

# Question Filter

## Skidmore Group 2019

| SCORE       | COMPLETION  | VERSION  | NAME                 | SECTOR         | SIZE         |
|-------------|-------------|----------|----------------------|----------------|--------------|
| <b>86.1</b> | <b>100%</b> | <b>6</b> | <b>2019 - Active</b> | <b>Service</b> | <b>10-49</b> |

As wholly-owned subsidiary of TCG International Inc., Skidmore Group is required to make it's full B Impact Assessment transparent. The PDF contains a completed B Impact Assessment that has been reviewed by B Lab with Skidmore Group as part of their certification as a B Corporation. Answers to questions that would reveal sensitive information (e.g. that would advantage competitors or prejudice litigation) are covered as such:

# Governance

---

## Mission & Engagement

---

OPERATIONS

2.2

### Level of Impact Focus

Describe your company's approach to creating positive impact.

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

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

Points Available: 0.00

---

### Mission Statement Characteristics

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

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

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

Points Earned: 0.25 of 0.50

---

### Mission Statement

Please share the text of your formal mission statement here.

Please share the text of your formal mission statement here.

We aspire to create a better world by accelerating people's talents, so they can meet their true potential and, in turn, lift others.

Points Available: 0.00

---

### Social and Environmental Decision-Making

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

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

- Employee training that includes social or environmental issues material to our company or its mission

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

Points Earned: 0.40 of 1.00

---

## 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
- 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: 0.67 of 1.00

---

## 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: 0.50 of 1.00

---

## Stakeholder Engagement

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

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

Points Available: 0.50

---

## 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?

- 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: 0.45 of 1.00

---

## Identification of Material Issues

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

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

To confirm with MaryAnn

Points Available: 0.00

## Ethics & Transparency

---

OPERATIONS

4.2

## 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: 0.86

---

## 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: 0.86 of 0.86

---

## Ethics Policies and Practices

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

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

Points Earned: 0.64 of 0.86

---

## 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
- We instruct all newly hired workers on the Code
- We instruct managers on the Code on an ongoing basis
- We instruct all non-managerial workers on the Code on an ongoing basis
- We communicate changes to the Code whenever it is updated
- Other - please describe
- No Code of Ethics or equivalent, or no training on the Code

Points Earned: 0.86 of 0.86

---

## 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: 0.43 of 0.86

---

## Financial Controls

Does your company maintain any of the following financial controls?

Please check all that apply.

- Segregation of Accounts Receivable and Accounts Payable duties
- Segregation of payment authorization, execution, and/or record keeping
- Access to accounting software systems is limited to appropriate personnel
- Access to credit or ATM cards is limited to appropriate personnel
- Routine management or third-party reviews of inventory management system
- 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: 0.69 of 0.86

---

# Company Transparency

What information does the company make publicly available and transparent?

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

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

Points Earned: 0.43 of 0.86

---

## Financial Transparency with Employees

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

Exclude compensation data. Please check all that apply.

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

Points Earned: 0.21 of 0.86

---

## Impact Reporting

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

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

Points Earned: 0.13 of 0.86

---

## Governance Metrics

---

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

OPERATIONS

**0.0**

### Last Fiscal Year

On what date did your last fiscal year end?

On what date did your last fiscal year end?

December 31st, 2018

## Reporting Currency

Select your reporting currency

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

- Czech Koruna - CZK
- Dalasi - GMD
- Denar - MKD
- Djibouti Franc - DJF
- Dobra - STD
- Dominican Peso - DOP
- East Caribbean Dollar - XCD
- Egyptian Pound - EGP
- El Salvador Colon - SVC
- Ethiopian Birr - ETB
- Falkland Islands Pound - FKP
- Fiji Dollar - FJD
- Forint - HUF
- Gibraltar Pound - GIP
- Gourde - HTG
- Guarani - PYG
- Guinea Franc - GNF
- Guyana Dollar - GYD
- Hryvnia - UAH
- Indian Rupee - INR
- Iranian Rial - IRR
- Iraqi Dinar - IQD
- Jamaican Dollar - JMD
- Jordanian Dinar - JOD
- Kenyan Shilling - KES
- Kina - PGK
- Kip - LAK
- Kroon - EEK
- Kuwaiti Dinar - KWD
- Kwacha - MWK
- Kwanza - AOA
- Kyat - MMK
- Lari - GEL
- Latvian Lats - LVL
- Lebanese Pound - LBP
- Lek - ALL
- Lempira - HNL
- Leone - SLL
- Liberian Dollar - LRD
- Libyan Dinar - LYD
- Lilangeni - SZL
- Lithuanian Litas - LTL
- Loti - LSL
- Malagasy Ariary - MGA
- Malaysian Ringgit - MYR
- Manat - TMT
- Mauritius Rupee - MUR
- Metical - MZN
- Mexican Peso - MXN
- Moldovan Leu - MDL
- Moroccan Dirham - MAD
- Mvdol - BOV
- Naira - NGN
- Nakfa - ERN
- Namibia Dollar - NAD
- Nepalese Rupee - NPR
- Netherlands Antillian Guilder - ANG

- New Leu - RON
- New Taiwan Dollar - TWD
- Ngultrum - BTN
- North Korean Won - KPW
- Nuevo Sol - PEN
- Ouguiya - MRO
- Pa'anga - TOP
- Pakistan Rupee - PKR
- Pataca - MOP
- Peso Uruguayo - UYU
- Philippine Peso - PHP
- Pula - BWP
- Qatari Rial - QAR
- Quetzal - GTQ
- Rufiyaa - MVR
- Rupiah - IDR
- Russian Ruble - RUB
- Rwanda Franc - RWF
- Saint Helena Pound - SHP
- Saudi Riyal - SAR
- Serbian Dinar - RSD
- Seychelles Rupee - SCR
- Solomon Islands Dollar - SBD
- Som - KGS
- Somali Shilling - SOS
- Somoni - TJS
- Sri Lanka Rupee - LKR
- Sudanese Pound - SDG
- Surinam Dollar - SRD
- Syrian Pound - SYP
- Taka - BDT
- Tala - WST
- Tanzanian Shilling - TZS
- Tenge - KZT
- Trinidad and Tobago Dollar - TTD
- Tugrik - MNT
- Tunisian Dinar - TND
- Turkish Lira - TRY
- UAE Dirham - AED
- Uganda Shilling - UGX
- Uzbekistan Sum - UZS
- Vatu - VUV
- Viet Nam Dong - VND
- Yuan Renminbi - CNY
- Rand - ZAR
- Rial Omani - OMR
- Riel- KHR
- Yemeni Rial - YER
- Won - KRW
- Zambian Kwacha - ZMW
- Zimbabwe Dollar - ZWL

*Points Available: 0.00*

---

## **Revenue Year Before Last**

## Total Earned Revenue

From the fiscal year before last

From the fiscal year before last

*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.

From the last fiscal year

*Points Available: 0.00*

---

## Net Income Last Year

Net Income

From the last fiscal year

From the last fiscal year

*Points Available: 0.00*

---

## Net Income Year Before Last

Net Income

From the fiscal year before last

From the fiscal year before last

*Points Available: 0.00*

---

## Mission Locked - Impact Business Model

---

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

IMPACT BUSINESS MODELS

**10.0**

### Mission Lock

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

- Signed a contract or Board resolution committing to adopting a legal form that requires consideration of all stakeholders (e.g. signed B Corp Agreement)

- Adopted a specific legal entity or governance structure that preserves mission over time, but does not require consideration of all stakeholders in its decision-making (e.g. cooperative)
- As a subsidiary of another company that has not done so, amended corporate governing documents or adopted a legal entity or governance structure that requires consideration of all stakeholders in its decision-making (e.g. benefit corporation)
- As an independent or publicly-owned business, amended corporate governing documents or adopted a legal entity or governance structure that requires consideration of all stakeholders in its decision-making (e.g. benefit corporation)
- None of the above

Points Earned: 10.00 of 10.00

## Workers

---

### Workers Impact Area Introduction

---

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

OPERATIONS

0.0

#### Majority Hourly vs. Salaried Workers

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

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

- Fixed Salary
- Daily or hourly wage

Points Available: 0.00

---

#### Use Of Contracted Labor

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

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

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

Points Available: 0.00

---

#### Workers Impact Business Model Introduction

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

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

- Ownership structures that provide significant equity (>40%) and empowerment to all employees (e.g. employee-owned companies, cooperatives)

- Providing high quality jobs or professional development for individuals with chronic barriers to employment (workforce development programs)
- None of the above

Points Available: 0.00

---

## # of Full Time Workers

Number of Total Full-Time Workers

Current Total Full-Time Workers

Current Total Full-Time Workers

We do not track this

Points Available: 0.00

---

## # of Full Time Workers Last Year

Number of Total Full-Time Workers

Total full-time workers twelve months ago

Total full-time workers twelve months ago

We do not track this

Points Available: 0.00

---

## # of Part Time Workers

Number of Total Part-Time Workers

Current Total Part-Time Workers

Current Total Part-Time Workers

We do not track this

Points Available: 0.00

---

## # of Part Time Workers Last Year

Number of Total Part-Time Workers

Total part-time workers twelve months ago

Total part-time workers twelve months ago

We do not track this

Points Available: 0.00

---

## # of Temporary Workers

Number of Total Temporary Workers

Current Total Temporary Workers

Current Total Temporary Workers

We do not track this

Points Available: 0.00

## # of Temporary Workers Last Year

Number of Total Temporary Workers

Total temporary workers twelve months ago

Total temporary workers twelve months ago

We do not track this

Points Available: 0.00

## Financial Security

---

OPERATIONS

9.6

### Lowest Paid Wage

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

Please exclude students and interns in this calculation.

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

We do not track this

Points Available: 0.00

### % of Employees Paid Individual Living Wage

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

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

Points Earned: 2.96 of 2.96

### % 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?

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

Points Earned: 2.96 of 2.96

### % Above the Minimum Wage

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

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

Points Earned: 1.48 of 1.48

---

## 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 Available: 1.48

---

## Compensation Policies and Practices

What additional financial benefits does your company offer to non-executive employees?

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

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

Points Available: 1.48

---

## % 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 Earned: 0.37 of 1.48

---

## Retirement Programs

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

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

Points Earned: 1.48 of 1.48

---

## Financial Services for Employees

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

Check all that apply.

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

Points Earned: 0.37 of 0.74

## Health, Wellness, & Safety

---

OPERATIONS

7.8

### 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 employees is eligible for health care benefits either through company or government plan?

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

Points Earned: 3.00 of 3.00

---

## Supplementary Health Benefits

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

- Disability coverage or accident insurance
- Life insurance
- Private dental insurance
- Private supplemental health insurance
- Other - please describe
- None of the above

Points Earned: 3.00 of 3.00

---

## Supplementary Benefits Eligibility for Part-Time Workers

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

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

Points Available: 3.00

---

## Health and Wellness Initiatives

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

Check all that apply.

- 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)
- Employees have access to behavioral health counseling services, web resources, or Employee Assistance Programs
- Spouses, partners, or children of employees are provided access to behavioral health counseling services, web resources, or Employee Assistance Programs
- 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
- Company does not offer any formal health and wellness initiatives
- Other - please describe

Points Earned: 1.80 of 3.00

---

## Career Development

---

## Professional Development Policies and Practices

How does your company provide training opportunities to employees 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: 0.83 of 1.00

---

## Employee Review Process

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

Check all that apply.

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

Points Earned: 2.00 of 2.00

---

## 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 Available: 1.00

---

## 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
- We partner with education institutions to provide internship opportunities or work-study programs
- 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: 1.00 of 1.00

## Career Development (Salaried)

---

OPERATIONS

0.5

### 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: 0.25

---

### 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: 0.13 of 0.25

---

### 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: 0.13 of 0.25

---

## Subsidized Educational Opportunities

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

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

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

Points Available: 0.50

---

## Career Development Policies

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

- 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
- Employees are able to make lateral moves or change career direction or pace when possible
- None of the above

Points Earned: 0.25 of 0.25

## Engagement & Satisfaction

---

OPERATIONS

3.7

## Employee Handbook Information

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

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

Points Earned: 0.43 of 0.43

---

## Paid Secondary Caregiver Leave

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

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

Points Earned: 0.69 of 0.87

---

## Supplementary Benefits

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

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

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

Points Earned: 0.87 of 1.73

---

## Worker Empowerment

How does your company engage and empower workers?

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

Points Available: 0.87

---

## Surveying and Benchmarking Engagement and Attrition

How does your company monitor and evaluate your worker satisfaction and engagement?

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

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

Points Earned: 0.43 of 0.87

---

## 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

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: 1.30 of 1.73

## Engagement & Satisfaction (Salaried)

---

OPERATIONS

1.7

## 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: 0.35 of 0.70

---

## Paid Primary Caregiver Leave for Salary Workers

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

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

- Primary caregivers receive 4-12 weeks of time off for parental leave (including unpaid and paid leave)
- Primary caregivers receive 12 weeks to 6 months of time off for parental leave (including unpaid and paid leave)
- Primary caregivers receive 6 months or more of time off for parental leave (including unpaid and paid leave)
- 5-12 weeks of primary parental leave (or equivalent) is fully paid
- 12-18 weeks of primary parental leave (or equivalent) is fully paid
- 18-24 weeks of primary parental leave (or equivalent) is fully paid

- 24+ weeks of primary parental leave (or equivalent) is fully paid
- Primary caregivers receive no time off for parental leave

Points Earned: 0.70 of 0.70

---

## 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.

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

Points Earned: 0.35 of 0.70

---

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

Points Earned: 0.35 of 0.70

---

## Attrition Rate for Salaried Workers

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

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

## Community

---

### Community Impact Area Introduction

---

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

OPERATIONS

0.0

## Community Oriented Impact Business Model

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

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

- Yes  
 No

Points Available: 0.00

## Diversity, Equity, & Inclusion

---

OPERATIONS

2.1

### Diverse Ownership and Leadership

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

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

Points Available: 1.03

### Creating and Managing Inclusive Work Environments

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

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

Points Available: 1.03

### Measurement of Diversity

What attributes of a diverse workforce does your company track, either through anonymous surveys or other methods legal in your jurisdiction? Note: In some circumstances, collection of this data may be regulated by law. Consult local regulations to determine if collection is possible and do so within the bounds of propriety and the law.

- Socioeconomic status (as determined by low income residence, education level, etc.)

- Race or ethnicity
- Gender
- Age
- Other - please describe
- None of the above

Points Earned: 0.26 of 1.03

---

## Women Workers

How many of your workers identify as women?

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

Points Earned: 0.69 of 1.03

---

## 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: 1.03 of 1.03

---

## 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: 1.03

---

## 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 N/A.

- 0%
- 1-9%

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

Points Available: 1.03

---

## 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: 0.13 of 0.52

---

## 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: 1.03

---

## Economic Impact

---

OPERATIONS

**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.

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.

one office located locally to where we operate.

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:

We do not track this

Points Available: 0.00

---

## Job Growth Rate

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

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

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

Points Available: 4.00

---

## Non-accredited Investor Ownership

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

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

Points Available: 2.00

---

## Local Ownership

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

- Yes
- No
- Don't know

Points Earned: 2.00 of 2.00

---

## Local Purchasing and Hiring Policies

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

- 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
- 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: 1.00 of 1.00

---

## 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 production facilities in the last fiscal year?

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

Points Available: 2.00

---

## Impactful Banking Services

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

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

Points Available: 2.00

---

## Civic Engagement & Giving

---

OPERATIONS

4.2

## Corporate Citizenship Program

How does your company take part in civic engagement?

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

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

Points Earned: 0.66 of 0.83

---

## Community Service Policies and Practices

How does your company manage employee community service?

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

Points Earned: 0.83 of 0.83

---

## % 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 Available: 1.66

---

## Total Amount of Volunteer Service Hours

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

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

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

- We do not track this

Points Available: 0.00

---

## Volunteer Service Per Capita

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

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

- 0%
- .1-.9% of time
- 1-2.4% of time
- 2.5-5% of time
- 5%+ of time
- Don't know

Points Available: 1.66

## Charitable Giving and Community Investment Policies and Practices

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

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

Points Earned: 0.08 of 0.83

---

## 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

Points Available: 0.00

---

## % 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
- 0.1-0.4% of revenue
- 0.5-1% of revenue
- 1.1-2.4% of revenue
- 2.5-5% of revenue
- 5%+ of revenue
- Don't know

Points Earned: 2.65 of 3.31

---

## Advancing Social and Environmental Performance

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

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

Points Available: 0.41

---

## Supply Chain Management

---

## Significant Supplier Descriptions

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

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

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

Points Available: 0.00

---

## Social or Environmental Screening of Suppliers

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

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

- Yes
- No

Points Available: 0.00

---

## 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

---

## Independent Contractor Practices

What are your company's policies regarding independent contractors that do not work for the company greater than 20 hours per week for longer than a 6 month period?

Independent contractors that work for the company 20+ hours per week over a 6+ month period 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 Available: 1.00

## Environment

---

### Environment Impact Area Introduction

---

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

#### Type of Facilities

What kind of facilities does your business primarily operate in?

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

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

Points Available: 0.00

#### Environmental Business Model

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

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

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

Points Available: 0.00

## Environmental Management

---

#### Green Building Standards

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

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

Points Available: 1.40

---

## Facility Improvement with Landlord

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

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

Points Earned: 0.47 of 1.40

---

## Virtual Office Stewardship

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

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

Points Earned: 2.80 of 2.80

---

## Environmental Management Systems

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

Please check all that apply.

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

Points Available: 1.40

---

## Air & Climate

---

### Monitoring Energy Usage

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

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

- We do not currently monitor and record usage
- We monitor and record usage but have set no reduction targets

- We monitor usage and have set intensity targets (e.g. relative to dollars of revenue, volume produced, etc.) that are being monitored
- We monitor usage and have set absolute reduction targets regardless of company growth
- We have met specific reduction targets during the reporting period

Points Available: 0.48

---

## 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: 0.21 of 0.24

---

## 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: 0.19 of 0.97

---

## Facility Energy Efficiency

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

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

Points Earned: 0.32 of 0.48

---

## Monitoring Greenhouse Gas Emissions

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

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

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

Points Earned: 0.24 of 0.48

---

## Total Scope 3 GHGs

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

Scope 3:

Scope 3:

- We do not track this

Points Available: 0.00

---

## Total Scope 1 GHGs

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

Scope 1:

Scope 1:

- We do not track this

Points Available: 0.00

---

## Total Scope 2 GHGs

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

Scope 2:

Scope 2:

- We do not track this

Points Available: 0.00

---

## Carbon Intensity

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

Please use USD to allow for standardized comparisons.

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

Points Earned: 0.48 of 0.48

---

## Carbon Intensity

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

Please use USD to accurately evaluate the answer option.

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

Points Earned: 0.97 of 0.97

---

## 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: 0.97

---

## Reducing Impact of Travel/Commuting

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

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

Points Earned: 0.48 of 0.48

---

## % GHG Emissions Offset

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

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

- 75-99%
- 100%
- Don't know
- N/A - No carbon offsets purchased

Points Available: 0.48

## Water

---

### Monitoring and Managing Water Use

Does your company monitor and manage your water usage?

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

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

Points Available: 1.00

### Water Conservation Practices

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

Please check all that apply.

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

Points Available: 1.00

## Land & Life

---

### Monitoring and Reporting Non-hazardous Waste

How does your company monitor and manage your waste production?

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

- We do not currently monitor and record waste production
- We regularly monitor and record waste production but have not set any reduction targets
- We regularly monitor and record waste production and have set specific reduction targets relative to previous performance (e.g. a 5% reduction of waste to landfill from baseline year)

- We regularly monitor and record waste produced and have set a zero waste target
- We have met the specific reduction targets set during this reporting period
- We produce zero waste to landfill / ocean

Points Available: 1.00

---

## Recycling Programs

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

Please check all that apply.

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

Points Earned: 1.00 of 1.00

---

## Hazardous Waste Disposal

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

This includes batteries, paint, electronic equipment, etc.

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

Points Earned: 1.00 of 1.00

---

## Chemical Reduction Methods

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

- Non-toxic janitorial products
- Unbleached / chlorine free paper products
- Soy-based inks or other low VOC inks
- Recycled/environmentally preferred office supplies (paper, pens, notebooks, etc.)
- Other - please describe
- None of the above

Points Available: 1.00

## Customers

---

### Customers Impact Area Introduction

---

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

OPERATIONS

**0.0**

## Customer Impact Business Model Introduction

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

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

- Yes  
 No

Points Available: 0.00

---

## Customer Focus of Product or Service

Is this social or economic problem addressed for your customers and/or their beneficiaries?

If you answer "No" here, be sure to revisit the Environment and/or Community sections to ensure your business model impact is appropriately captured.

- Yes  
 No, customers support in our ability to produce the impact we described but the primary beneficiaries are other stakeholders (i.e. we donate to charities based on sales to customers, or we use sales to buy fair trade ingredients)

Points Available: 0.00

## Customer Stewardship

---

OPERATIONS

2.5

### 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: 0.83 of 1.25

---

### 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: 1.00 of 1.25

---

## Managing Product Impacts

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

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

Points Earned: 0.42 of 1.25

---

## Data Usage and Privacy

Does the company have any of the following to address data usage and privacy issues?

- Company has a formal publicly available data and privacy policy
- 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)
- All customers have option to decide how their data can be used
- 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: 0.31 of 1.25

---

## Mission Lock - Impact Business Model

---

Questions include incentive structure, charitable donations, and mission-locked governance structure for investees.

IMPACT BUSINESS MODELS

2.7

## Mission Lock Compensation By Performance

Is the managing partner's compensation and incentive structure at least partially determined by the social and environmental performance of the portfolio?

- Yes - Managing partners' carry is at least partially determined by social and environmental performance of portfolio
- Yes - Fund managers receive performance-based compensation (not part of carry) that is tied to social and environmental performance
- Disbursement of additional funding is tied to meeting impact-oriented goals for fund
- No

Points Available: 1.38

---

## Mission Lock Percent Of Carry Determined By Performance

What % of carry is determined by social and environmental performance?

What % of carry is determined by social and environmental performance?

We do not track this

Points Available: 0.00

---

## Mission Lock Donates Percent Of Gains To Charity

Do a majority of your funds commit to donate a specific % of gains to charitable organizations? If so, what is the committed % of gains?

- 0%
- 1-4%
- 5-9%
- 10-49%
- 50%+

Points Available: 0.69

---

## Mission Lock Percent Invested Capital Divested Early

What % of your invested capital has included language or a covenant in the investment agreement that allows the fund to divest early if the mission of the investment or business model changes during investment lifetime?

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

Points Available: 1.38

---

## Mission Lock Percent Funds Invested

What % of your portfolio is invested in companies that have a written mission-locked legal governance structure that requires consideration of its stakeholders?

Stakeholders include community, environment, suppliers, employees, etc.

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

Points Earned: 2.77 of 2.77

---

## Mission Lock Policy For Investor Maintain Social Mission

Do you have a written policy that includes specific screening criteria for potential acquirers or future investors of your portfolio companies that includes the capacity of the acquirer to maintain or expand the company's social or environmental practices past the time of sale?

- Yes - Require compliance with ESG standards
- Yes - Require compliance with ESG standards and that the investors have a positive impact mission/goals
- No - Not written, however this is evaluated on a case-by-case basis

- No - Not a component of the current process
- N/A - Debt fund

Points Available: 1.38

---

## Mission Lock Percent Of Divestment Contracts

For what % of your divestments/exits has there been a contract with the acquirer regarding the ongoing social and environmental performance of the company?

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

Points Available: 1.38

## Past Performance - Impact Business Model

---

Questions on your parent firm's impact investment portfolio, target HDI, and participation in **IMPACT BUSINESS MODELS** industry initiatives.

**0.0**

## Track Record In Impact Investing

What % of the fund management company or parent financial institution's total assets under management are impact investments?

If the fund under consideration is the fund team's first impact fund, include the current fund as a part of the fund manager's total AUM. If you are a first-time fund manager that has not yet raised capital, select 0.

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

Points Available: 4.36

---

## Public Facing Reports On Impact Performance

Has the fund manager issued any public-facing reports (ie - white papers) regarding the impact performance of historic funds, either as stand-alone reports or part of larger industry research?

- Yes
- No

Points Available: 1.09

---

## Fund Manager Partners With Government

Has the fund manager utilized or partnered with government in any of the following ways:

- Foundational -- Fund was started in partnership with a local, national or multi-national government body

- Financial -- participation/investment in fund by government or quasi-government or multi-lateral organization
- Regulatory -- Fund has utilized government regulatory programs (e.g. SBIC, CDFI, CIC)
- Advocacy -- Fund has advocated for or partnered with government to improve an impact investing enabled environment
- Other opportunity (please describe)
- None

Points Available: 0.55

---

## Details Of Government Partnership

Please describe additional detail for your response to the previous question.

Please describe additional detail for your response to the previous question.

NA

Points Available: 0.00

---

## Current Fund - Impact Business Model

---

Questions relevant to your current impact investment portfolio and target HDI level.

IMPACT BUSINESS MODELS

0.0

### PPM On ESG Standards

Do a majority of your funds' prospectus/PPM include a statement that your fund(s) will adhere to international ESG standards?

International ESG Standards include IFC Performance Standards, EBRD or other internationally recognized standard.

- Yes
- No

Points Available: 1.43

---

### PPM Outlines Specific Areas Of Impact

Do a majority of your funds' prospectus/PPM include a statement that outlines specific areas of impact beyond adherence to international standards that the fund will focus on over its investment lifetime?

- Yes
- No

Points Available: 2.86

---

### PPM Outlines Quantifiable Targets

Do a majority of your funds' prospectus/PPM include a statement in your fund's prospectus/PPM that outlines specific, quantifiable social or environmental targets that the fund expects to achieve over its investment lifetime?

- Yes
- No

Points Available: 1.43

---

## Explicit Preference On Social Impact Areas

Does your investment thesis explicitly target any of the following positive social impact areas?

- Access to clean water
- Access to education
- Access to energy
- Access to financial services
- Access to information
- Affordable housing
- Agricultural productivity
- Capacity-building
- Community development
- Conflict resolution
- Disease-specific prevention and mitigation
- Employment generation
- Equality and empowerment
- Food security
- Generate funds for charitable giving
- Health improvement
- Human rights protection or expansion
- Income/productivity growth
- Job creation
- Supply chain models
- Microdistribution models
- Other (please specify)
- None of the above

Points Available: 0.00

---

## Explicit Preference On Environmental Impact Areas

Does your investment thesis explicitly target any of the following positive environmental impact areas?

- Biodiversity conservation
- Energy and fuel efficiency
- Natural resources conservation
- Pollution prevention & waste management
- Sustainable energy
- Sustainable land use
- Water resources management
- Other (please specify)
- None of the above

Points Available: 0.00

---

## Percent Of AUM Impact Investments

What % of your total AUM target the impact areas selected previously?

What % of your total AUM target the impact areas selected previously?

- We do not track this

Points Available: 1.43

## Current Fund Average HDI For Countries Invested In By Fund

What is the weighted average Human Development Indicator (HDI) level (as calculated by the UNDP) for the countries invested in by your fund?

- Low HDI
- Medium HDI
- High HDI
- Very High HDI
- No specific target

Points Available: 1.43

## Percent of Fund Targets Invested in Underserved

What % of your total fund targets or has invested in portfolio companies that address social/economic problems for underserved communities?

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

Points Available: 1.43

## Positive Impact - Impact Business Model

Questions on your written policies and practices on due diligence and formal investment criteria in terms of the social and environment performance of your investees and co-investors.

IMPACT BUSINESS MODELS

6.3

## Positive Impact Due Diligence Reviews Criteria

Which of the following are included in the majority of your due diligence processes?

- Site visit to all companies to review social and environmental performance
- Completion of GIIRS B Impact Assessment during due diligence (including Disclosure Questionnaire)
- Completion of other written impact assessment (non-GIIRS) during due diligence
- Business plan presentation by management detailing company's future social or environmental strategy and targets
- Requirement of third-party evaluation where potential environmental or social sensitivities are identified
- Other - please describe
- No written due diligence process

Points Earned: 1.46 of 2.43

## Positive Impact Due Diligence Reviews Criteria

Do you have a formal due diligence process to review potential investments according to social and environmental criteria that is included in a written format for an investment committee review?

- Yes
- No

## Positive Impact Criteria Of Colvestors

Do you have formal written criteria regarding the social and environmental policies of co-investors?

Select N/A only if you have never co-invested on a deal.

- Yes  
 No  
 N/A

Points Available: 1.21

---

## Positive Impact Expectations Set

Do a majority of your investment agreements set any of the following expectations for the company's environmental performance, employment/labor practices, and/or community engagement?

- No explicit expectations are set  
 Companies are required to meet all relevant national environmental and labor standards  
 Companies are required to meet relevant international environmental and labor standards  
 Companies are required to exceed international environmental and labor standards (such as industry-specific best-in-class standards)

Points Available: 2.43

---

## Positive Impact Modified Fund Structure To Longer Than Avg

Have you modified a majority of your fund(s) to have a longer than average (>10 year) fund lifetime or evergreen fund?

- Yes  
 No

Points Available: 1.21

---

## Positive Impact Investment Vehicles

What investment vehicles have you used in currently deployed capital?

- Equity  
 Debt  
 Convertible debt  
 Royalties  
 Demand dividends  
 Other - please describe

Points Available: 0.00

---

## Positive Impact Fund Flexible Capital

Have you done any of the following to structure portfolio investments through a patient and flexible capital structure?

- First loss investment or anchor investor that prompts others to invest  
 Participating in a layered investment structure that targets lower rates of return than other investors  
 Alternative exit structures (e.g. holding corp)

- Flexible interest payment structure (e.g. demand dividends, royalties, other in-kind)
- Longer than average debt investments
- Subordinated investments or use of guarantees
- Other flexible investment instruments (please describe)
- No

Points Available: 2.43

---

## Positive Impact Pc Deployed Flexible Or Patient Capital

What % of AUM (assets under management) have been deployed using the flexible or patient capital structures identified previously, to encourage the entrepreneur to re-invest earnings to grow the business and avoid forced liquidity scenarios?

What % of AUM (assets under management) have been deployed using the flexible or patient capital structures identified previously, to encourage the entrepreneur to re-invest earnings to grow the business and avoid forced liquidity scenarios?

- We do not track this

Points Available: 2.43

---

## Positive Impact Agreements Require Ethics Policy

Do your investment agreements require the management team of the portfolio company to sign a code of business ethics or anti-corruption policy?

- Yes
- No

Points Earned: 2.43 of 2.43

---

## Portfolio Reporting - Impact Business Model

---

Questions on investee reporting requirements, key social and environmental performance indicators tracked, and your annual impact reporting practice. IMPACT BUSINESS MODELS

**2.0**

## Portfolio Companies Complete Annual Exit Survey

Does your fund have any of the following monitoring systems of portfolio company social and/or environmental performance in place?

- Use of internal social/environmental assessments (comparable within your portfolio)
- Use of external social/environmental assessments (e.g. B Impact Assessment, GIIRS Ratings)
- Tracking and reporting of third-party-compliant KPIs across portfolio or designed for companies (e.g. IRIS)
- Tracking and reporting of outcomes created by portfolio companies over time
- None of the above

Points Earned: 1.00 of 1.00

---

## Portfolio Reporting KPI Tracked

How does your company promote tracking and reporting social/environmental performance in their portfolio companies?

- Company encourages and provides support to help companies track social/environmental performance
- Fund provides incentives for companies that participate in social/environmental performance tracking
- Companies are required to track and report social/environmental performance as part of investment contract
- None of the above

Points Earned: 0.50 of 2.00

---

## Performance Targets Set Over Time

Does your fund work with portfolio companies to set social or environmental performance targets over time?

- Companies are required to set their own targets for social/environmental performance
- Fund sets specific targets for social/environmental performance for portfolio companies
- Incentives are in place for the achievement of specific social/environmental targets
- Companies are required to achieve targets specified by the fund
- None of the above

Points Earned: 0.50 of 1.00

---

## Portfolio Reporting Transparency Of Data

With whom do you share annual reports and/or aggregated data on the social and environmental performance of your portfolio companies?

Select None if your fund does not do annual impact reporting currently.

- Broad public (via website and other public mechanisms)
- Fund investors
- Fund team
- Portfolio company management
- Portfolio company employees (all)
- None

Points Available: 1.00

---

## Portfolio Reporting Written Protocol For Disputes

Have you established a written protocol that addresses how it will report and follow up on any serious incidents/disputes (e.g. labor, community and environment) involving portfolio companies?

- No
- Written protocol covers internal reporting
- Written protocol covers external reporting

Points Available: 1.00

---

## Capacity Building - Impact Business Model

---

Questions on the types, specific topics, timing and resources allocated for capacity-building of investees.

IMPACT BUSINESS MODELS

4.0

## Capacity Building Assistance To Portfolio Companies

As part of its investment strategy, do all portfolio companies receive capacity-building or technical assistance from your fund?

- Yes  
 No

Points Earned: 1.60 of 1.60

---

## Types Of Financial Capacity Building Used

Which of the following types of capacity building assistance do a majority of your portfolio companies receive as a result of investment?

- Business Strategy  
 Financial/Operational Strategy  
 Capital Raising  
 Other (Fill in)  
 None of the above

Points Earned: 0.80 of 0.80

---

## Type of Capacity Building Assistance

Which of the following types of capacity building assistance do a majority of your portfolio companies receive as a result of investment?

- Social and Environmental Performance  
 Social and Environmental Reporting  
 Other (Fill in)  
 None of the above

Points Earned: 0.80 of 0.80

---

## Action Plan for Capacity Building

Does your fund create an action plan for capacity building prior to or in conjunction with investment?

- Yes, and capacity building is provided to prospective investments prior to investment  
 Yes, and capacity building is provided following investment based on action plan  
 No

Points Earned: 0.40 of 0.80

---

## Types Of Capacity Building Professionals Used

What type of professionals are used to provide capacity building to your portfolio companies?

Select all that apply.

- Fund's investment staff  
 Fund's dedicated technical assistance staff  
 Affiliated organization - please describe  
 Third-party local experts  
 Third-party non-local experts  
 Academics, business accelerators, or fellowships  
 Other - please describe  
 N/A - No T/A provided

Points Earned: 0.40 of 0.40

---

## Internal Staff Percent Of Time Allocated For Assistance

If internal staff are used to provide capacity building assistance, approximately what % of their time, or what % of the overall team is allocated toward providing assistance.

- N/A - No TA or not provided in-house
- < or = 20% of staff time
- 20-40% of staff time
- >40% of staff time

Points Available: 0.00

---

## Internal Staff Percent Of Time Allocated For Social Enviro Assistance

What % of that time is allocated toward providing assistance that focuses specifically on the social and environmental performance of the portfolio companies?

- N/A - No TA or not provided in-house
- < or = 20% of staff time
- 20-40% of staff time
- >40% of staff time

Points Available: 0.00

---

## Capacity Building Funding Source

How is this capacity building funded?

Select all that apply.

- Fund Management Fees
- Technical Assistance Subsidy (donor funded)
- Portfolio Company covers 50% of T/A cost
- Portfolio Company covers <50% of T/A cost
- Through other partnerships that cover cost of TA (academia, fellowship programs, business accelerators, etc)
- N/A - No T/A provided

Points Available: 0.00

---

## Capacity Building Fund Team Job Description

Does the fund team have an individual whose job responsibilities include tracking and measuring the effectiveness and meeting desired outcomes of the capacity building/technical assistance that is provided to portfolio companies?

- Yes
- No

Points Available: 0.80

---

## How Does Person Track Effectiveness

If yes, how does this person track and measure effectiveness?

- N/A - not tracked

- Frequent and regular in-person meetings with portfolio companies (monthly or quarterly)
- Measuring against pre-defined KPIs and targets, as reported by portfolio companies (monthly or quarterly)
- External consultants monitor and report
- Other - please describe
- None of the above

Points Available: 0.80

## Fund Governance - Impact Business Model

---

IMPACT BUSINESS MODELS

2.2

### Fund Governance Investment Committee Includes Independent

Do a majority of your funds' boards or investment committees have representation from at least one independent member?

- Yes
- No

Points Available: 1.50

### Fund Governance Audit Committee Includes Independent Member

Do a majority of your funds have an audit committee with representation from at least one independent member?

- Yes
- No

Points Available: 1.50

### Fund Controls Ensure Accurate Financial Reporting

Do a majority of your funds have controls in place to ensure accurate financial reporting?

- None
- Fund financial report audited by an independent accredited audit firm/CPA on an annual basis
- Annual board meeting to review financial and social reporting
- Other - please describe

Points Earned: 0.75 of 1.50

### Fund Governance Audited Financials Shared With Investors

Do a majority of your funds share with its investors the audited financial statements of all underlying portfolio companies?

- Yes
- No

Points Earned: 1.50 of 1.50

# Disclosure Questionnaire

---

## Disclosure Industries

---

Disclosure questions on specific production and trade.

### Gambling

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

Gambling

- Yes  
 No

Points Available: 0.00

---

### Disclosure Pornography

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

Pornography

- Yes  
 No

Points Available: 0.00

---

### Payday, Short Term, or High Interest Lending

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

Payday, short-term, or high-interest lending

- Yes  
 No

Points Available: 0.00

---

### Illegal Products or Subject to Phase Out

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

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

- Yes  
 No

Points Available: 0.00

---

## Industries at Risk of Human Rights Violations

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

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

- Yes  
 No

Points Available: 0.00

---

## Other

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

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

- Yes  
 No

Points Available: 0.00

---

## Company Explanation Of Disclosure Item Flags

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

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

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

Does not apply

Points Available: 0.00

---

## Disclosure Practices

---

Disclosure questions on sensitive practices.

### No formal Registration Under Domestic Regulations

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

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

- Yes  
 No

Points Available: 0.00

---

## Tax Reduction Through Corporate Shells

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

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

- Yes  
 No

Points Available: 0.00

---

## Conduct Business in Conflict Zones

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

Company operates in conflict zones

- Yes  
 No

Points Available: 0.00

---

## Sale of Data

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

Company sells or provides access to consumer or user data

- Yes  
 No

Points Available: 0.00

---

## Facilities located in sensitive ecosystems

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

Company facilities are located adjacent to or in sensitive ecosystems

- Yes  
 No

Points Available: 0.00

---

## Company prohibits freedom of association/collective bargaining

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

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

- Yes  
 No

Points Available: 0.00

---

## Employs Individuals on Zero-Hour Contracts

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

Company employs individuals on zero-hour contracts

- Yes  
 No

Points Available: 0.00

---

## Company workers are prisoners

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

Company uses workers who are prisoners

- Yes  
 No

Points Available: 0.00

---

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

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

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

- Yes  
 No

Points Available: 0.00

---

## Overtime For Hourly Workers Is Compulsory

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

Overtime work is compulsory and exceeds 48 hours in a week

- Yes  
 No

Points Available: 0.00

---

## Other

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

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

- Yes  
 No

Points Available: 0.00

---

## Company Explanation Of Disclosure Item Flags

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

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

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

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

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

- Yes  
 No

Points Available: 0.00

---

### Litigation or Arbitration

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

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

- Yes  
 No

Points Available: 0.00

---

## Company has filed for bankruptcy

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

Company has filed for bankruptcy

- Yes  
 No

Points Available: 0.00

---

## Bribery, Fraud, or Corruption

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

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

- Yes  
 No

Points Available: 0.00

---

## Anti-Competitive Behavior

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

Penalties or allegations of anti-competitive behaviour

- Yes  
 No

Points Available: 0.00

---

## Financial Reporting, Taxes, Investments, or Loans

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

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

- Yes  
 No

Points Available: 0.00

---

## Political Contributions or International Affairs

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

Check all that apply.

Penalties regarding political contributions or international affairs

Yes

No

Points Available: 0.00

---

## Labor Issues

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

Check all that apply.

Labor penalties, including safety and discrimination

Yes

No

Points Available: 0.00

---

## Breaches of Confidential Information

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

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

Yes

No

Points Available: 0.00

---

## Significant Layoffs

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

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

Yes

No

Points Available: 0.00

---

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

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

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

Yes

No

Points Available: 0.00

---

## Large Scale Land Conversion, Acquisition, or Relocation

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

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

- Yes  
 No

Points Available: 0.00

---

## Penalties Assessed For Environmental Issues

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

Environmental management penalties, including animal welfare

- Yes  
 No

Points Available: 0.00

---

## Violation of Indigenous Peoples Rights

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

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

- Yes  
 No

Points Available: 0.00

---

## Other

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

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

- Yes  
 No

Points Available: 0.00

## Company Explanation Of Disclosure Item Flags

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

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

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

Does not apply

Points Available: 0.00

## Supply Chain Disclosure

---

Disclosure questions concerning the significant suppliers of the company

### Business in Conflict Zones

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

Operation in conflict zones

- Yes  
 No  
 Don't Know

Points Available: 0.00

### Negative Social Impact

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

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

- Yes  
 No  
 Don't Know

Points Available: 0.00

### Negative Environmental Impact

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

Practices or outcomes that produced substantial negative environmental impact

- Yes  
 No  
 Don't Know

Points Available: 0.00