other organizations? Please explain.

Farmer Producer Organizations (FPOs) are established and collectively sell directly to Organic India. With their own organizational structure and board members, these FPOs freely negotiate prices with us. Organic India employs an internal agriculture expert team, local to each farming co-op we work with, to trade directly with our farmer partners and provide 24x7 support yearround. Organic India purchases directly from partner farmers, ensuring no middlemen are involved in our supply chain. By establishing procurement and processing centers near our farming operations, we provide farmers with convenient, accessible ways to sell their crops directly to Organic India. This system is highly beneficial for farmers, as it eliminates the need for long-distance travel and guarantees the purchase of their produce. in 1997, it began as a pilot project in Azamgarh with three farmers, Organic India has grown to a collaborative of nearly 2,000 farmer partners and counting.

Points Available: 0.00

Support for Low-Income and Small-Scale Suppliers

Does the company provide or participate in support services for low-income and small-scale suppliers?

This question factors into a calculated question that contributes to your overall score.

- [x] Capacity building to improve the efficiency of operations for the supplier
- [x] Capacity building to improve the social or environmental practices of the supplier
- [x] Support and training to improve quality and maintain quality assurance for the supplier
- [ ] We do not purchase directly from low-income and small-scale suppliers, or we do not provide capacity building services

Points Available: 0.00

% of Purchases from Supported Low-Income and Small-Scale Suppliers

What % of your total cost of materials in the last fiscal year came from low-income and small-scale suppliers that have received the above capacity building support?

Your answer to this unscored question is combined with other answers to automatically calculate your score in this section of the assessment.

What % of your total cost of materials in the last fiscal year came from low-income and small-scale suppliers that have received the above capacity building support? 96

- [ ] We do not track this

Points Available: 0.00

Verification of Fair Wages and Working Conditions

Are working conditions and wages of suppliers verified to meet credible standards to ensure dignity and equitable economic empowerment for employees? If so, what methodology is used to determine standards?

Your answer to this unscored question is combined with other answers to automatically calculate your score in this section of the assessment.

- [x] Suppliers meet third party certification standards (such as Fair Trade Certification)
- [x] Workers receive wage equivalent to or greater than a third party fair or living wage calculation for the relevant industry/product/market
- [ ] Suppliers are not verified to meet third party labor standards

Points Available: 0.00

Purchasing From Low-Income and Small-Scale Suppliers

What % of your cost of materials in the last fiscal year came from suppliers that are verified by either of the methodologies selected in the previous question?

Your answer to this unscored question is combined with other answers to automatically calculate your score in this section of the assessment.

What % of your cost of materials in the last fiscal year came from suppliers that are verified by either of the methodologies selected in the previous question? 96

- [ ] We do not track this

Points Available: 0.00

Wage and Working Conditions Screening

How are wage and working conditions screened and monitored to ensure continual compliance with the previous standards?

- (●) Suppliers are verified or certified by a third party to meet standards
- ( ) Company visits and reviews supplier facilities and documents compliance with the standards above
- ( ) None of the above

Points Earned: 0.58 of 0.58

Third Party Certification of Supply Chain

Are the company's trade practices or purchases certified by a third party?

- [x] Fair Trade International
- [ ] Fair Trade USA
- [ ] Other - please describe
- [ ] No

Points Available: 0.00

Tracking Impact on Workers

Does your company track the impact of your work with low-income and small-scale suppliers on the lives of suppliers' employees?

- (●) Yes
- ( ) No

Points Earned: 0.58 of 0.58

Tracking Impact Explanation

If your company tracks the impact of your work with small-scale suppliers on the lives of suppliers' employees, please explain how.

> We track the impact of our work with small-scale suppliers on the lives of their employees (farmers) through key indicators, including improved wages, social and economic outcomes, environmental health, and overall well-being. These efforts are driven by our direct sourcing practices, regenerative agriculture, and the initiatives of the Organic India Foundation.A lesser-known benefit of organic and regenerative farming is the increasing fertility of the land over time, which leads to higher productivity. As a result, our farmer partners consistently experience higher yields and income. We track year-over-year yield and income growth as a measure of productivity improvement. In addition, we assess the impact of our medical clinics by monitoring the number of farmers and community members served, and we track health outcomes to gauge overall improvements in well-being.

Points Available: 0.00

Supply Chain Transparency

Do customers and/or the public have access to information about the company's supply chain practices?

- ○ Customers have access to information about suppliers being sourced from, including their location
- ◉ Customers can access information on the social and environmental standards required of suppliers
- ○ None of the above

Points Earned: 0.58 of 0.58

Environment

Environment Impact Area Introduction

OPERATIONS
0.0

This section asks about your environmental footprint to determine which questions are applicable later on in the assessment. It also identifies whether your company's product/service is designed to deliver a specific, material, positive environmental impact, and if so, opens the Environmental Impact Business Model section that is most applicable.

Type of Facilities

What kind of facilities does your business primarily operate in?

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

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

Points Available: 0.00

Environmental Business Model

Are your company's products/services or processes structured to restore or preserve the environment in any of the following ways? (Please note: the environmental impact of your day-to-day operations will be assessed in the remaining sections of the Environment Impact Area. This question is specifically asking about your products/services or innovative production processes.)

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

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

Points Available: 0.00

Description of Positive Environmental Product / Service Impact

How would you describe the positive outcome for the environment created by your product/service?

All of our products are USDA Certified Organic and produced using Regenerative Organic Agricultural practices. These practices positively impact the environment by promoting carbon sequestration, enhancing soil health, improving the water cycle, and creating cleaner, healthier local environments for the farmers who cultivate the land.

Points Available: 0.00

Environmental Product or Service Impact

Is the environmental impact you've described part of your products' or services' impact (excluding packaging), or is it a part of the way that your company operates?

Companies should earn revenue from the product or service that has an environmental impact. Please do not include pro bono efforts within this section.

- (●) The impact is created by a revenue-generating product/service line (e.g. selling non-toxic cleaning products, sustainability consultancy)
- ( ) The impact is created by the company’s daily operations (e.g. using non-toxic cleaning products in the company’s headquarters) and not the core product/service

Points Available: 0.00

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 attributes.

- [ ] 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.)
- [x] Conserves or preserves the well-being of land and/or animals (e.g. land protection or reforestation services, sustainably harvested agricultural products)
- [x] Reduces or is made of less toxic/hazardous substances (e.g. brownfield remediation services, organic certified 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

Land/wildlife Conservation Overview

Tell us more about how your product or service conserves natural resources

Our cultivation practices replenish soil, improved biodiversity, enhanced water conservation and increased carbon sequestration.

Points Available: 0.00

Direct Impact on Land / Wildlife Conservation

Is land/wildlife conservation, beyond what is required by law, a direct positive environmental impact of your product or service?

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

- (●) Yes
- ( ) No, it is an indirect result of one of the other answers selected in the question "Environmental Product Benefits"

Points Available: 0.00

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

Organic India has never used synthetic chemicals, GMO's or irradiation: organic standards form the foundation of our farming practices.

Points Available: 0.00

Direct Impact on Less Toxic or Toxin Remediation

Is being less toxic or providing toxin remediation, beyond what is required by law, a direct positive environmental impact of your product or service?

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

- (●) Yes
- ( ) No, it is an indirect result of one of the other answers selected in the question "Environmental Product Benefits"

Points Available: 0.00

Environmental Management

OPERATIONS
5.0

Virtual Office Stewardship

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

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

Points Earned: 2.50 of 2.50

Environmentally Certified Products

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

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

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

Points Earned: 1.25 of 1.25

Environmental Assessment and Product Design

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

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

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

Points Earned: 1.25 of 1.25

OPERATIONS

Air & Climate

1.4

Monitoring Energy Usage

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

Please select one answer option indicating if the company monitors energy use and potentially sets targets (answers 1-4). If the company sets targets, answer option 5 may apply in addition.

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

Points Earned: 0.15 of 0.61

Total Energy Use

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

Total energy used (Gigajoules) during the last 12 months: 6746

- [ ] 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: 445.62

- [ ] We do not track this

Points Available: 0.00

Renewable Energy Usage

What percentage of energy use is produced from renewable sources?

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

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

Points Earned: 0.04 of 0.31

Low Impact Renewable Energy Use

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

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

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

Points Earned: 0.24 of 1.22

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: 1.22

Monitoring Greenhouse Gas Emissions

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

Please select only one answer option indicating if the company monitors greenhouse gas emissions and potentially sets targets (answers 1-4). If the company sets targets and/or achieved carbon neutrality, answers 5 or 6 may apply in addition.

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

Points Available: 0.61

Greenhouse Gas Emissions Reduced

What percentage of Scope 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 Available: 1.22

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 Available: 0.61

Supply Chain GHG Management

Has your company taken action to track and manage the greenhouse emissions produced through your supply chain? (absolute reduction)

Only select practices if you track and manage greenhouse emissions produced for at least 50% of your company suppliers (on a cost basis).

- [x] We don't track or evaluate greenhouse emissions from our supply chain
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risk contributions of greenhouse gas emissions
- [ ] We have purchased certified carbon credits to offset some or all of the greenhouse gas emissions from our supply chain
- [ ] We set targets for reducing greenhouse gas emissions through our supply chain
- [ ] We have seen a reduction in GHG emissions in our supply chain in the last twelve months
- [ ] We have achieved a carbon-neutral supply chain

Points Available: 0.61

Offsetting Supplier GHG Emissions

What % of your company's Scope 3 greenhouse gas emissions were offset by certified carbon credits?

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

Points Available: 1.22

Supply Chain GHG Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce the greenhouse gas emissions produced through your supply chain?

- [x] We collaborate with or require suppliers to collect data and report on greenhouse gas emissions
- [x] We screen suppliers to reduce greenhouse gas emissions (e.g. performance of suppliers, selection of materials, source locations)
- [x] We provide support or resources for our supply chain in adopting greenhouse gas minimized operations (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [x] We audit and provide help to suppliers to complete corrective actions
- [ ] None of the above

Points Earned: 0.61 of 0.61

Sourcing % of COGS from Local Suppliers

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

Sourcing of COGS Local to Customers

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

Points Available: 1.22

Sourcing % raw materials from Local Suppliers

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

Raw materials (in currency terms) grown or harvested

By company or local independent suppliers.

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

Points Available: 1.22

Managing Impact of Transportation

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

Please check all that apply.

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

Points Earned: 0.41 of 0.61

% GHG Emissions Offset

If your company purchased certified carbon credits in the reporting period, what % of Scope 1 and 2 GHG emissions were offset?

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

Points Available: 0.61

Water

OPERATIONS
3.0

Monitoring and Managing Water Use

Does your company monitor and manage your water usage?

Please select only one answer option indicating if the company monitors water usage and potentially sets targets (answers 1-4). If the company sets targets, answer option 5 may apply in addition.

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

Points Available: 1.75

Supply Chain Water Management

How does your company track and manage the water footprint of your supply chain?

Only select practices if you track and manage the water footprint for at least 50% of your company suppliers (on a cost basis).

- [ ] We do not track the water footprint of our supply chain
- [x] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material areas of water usage
- [x] We have targets for reducing water footprint through our supply chain
- [x] We have seen a reduction of our water footprint in our supply chain in the past twelve months
- [ ] We have verified that all water use in supply chain is science-based and sustainable

Points Earned: 1.31 of 1.75

Supply Chain Water Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce the water footprint of your supply chain?

- [x] We collaborate with or require suppliers to collect data and report on water footprint
- [x] We screen suppliers to fit good water management practices (e.g. individual supplier practices, materials and ingredients, locations in context of water scarcity)
- [x] We provide support or resources for supply chain in adopting water management (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [x] We audit and provide help to suppliers to complete corrective actions
- [ ] None of the above

Points Earned: 1.75 of 1.75

Land & Life

OPERATIONS

8.4

Monitoring and Reporting Non-hazardous Waste

How does your company monitor and manage your waste production?

Please select one answer option indicating if the company monitors waste production and potentially sets targets (answers 1-4). If the company sets targets, answers 5 and/or 6 may apply in addition.

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

Points Available: 0.72

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: 0.72 of 0.72

Supply Chain Waste Management

How does your company track and manage waste in your supply chain?

Only select practices if you track and manage waste for at least 50% of your company suppliers (on a cost basis).

- [ ] We don't track the solid waste impacts of our supply chain
- [x] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material areas of waste production
- [x] We have set targets for reducing solid waste in the supply chain
- [x] We have seen a reduction of waste produced in our value chain in the past twelve months
- [ ] We have achieved zero waste or a closed-loop supply chain

Points Earned: 0.72 of 0.72

Supply Chain Waste Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce waste in your supply chain?

- [x] We collaborate with or require suppliers to collect data and report on waste production
- [x] We screen or require suppliers to meet standards related to solid waste production
- [x] We have implemented initiatives to reduce waste at the source or divert waste from landfills or incineration in the supply chain
- [ ] We audit and provide help to suppliers to complete corrective actions
- [ ] None of the above

Points Earned: 0.54 of 0.72

Source Reduction

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

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

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

Points Earned: 0.72 of 0.72

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: 0.72

Environment Impact Packaging

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

Select all practices that apply and are verifiable, regardless of the % of product/packaging the practice applies to.

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

Points Earned: 0.58 of 0.72

% of Recyclable/Biodegradable Materials

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

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

Points Earned: 0.60 of 0.72

% of Environmentally Preferred Input Materials

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

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

Points Earned: 0.24 of 1.44

Hazardous Waste Disposal

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

This includes batteries, paint, electronic equipment, etc.

- (●) Yes
- ( ) No
- ( ) N/A - We have eliminated hazardous waste

Points Earned: 0.72 of 0.72

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
- [x] Require suppliers to disclose specified chemicals of concern
- [x] 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)
- [x] Require suppliers to provide chemical information to a third party
- [x] Disclose all by-products, contaminants or trace materials to the public

Points Earned: 0.72 of 0.72

Supply Chain Chemical Management

How does your company track and manage toxins or hazardous waste in your supply chain?

Only select practices if you track and manage toxins or hazardous waste for at least 50% of your company suppliers (on a cost basis).

- [ ] We don't track toxins or hazardous waste in our supply chain
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risks of toxins and/or production of hazardous waste
- [ ] We have set targets for reducing toxins and hazardous waste in our supply chain
- [x] We have verified that there are no harmful toxins or hazardous waste in our supply chain

Points Earned: 0.72 of 0.72

Supply Chain Chemical Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce toxins or hazardous waste in your supply chain?

- [x] We collaborate with or require suppliers to collect data and report on chemicals
- [x] We screen or require suppliers to meet standards related to toxins or hazardous waste
- [x] We provide support or resources to reduce toxins in the supply chain (e.g.online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [x] We audit and provide help to suppliers to complete corrective actions
- [ ] None of the above

Points Earned: 0.72 of 0.72

Supply Chain Biodiversity Management

How does your company track and manage your supply chain's impact on biodiversity?

Only select practices if you track and manage the impact on biodiversity for at least 50% of your company suppliers (on a cost basis).

- [ ] We don't evaluate our supply chain impact on biodiversity
- [x] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risks to biodiversity
- [ ] We set targets for reducing impact on biodiversity through our supply chain
- [x] We have verified that our supply chain creates no (or positive) biodiversity impact

Points Earned: 0.72 of 0.72

Supply Chain Biodiversity Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce your supply chain's impact on biodiversity?

- [x] We collaborate with or require suppliers to collect data and report on biodiversity impact
- [x] We screen suppliers to fit good biodiversity practices
- [x] We provide support or resources for our supply chain in adopting biodiversity-friendly operations (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [x] We audit and provide help to suppliers to complete corrective actions
- [ ] None of the above

Points Earned: 0.72 of 0.72

Land/wildlife Conservation - Impact Business Model

IMPACT BUSINESS MODELS

2.2

This IBM section is applicable if your company's products/services preserve or restore natural environments and/or protect animals (e.g. reforestation, sustainably harvested agriculture, protected parks)

Land/wildlife Conservation Description

Which of the following product or service descriptions apply?

Your answer to this unscored question is combined with other answers to automatically calculate your score in this section of the assessment.

- ○ Product or service requires specific practices to ensure the humane treatment of animals used as inputs in the product's creation (e.g. humane certified eggs)
- ◉ Product or service requires specific practices to ensure the sustainable harvesting or use of natural products and materials (e.g. FSC certified paper; MSC seafood; shade-grown coffee)
- ○ Product or service directly prevents environment/ecosystem degradation (e.g. protected parks; wildlife management services)
- ○ Product or service improves natural environments previously damaged by degradation (e.g. reforestation; endangered species repopulation)
- ○ These descriptions do not apply to our company's product/service (Skip the remainder of this section)

Points Available: 0.00

Revenue from Land/wildlife Conservation

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

Your answer to this unscored question is combined with other answers to automatically calculate your score in this section of the assessment.

What were your total revenues last fiscal year from the previous products or services? **Approx. 11.26%**

- ☐ We do not track this

Points Available: 0.00

Tracking Environmental Metrics

Which of the following environmental metrics does your company track regarding the environmental impact of your product or service?

You will be asked to report each environmental metric selected

- ☐ CO2 saved/offset by product/service (metric tons)
- ☐ Liters of water saved/offset by product/service
- ☐ Number of wildlife species protected/saved
- ☐ Metric tons of waste saved from landfill or incineration
- ☑ Number of hectares protected
- ☐ None of the above

Points Available: 0.00

Hectares Protected

If tracked, please report the environmental metric listed below that resulted from the use of your product or service in the last 12 months.

Number of hectares protected

Number of hectares protected 153174

- [ ] We do not track this

Points Available: 0.00

Management of Land/wildlife Conservation

How does your company measure and manage the results, outcomes, effects, or impact of your product or service?

Please select all that apply.

- [ ] We have formally defined the outcomes sought by our product or service and have developed a theory of change for them
- [x] We have based our impactful product or service business model on established secondary research that demonstrates potential impact
- [ ] We have directly and formally engaged stakeholders in understanding their desires and needs when developing, refining, and or delivering our products or services
- [x] We are verified to meet third-party standards for impact (e.g. we have impact-related product certifications)
- [ ] We measure near-term outcomes of the product or service to determine whether it is meeting the needs and expectations of our beneficiaries
- [ ] We measure long-term outcomes in order to assess whether the results of our product produce lasting positive impacts for our beneficiaries
- [ ] We have identified and measure and manage the unintentional or potential negative impacts of the product or service in addition to intentional positive effects
- [ ] We have identified and managed potential causes that could lead to a failure to deliver the positive outcome, to do so less efficiently than possible, or to produce other negative effects
- [ ] None of the above

Points Earned: 0.80 of 1.07

Innovative Land/wildlife Conservation

Is there something different or innovative about the product/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?

Tulsi, traditionally grown as a household plant for spiritual protection, had never been cultivated as a commercial crop before. Organic India revolutionized the industry by ensuring a market and guaranteeing to buy the Tulsi throughout the challenging initial phase of transitioning to organic farming. This commitment provided crucial financial stability to farmers during the initial phase. Through years of trial and error, the company developed a commercially viable method for organic Tulsi cultivation. Despite facing numerous natural challenges such as drought, floods, and the lack of certifying audit bodies in the country, Organic India successfully obtained organic certification and fostered thriving livelihoods for farmers. This innovative approach not only changed the dynamics of Tulsi farming but also set a model for organic and regenerative agriculture practices that has since been emulated by others in the industry.

Points Available: 0.00

Toxin Reduction / Remediation - Impact Business Model

IMPACT BUSINESS MODELS

12.0

This IBM section is applicable if your company's products/services reduce or remediate toxins or pollution (e.g. organic certified products, non-toxic cleaners, non-GMO verified products)

Toxin / Pollution Reduction Description

Which of the following product or service descriptions apply?

Your answer to this unscored question is combined with other answers to automatically calculate your score in this section of the assessment.

- ○ Product minimizes need of toxic chemicals compared to market alternatives (e.g. non-GMO verified products in jurisdictions where this is not legally required, Nontoxic Certified Red List Evaluation)
- ◉ Product/services use less toxic/hazardous chemicals or materials than market alternatives (e.g. certified non-toxic cleaners, organic certified food)
- ○ Product/service remediates environmental damage after discharges to air, land or water (e.g. brownfield remediation, oil spill clean-up)
- ○ Product/service directly prevents pollution or hazardous discharge (e.g. pollution management technologies)
- ○ These descriptions do not apply to our company's product/service (Skip the remainder of this section)

Points Available: 0.00

Revenue from Toxin Reduction / Remediation

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

Your answer to this unscored question is combined with other answers to automatically calculate your score in this section of the assessment.

What were your total revenues last fiscal year from the previous products or services? **Approx. 87.16%**

- [ ] We do not track this

Points Available: 0.00

Tracking Environmental Metrics

Which of the following environmental metrics does your company track regarding the environmental impact of your product or service?

You will be asked to report each environmental metric selected

- [ ] CO2 saved/offset by product/service (metric tons)
- [ ] Liters of water saved/offset by product/service
- [ ] kWh saved/off-set
- [ ] Metric tons of waste saved from landfill or incineration
- [ ] The average % toxic/hazardous material reduction or pollution prevention (by weight or volume) achieved by the product or service
- [x] None of the above

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?

- [x] We do not track this

Points Available: 0.00

Management of Toxin Reduction

How does your company measure and manage the results, outcomes, effects, or impact of your product or service?

Select all that apply.

- [ ] We have formally defined the outcomes sought by our product or service and have developed a theory of change for them
- [x] We have based our impactful product or service business model on established secondary research that demonstrates potential impact
- [ ] We have directly and formally engaged stakeholders in understanding their desires and needs when developing, refining, and or delivering our products or services
- [x] We are verified to meet third-party standards for impact (e.g. we have impact-related product certifications)
- [ ] We measure near-term outcomes of the product or service to determine whether it is meeting the needs and expectations of our beneficiaries
- [ ] We measure long-term outcomes in order to assess whether the results of our product produce lasting positive impacts for our beneficiaries
- [ ] We have identified and measure and manage the unintentional or potential negative impacts of the product or service in addition to intentional positive effects
- [ ] We have identified and managed potential causes that could lead to a failure to deliver the positive outcome, to do so less efficiently than possible, or to produce other negative effects
- [ ] None of the above

Points Earned: 0.80 of 1.07

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?

Balram Singh was one of the first employees of Organic India. He was a pioneer for organic agriculture in India – he was instrumental in bringing USDA Organic to India for the !irst time. There were no auditors in India at the time and he would !ly them in to certify the farms and support that whole transition process with the farmers. He was key in bringing the very first Organic Certified and Fairtrade Certified Tulsi products on the planet to the global wellness market. Today, he holds the highest position in the company, as the Managing Director of the global company, and continues to build the bridge between rural farmers and the marketplace, bringing great opportunity to the local economy

Points Available: 0.00

Customers

Customers Impact Area Introduction

OPERATIONS
0.0

This section identifies whether your company's product/service is designed to deliver a specific, material, positive impact for its customers (beyond the value normally provided from goods or services), and if so, opens the Customer

Impact Business Model section that is most applicable.

Customer Impact Business Model Introduction

Do any of your company's products/services address a social or economic problem for your customers and/or their beneficiaries?

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

- ○ Yes
- ◉ No

Points Available: 0.00

OPERATIONS

Customer Stewardship

4.5

Managing Customer Stewardship

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

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

Points Earned: 0.63 of 0.63

Quality Assurance

Do you use an established third party methodology to manage quality assurance for your products or services?

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

- ◉ Yes
- ○ No

Points Earned: 0.63 of 0.63

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: 1.25 of 1.25

Feedback and Complaint Channels

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

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

Points Earned: 0.63 of 0.63

Monitoring Customer Satisfaction and Retention

Which of the following are true of your company with regards to customer or client satisfaction and/or retention?

- ☑ Company monitors customer satisfaction
- ☑ Company shares customer satisfaction internally within the company
- ☐ Company shares customer satisfaction publicly
- ☑ Company has specified targets for customer / client satisfaction
- ☐ In the last year, company has achieved specified targets for satisfaction
- ☐ None of the above

Points Earned: 0.38 of 0.63

Managing Product Impacts

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

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

Points Earned: 0.42 of 0.63

Data Usage and Privacy

Does your company have any of the following to address data usage and privacy issues?

- [x] Company has a formal publicly available data and privacy policy
- [x] Company makes all users aware of information collected, length of time it is preserved, how it's used, and whether and how it is shared with other entities (public or private)
- [x] All customers have option to decide how their data can be used
- [x] Company's all email list building and email marketing strategies are GDPR compliant
- [ ] Other
- [ ] None of the above
- [ ] N/A - Company does not collect sensitive data

Points Earned: 0.63 of 0.63

Disclosure Questionnaire

Disclosure Industries

Disclosure questions on specific production and trade.

Disclosure Alcohol

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Alcohol

Please also select "Yes" if your company serves clients in this industry

- ( ) Yes
- (•) No

Points Available: 0.00

Disclosure Tobacco

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Tobacco

Please also select "Yes" if your company serves clients in this industry

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Firearms Weapons

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Firearms, weapons or munitions

Please also select "Yes" if your company serves clients in this industry

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Pornography

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Pornography

Please also select "Yes" if your company serves clients in this industry

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Fossil Fuels

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

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

Please also select "Yes" if your company serves clients in this industry

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Mining

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Mining

Please also select "Yes" if your company serves clients in this industry

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Nuclear Power or Hazardous Materials

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Nuclear power, radioactive materials or hazardous waste

Please also select "Yes" if your company serves clients in this industry

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Prisons

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Prisons

Please also select "Yes" if your company serves clients in this industry

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Bottled Water

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Bottled water

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Animal Products or Services

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Animal-based products or services (including seafood)

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Genetically Modified Organisms

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Genetically modified organisms

Please also select "Yes" if your company serves clients in this industry

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Biodiversity Impacts

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

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

- (●) Yes
- ( ) No

Points Available: 0.00

Disclosure Energy and Emissions Intensive Industries

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Energy- and emissions-intensive industries

- (●) Yes
- ( ) No

Points Available: 0.00

Disclosure Water Intensive Industries

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Water-intensive industries

- (●) Yes
- ( ) No

Points Available: 0.00

Disclosure Illegal Products or Subject to Phase Out

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

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

- ( ) Yes
- (●) No

Points Available: 0.00

Disclosure Industries at Risk of Human Rights Violations

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

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

- ○ Yes
- ◉ No

Points Available: 0.00

Other Disclosure Industries

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

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

- ○ Yes
- ◉ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" to any of the "Disclosure Industries" listed above, please provide a detailed explanation of the company's involvement for each affirmative response:

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

> Our products are derived from agricultural activities, which are traditionally water-intensive and can impact biodiversity. We actively engage in farming activities and maintain a highly integrated supply chain, practicing direct trade to ensure both regenerative and ethical sourcing. We are dedicated to promoting and advancing regenerative agricultural methods as the future of farming.

Points Available: 0.00

Disclosure Practices

Disclosure questions on sensitive practices.

No formal Registration Under Domestic Regulations

Please indicate if your company engages in any of the following practices:

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Tax Reduction Through Corporate Shells

Please indicate if your company engages in any of the following practices:

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

- ○ Yes
- ◉ No

Points Available: 0.00

Operates in conflict zones

Please indicate if your company engages in any of the following practices:

Company operates in conflict zones

- ○ Yes
- ◉ No

Points Available: 0.00

Sale of Data

Please indicate if your company engages in any of the following practices:

Company sells or provides access to consumer or user data

- ○ Yes
- ◉ No

Points Available: 0.00

Facilities located in sensitive ecosystems

Please indicate if your company engages in any of the following practices:

Company facilities are located adjacent to or in sensitive ecosystems

- ○ Yes
- ◉ No

Points Available: 0.00

Animal Testing

Please indicate if your company engages in any of the following practices:

Company's products are tested on animals

- ○ Yes
- ◉ No

Points Available: 0.00

Marketing of Breastmilk Substitutes

Please indicate if your company engages in any of the following practices:

Marketing of breastmilk substitutes

- ○ Yes
- ◉ No

Points Available: 0.00

Activities against freedom of association/collective bargaining

Please indicate if your company engages in any of the following practices:

Company has taken a public stance against unionization, has engaged in activities that may be perceived as taking a stance against union organizing, or prohibits workers from freely associating and bargaining collectively for the terms of one's employment

- ○ Yes
- ◉ No

Points Available: 0.00

Workers Under Bond

Please indicate if your company engages in any of the following practices:

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

- ○ Yes
- ◉ No

Points Available: 0.00

Confirmation of Right to Work

Please indicate if your company engages in any of the following practices:

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

- ○ Yes
- ◉ No

Points Available: 0.00

Employs Individuals on Zero-Hour Contracts

Please indicate if your company engages in any of the following practices:

Company employs individuals on zero-hour contracts

- ○ Yes
- ◉ No

Points Available: 0.00

Company workers are prisoners

Please indicate if your company engages in any of the following practices:

Company uses workers who are prisoners

- ○ Yes
- ◉ No

Points Available: 0.00

Company Employs Workers Under Age 15 (Or Other ILO Minimum Age)

Please indicate if your company engages in any of the following practices:

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

- ○ Yes
- ◉ No

Points Available: 0.00

Overtime For Hourly Workers Is Compulsory

Please indicate if your company engages in any of the following practices:

Overtime work is compulsory and exceeds 48 hours in a week

- ○ Yes
- ◉ No

Points Available: 0.00

Other Disclosure Practices

Please indicate if your company engages in any of the following practices:

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

- ○ Yes
- ◉ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" to any of the "Disclosure Practices" listed above, please provide a detailed explanation of the company's engagement in each practice marked in the affirmative:

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

Does not apply.

Points Available: 0.00

Disclosure Outcomes & Penalties

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

On-Site Fatality

Please indicate if your company has experienced any of the following in the past 5 years:

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

- ○ Yes
- ◉ No

Points Available: 0.00

Litigation or Arbitration

Please indicate if your company has experienced any of the following in the past 5 years:

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

- ○ Yes
- ◉ No

Points Available: 0.00

Company has filed for bankruptcy

Please indicate if your company has experienced any of the following in the past 5 years:

Company has filed for bankruptcy

- ○ Yes
- ◉ No

Points Available: 0.00

Bribery, Fraud, or Corruption

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Bribery, fraud, or corruption

- ○ Yes
- ◉ No

Points Available: 0.00

Anti-Competitive Behavior

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Anti-competitive behavior

- ○ Yes
- ◉ No

Points Available: 0.00

Financial Reporting, Taxes, Investments, or Loans

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Financial reporting, tax payments, investments, or loans

- ○ Yes
- ◉ No

Points Available: 0.00

Political Contributions or International Affairs

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Political contributions or international affairs

- ○ Yes
- ◉ No

Points Available: 0.00

Labor Issues

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Labor issues (including safety and discrimination)

- ○ Yes
- ◉ No

Points Available: 0.00

Recalls

Please indicate if your company has experienced any of the following in the past 5 years:

Recalls due to quality control issues

- ○ Yes
- ◉ No

Points Available: 0.00

Breaches of Confidential Information

Please indicate if your company has experienced any of the following in the past 5 years:

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

- ○ Yes
- ◉ No

Points Available: 0.00

Consumer Protection

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Consumer protection (including product safety and marketing claims)

- ○ Yes
- ◉ No

Points Available: 0.00

Significant Layoffs

Please indicate if your company has experienced any of the following in the past 5 years:

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

- ○ Yes
- ◉ No

Points Available: 0.00

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

Please indicate if your company has experienced any of the following in the past 5 years:

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

- ○ Yes
- ◉ No

Points Available: 0.00

Large Scale Land Conversion, Acquisition, or Relocation

Please indicate if your company has experienced any of the following in the past 5 years:

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

- ○ Yes
- ◉ No

Points Available: 0.00

Penalties Assessed For Environmental Issues

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Environmental management penalties, including animal welfare

- ○ Yes
- ◉ No

Points Available: 0.00

Violation of Indigenous Peoples Rights

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Infringing on indigenous people's rights, for instance by utilizing lands owned or used by indigenous peoples without full documented consent of such peoples

- ○ Yes
- ◉ No

Points Available: 0.00

Other Disclosure Outcomes & Penalties

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

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

- ○ Yes
- ◉ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" to any of the "Disclosure Outcomes & Penalties" listed above, please provide a detailed explanation of the company's experience related to each affirmative response:

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

n/a

Points Available: 0.00

Supply Chain Disclosure

Disclosure questions concerning the significant suppliers of the company

Supplier Child Labor, Prison Labor, or Forced Labor

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

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

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

Suppliers in Conflict Zones

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

Operation in conflict zones

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

Suppliers Negative Social Impact

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

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

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

Suppliers Negative Environmental Impact

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

Practices or outcomes that produced substantial negative environmental impact

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00