
Wessanen HQ BX

Wholesale/Retail

50-249 Employees

2019-03-08

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

B Impact Assessment

Governance

Mission & Engagement

Level of Impact Focus Points Earned: 0 of 0.00000

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.

Mission Statement Characteristics Points Earned: 0.125 of 0.25000

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

- ☐ 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 product)
- ☐ A commitment to serve a target beneficiary group in need (e.g. low-income customers, smallholder farmers)
- ☐ We have no written mission statement

Mission Statement Points Earned: of 0.00000

Please share the text of your formal mission statement here.

Our mission quite simply expresses the contribution that we want to make. Or in other words, why our people come to work in the morning. We want Healthier Food for Healthier People and a Healthier Planet.

Social and Environmental Decision-Making Points Earned: 0.3 of 0.50000

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

- ☒ 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

Social and Environmental Performance Training Points Earned: 0.4995 of 0.50000

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

Social and Environmental Management Reviews Points Earned: 0.25 of 0.50000

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%

Board Review of Social or Environmental Performance Points Earned: 0.5 of 0.50000

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

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

Stakeholder Engagement Points Earned: 0.1875 of 0.25000

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

Management of Material Social and Environmental Issues Points Earned: 0.475 of 0.50000

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

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

- ☒ 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

Identification of Material Issues Points Earned: 0.00000

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

climate change, organic, food waste, origin of raw materials, ethics in the supply chain, fair working conditions, healthy food

Ethics & Transparency

Governance Structures Points Earned: 0.5 of 0.50000

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

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

- ☐ Owner 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)

Governing Body Characteristics Points Earned: 0.5 of 0.50000

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

Please check all that apply.

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

Governing Body Stakeholder Representation Points Earned: 0.0625 of 0.25000

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

Select all that apply.

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

Conflict of Interest Questionnaire Points Earned: 0.25 of 0.25000

Do all Board members and officers complete an annual conflict of interest questionnaire?

- ☒ Yes
☐ No
☐ N/A - No Board of Directors or equivalent
-

Code of Ethics Points Earned: 0.3334 of 0.50000

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

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

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

Instruction on Code of Ethics Points Earned: 0.3334 of 0.50000

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
-

Anti-Corruption Practices Points Earned: 0.4 of 0.50000

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

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

Monitoring Ethics and Corruption Points Earned: 0.1 of 0.50000

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

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

Reviewed / Audited Financials Points Earned: 0.5 of 0.50000

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

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

Financial Controls Points Earned: 0.5 of 0.50000

Does your company maintain any of the following financial controls?

Please check all that apply.

- ☒ IT systems have different password protection systems that are changed periodically with different access levels according to the position of the staff member accessing the data
- ☒ Fraud risk assessment is conducted at least annually, with any identified internal control deficiencies communicated to Board of Directors and senior management
- ☒ Lines of financial reporting, responsibilities, and limits for the authorization, approval, and verification of disbursements are all documented in writing
- ☒ Financial control activities are documented, and at a minimum, cover controls around cash disbursement, accounts receivable, accounts payable, and inventory management
- ☐ None of the above

Company Transparency Points Earned: 0.5 of 0.50000

What information does the company make publicly available and transparent?

Your answers determine which future questions in the assessment are applicable to your company. The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ 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

Financial Transparency with Employees Points Earned: 0.35 of 0.50000

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

Impact Reporting Points Earned: 0.5 of 0.50000

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

Governance Metrics

Last Fiscal Year Points Earned: of 0.00000

On what date did your last fiscal year end?

2018-12-31

Reporting Currency Points Earned: 0 of 0.00000

Select your reporting currency

Euro - EUR

Revenue Last Year Points Earned: 0 of 0.00000

Total Earned Revenue
From the last fiscal year

This question will be used for scored calculation questions later in the assessment. Please complete for accurate scoring. The answer to this question affects questions you'll encounter further on in your assessment.

Revenue Year Before Last Points Earned: 0 of 0.00000

Total Earned Revenue
From the fiscal year before last

Net Income Last Year Points Earned: 0 of 0.00000

Net Income
From the last fiscal year

Net Income Year Before Last Points Earned: 0 of 0.00000

Net Income
From the fiscal year before last

Mission Locked

Mission Lock Points Earned: 10 of 10.00000

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

Workers

Workers Impact Area Introduction

Use Of Contracted Labor Points Earned: 0 of 0.00000

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

- ☐ 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

Independent Contractor Instructions Points Earned: 0 of 0.00000

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

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

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

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

- ☒ Fixed Salary
- ☐ Daily or hourly wage

Workers Impact Business Model Introduction Points Earned: 0 of 0.00000

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

- ☐ Ownership structures that provide significant equity (>40%) and empowerment to all employees (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

of Full Time Workers Points Earned: 0 of 0.00000

Number of Total Full-Time Workers

Current Total Full-Time Workers

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

96

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

Number of Total Full-Time Workers

Total full-time workers twelve months ago

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

82

of Part Time Workers Points Earned: 0 of 0.00000

Number of Total Part-Time Workers

Current Total Part-Time Workers

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

25

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

Number of Total Part-Time Workers

Total part-time workers twelve months ago

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

18

of Temporary Workers Points Earned: 0 of 0.00000

Number of Total Temporary Workers

Current Total Temporary Workers

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

20

of Temporary Workers Last Year Points Earned: 0 of 0.00000

Number of Total Temporary Workers

Total temporary workers twelve months ago

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

24

Financial Security

Lowest Paid Wage Points Earned: 0 of 0.00000

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

Please exclude students and interns in this calculation.

13.63

% of Employees Paid Individual Living Wage Points Earned: 0 of 2.51852

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

% of Employees Paid Family Living Wage Points Earned: 0 of 2.51852

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

% Above the Minimum Wage Points Earned: 0.755556 of 1.25926

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

Initiatives To Increase Wages and Benefits Points Earned: 0 of 1.25926

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

Compensation Policies and Practices Points Earned: 0.839674568 of 1.25926

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

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

Employees Receiving a Bonus Points Earned: 0.944445 of 1.25926

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

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

Significance of Bonuses Points Earned: 0.4722225 of 1.25926

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

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

% Participation in Employee Ownership Points Earned: 0.314815 of 1.25926

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

Retirement Programs Points Earned: 1.25926 of 1.25926

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

Financial Services for Employees Points Earned: 0 of 0.62963

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

Health, Wellness, & Safety

Government Provision Of Healthcare Points Earned: 0 of 0.00000

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

Healthcare Coverage Points Earned: 0 of 1.42857

What percentage of employees is eligible for health care benefits either through company or government plan?

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

Supplementary Health Benefits Points Earned: 0.857142 of 1.42857

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
- Nabestaanden overbruggingspensioen (HQ), overlijdensuitkering (HQ)*
- ☐ None of the above

Supplementary Benefits Eligibility for Part-Time Workers Points Earned: 1.42857 of 1.42857

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

Health and Wellness Initiatives Points Earned: 0.857142 of 1.42857

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., 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 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

Management Commitment to Health and Safety Points Earned: 1.42857 of 1.42857

What are your company practices regarding management's commitment to worker health and safety?

Select those that apply to all company worksites.

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

Health and Safety Audit Practices Points Earned: 1.42857 of 1.42857

Your company's practices related to inspections and audits include:

Select those that apply to all company worksites.

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

Controlling Worker Exposure to Hazardous Material Points Earned: 0.476217143 of 0.71429

How has your company assessed and managed worker exposure to hazardous materials?

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

Indoor Air Quality Monitoring Points Earned: 0.71429 of 0.71429

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

Select N/A if you have no facilities.

- ☒ Yes
- ☐ No
- ☐ N/A

Career Development

Professional Development Policies and Practices Points Earned: 0.260808784 of 0.41176

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

- ☐ 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

Management Training Points Earned: 0.137280784 of 0.41176

What management training and coaching do new and existing managers regularly receive?

Check all that apply.

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

Employee Review Process Points Earned: 0.82353 of 0.82353

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

Internal Promotions Points Earned: 0.1358808 of 0.41176

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%+

Intern Hiring Practices Points Earned: 0.41176 of 0.41176

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

End of Employment Support Points Earned: 0.20588 of 0.20588

What are your formal company policies regarding employee termination and layoffs?

- ☒ We have a policy to provide written notice of employee performance prior to termination
- ☒ We have a policy to provide performance improvement plans or stated corrective time periods prior to termination
- ☒ We have a policy to provide at minimum 2+ weeks of severance per year of employment
- ☒ We provide outplacement services for terminated employees
- ☐ We don't have written termination or severance policies

Career Development (Salaried)

Skills-Based Training Participation Points Earned: 0.046875 of 0.18750

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

Life Skill Training Participation Points Earned: 0.046875 of 0.18750

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

Subsidized Educational Opportunities Points Earned: 0.1249875 of 0.37500

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%+
-

Career Development Policies Points Earned: 0.0625125 of 0.18750

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

Engagement & Satisfaction

Employee Handbook Information Points Earned: 0.33333 of 0.33333

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
-

Paid Secondary Caregiver Leave Points Earned: 0.400002 of 0.66667

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
-

Supplementary Benefits Points Earned: 0.933331 of 1.33333

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

Worker Empowerment Points Earned: 0.2333345 of 0.66667

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 change
- ☐ Employee complaint / input mechanisms are reviewed at least every other year, with input from employees themselves in 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
Works council representation
- ☐ None of the above

Surveying and Benchmarking Engagement and Attrition Points Earned: 0.5000025 of 0.66667

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

- ☒ 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

Departed Employees Points Earned: 0 of 0.00000

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

Enter 0 if None.

Employee Satisfaction Points Earned: 0.666665 of 1.33333

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

Engagement & Satisfaction (Salaried)

Number of Paid Days Off Points Earned: 0.54 of 0.60000

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
-

Paid Primary Caregiver Leave for Salary Workers Points Earned: 0.36 of 0.60000

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
-

Worker Flexibility Options Points Earned: 0.6 of 0.60000

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
-

Workplace Flexibility in Practice Points Earned: 0.6 of 0.60000

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
-

Attrition Rate for Salaried Workers Points Earned: 0 of 0.60000

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

Community Oriented Impact Business Model Points Earned: 0 of 0.00000

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

- ☒ Yes
- ☐ No

Community Oriented Business Models Points Earned: 0 of 0.00000

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

Your answers determine which future questions in the assessment are applicable to your company. The answer to this question affects questions you'll encounter further on in your assessment.

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

Supporting Underserved Suppliers Points Earned: 0 of 0.00000

Does your company source from and/or provide support to populations in low-income, poor, or very poor markets through your supply chain purchasing practices?

Answering affirmatively will opt you into additional sections of the B Impact Assessment with more specific questions about this Impact Business Model. The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ Yes
- ☐ No

Diversity, Equity, & Inclusion

Diverse Ownership and Leadership Points Earned: 0 of 0.60606

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

Inclusive Hiring Practices Points Earned: 0.323272404 of 0.60606

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

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

Inclusive Work Environments Points Earned: 0.242424 of 0.60606

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

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

Management of Diversity, Equity, and Inclusion Points Earned: 0.151515 of 0.60606

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

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

Measurement of Diversity Points Earned: 0.454545 of 0.60606

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.

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

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

Workers from Ethnic or Racial Minorities Points Earned: 0 of 0.60606

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

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

Women Workers Points Earned: 0.404060202 of 0.60606

How many of your workers identify as women?

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

Age Diversity in Workforce Points Earned: 0.505090404 of 0.60606

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

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

High to Low Pay Ratio Points Earned: 0 of 0.60606

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
-

Female Management Points Earned: 0.404060202 of 0.60606

How many of your company managers identify as women?

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

Management from Underrepresented Populations Points Earned: 0 of 0.60606

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

Female Directors Points Earned: 0.404060202 of 0.60606

How many of your company Board Directors identify as women?

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

Directors from Underrepresented Populations Points Earned: 0 of 0.60606

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

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

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

Supplier Diversity Policies or Programs Points Earned: 0 of 0.30303

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

Supplier Ownership Diversity Points Earned: 0 of 0.60606

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

Economic Impact

Geographic Structure and Scope Points Earned: of 0.00000

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

Wessanen Head Office and Wessanen Benelux are both based in Amsterdam

New Jobs Added Last Year Points Earned: 0 of 0.00000

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

Last twelve months:

21

Job Growth Rate Points Earned: 1.568705098 of 2.35294

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%+

Non-accredited Investor Ownership Points Earned: 0 of 1.17647

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

Local Ownership Points Earned: 0 of 1.17647

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

National Sourcing Points Earned: 0.2941175 of 1.17647

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

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

Local Purchasing and Hiring Policies Points Earned: 0.29412 of 0.58824

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

Spending on Local Suppliers Points Earned: 0.392235098 of 1.17647

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

Impactful Banking Services Points Earned: 0 of 1.17647

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

Civic Engagement & Giving

Corporate Citizenship Program Points Earned: 0.386204 of 0.55172

How does your company take part in civic engagement?

Your answers determine which future questions in the assessment are applicable to your company. The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ 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

Charitable Giving and Community Investment Policies and Practices Points Earned: 0.220688 of 0.55172

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

% of Revenue Donated Points Earned: 0.88276 of 2.20690

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

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

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

Total Amount of Charitable Donations Points Earned: 0 of 0.00000

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

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

Advancing Social and Environmental Performance Points Earned: 0.27586 of 0.27586

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

Significant Supplier Descriptions Points Earned: 0 of 0.00000

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

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

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

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

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

- ☒ Yes
- ☐ No
-

Supplier Screen Topics Points Earned: 0.63158 of 0.63158

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

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

Supplier Evaluation Practices Points Earned: 0.63158 of 0.63158

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

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

Outsourced Staffing Services Points Earned: 0 of 0.00000

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

- ☐ Yes
- ☒ No
-

Suppliers in Low-Income Communities Points Earned: 0 of 0.31579

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

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

Supplier Code of Conduct Points Earned: 0.63158 of 0.63158

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

Your answers determine which future questions in the assessment are applicable to your company. The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ Yes
- ☐ No

% of Suppliers Accountable to Code of Conduct Points Earned: 1.26316 of 1.26316

What % of your suppliers (on a currency basis) are accountable to the formalized code of conduct or requirements described in the previous question?

- ☐ 0%
- ☐ 1-20%
- ☐ 21-49%
- ☐ 50-74%
- ☐ 75-99%
- ☒ 100%
- ☐ N/A

Disclosure of Suppliers Points Earned: 0.210568772 of 0.63158

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

- ☐ 0%
- ☒ 1-49%
- ☐ 50-79%
- ☐ 80%+
- ☐ Don't know

Support for Improved Supply Chain Social or Environmental Performance Points Earned: 0.31579 of 0.63158

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

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

Improving Impact of Suppliers Points Earned: 0.210568772 of 0.31579

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

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

% of Suppliers with Programs to Improve Impact Points Earned: 0.157895 of 1.26316

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

- ☐ 0%
- ☒ 1-20%
- ☐ 21-49%
- ☐ 50-74%
- ☐ 75-99%
- ☐ 100%
- ☐ N/A

Length of Supplier Relationships Points Earned: 0.63158 of 0.63158

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

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

Support for In Need Suppliers Points Earned: 0 of 0.63158

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

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

Social or Environmental Purchases Points Earned: 0.63158 of 0.63158

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

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

Supply Chain Poverty Alleviation

Purchasing From Underserved Suppliers Points Earned: 0 of 0.00000

Do you purchase directly from underserved suppliers in low-income, poor, or very poor markets?

- ☐ Yes, I purchase directly from underserved suppliers
- ☒ No, I purchase from brokers or other companies that are verified to be purchasing from and supporting underserved suppliers

Types Of Underserved Suppliers Points Earned: 0 of 0.00000

What types of suppliers from underserved markets are in your supply chain?

- ☐ Small-scale Factories in Underserved Markets
- ☒ Fair Wage/ Labor Certified Plantation/Estate Farms in Underserved Markets
- ☐ Worker or Producer-Owned Cooperatives
- ☐ Small-Holder Small Scale Farms/Suppliers in Underserved Markets (less than 50 employees)
- ☐ Micro-entrepreneurs/artisans in underserved markets

Beneficial Trade Terms for Underserved Suppliers Points Earned: 0 of 0.00000

Are any of the following trade terms provided to underserved suppliers?

Your answer to this unscored question is combined with other answers to automatically calculate your score in this section of the assessment. The answer to this question affects questions you'll encounter further on in your assessment.

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

% Purchases with Beneficial Trade Terms Points Earned: 0 of 0.00000

What % of your cost of materials comes from the stated under-served supplier groups that received the previous trade terms?

Your answer to this unscored question is combined with other answers to automatically calculate your score in this section of the assessment. The answer to this question affects questions you'll encounter further on in your assessment.

1.5

Purchases from Suppliers with Beneficial Terms Points Earned: 0 of 0.00000

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

2234756

Tracking Supplier Premiums Points Earned: 0 of 0.57692

Do you track the premium paid to suppliers?

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

- ☐ Yes
- ☒ No

Methodology to Determine Premium Paid Points Earned: of 0.00000

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

we dont calculate

Innovative Supply Chain Poverty Alleviation Points Available: 0.00000

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

Support for Small-Scale Suppliers Points Earned: 0 of 0.00000

Does the company provide or participate in support services for underserved suppliers?

This question factors into a calculated question that contributes to your overall score. The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ Capacity building to improve the efficiency of operations for the supplier
- ☐ Capacity building to improve the social or environmental practices of the supplier
- ☐ Support and training to improve quality and maintain quality assurance for the supplier
- ☒ We do not purchase directly from underserved suppliers, or we do not provide capacity building services

% of Purchases from Supported Small-Scale Suppliers Points Earned: of 0.00000

What % of your total cost of materials (excluding labor) comes from suppliers that have received the above capacity building support?

Your answer to this unscored question is combined with other answers to automatically calculate your score in this section of the assessment. The answer to this question affects questions you'll encounter further on in your assessment.

Verification of Fair Wages and Working Conditions Points Earned: 0 of 0.00000

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

Your answer to this unscored question is combined with other answers to automatically calculate your score in this section of the assessment. The answer to this question affects questions you'll encounter further on in your assessment.

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

Purchasing From Underserved Suppliers Points Earned: 0 of 0.00000

What % of your cost of materials comes from under-served supplier groups that are verified for labor and wage practices as previously described?

Your answer to this unscored question is combined with other answers to automatically calculate your score in this section of the assessment. The answer to this question affects questions you'll encounter further on in your assessment.

1.5

Wage and Working Conditions Screening Points Earned: 0.57692 of 0.57692

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

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

Third Party Certification of Supply Chain Points Earned: 0 of 0.00000

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

- ☒ Fair Trade International
- ☐ Fair Trade USA
- ☐ Rainforest Alliance
- ☐ Other - please describe
- ☐ No

Tracking Impact on Workers Points Earned: 0 of 0.57692

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

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

- ☐ Yes
- ☒ No

Supply Chain Transparency Points Earned: 0.57692 of 0.57692

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

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

Environment

Environment Impact Area Introduction

Type of Facilities Points Earned: 0 of 0.00000

What kind of facilities does your business primarily operate in?

Your answers determine which future questions in the assessment are applicable to your company. The answer to this question affects questions you'll encounter further on in your assessment.

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

Environmental Business Model Points Earned: 0 of 0.00000

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

Answering affirmatively will opt you into additional sections of the B Impact Assessment with more specific questions about this Impact Business Model. The answer to this question affects questions you'll encounter further on in your assessment.

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

Description of Positive Environmental Product / Service Impact Points Earned: of 0.00000

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

Organic agriculture minimizes carbon dioxide emissions from agricultural ecosystems, and can also contribute to carbon sequestration because of the systematic application of manure and compost from animal and crop residues, crop-legume rotations, green manuring with legumes, and agroforestry with multipurpose leguminous trees. Soil is the most important sink for methane where high bacterial activity oxidizes it. Excluding particularly agro-chemicals helps in maintaining healthy soil which is essential to reverse and prevent land degradation

Environmental Product or Service Impact Points Earned: 0 of 0.00000

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

Companies should earn revenue from the product or service that has an environmental impact. Please do not include pro bono efforts within this section. The answer to this question affects questions you'll encounter further on in your assessment.

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

Environmental Product Benefits Points Earned: 0 of 0.00000

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

Please select ONE option per product line. You may select an additional option if your product line has two separate environmental attributes. The answer to this question affects questions you'll encounter further on in your assessment.

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

Land/wildlife Conservation Overview Points Available: 0.00000

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

Direct Impact on Land / Wildlife Conservation Points Earned: 0 of 0.00000

Is land/wildlife conservation a direct positive environmental impact of your product or service?

Answering affirmatively will opt you into additional sections of the B Impact Assessment with more specific questions about this Impact Business Model. The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ Yes
- ☐ No, it is indirect as a result of one of the other answers options selected

Toxin / Pollution Reduction Overview Points Earned: 0 of 0.00000

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

The use of pesticides can dramatically increase crop production and ensure a higher quality of produce. However, pesticides are also toxic chemicals designed to kill agricultural pests, and some can cause problems if they are consumed by humans in large amounts. Organic farming grows produce without the use of synthetic chemicals or pesticides.

Direct Impact on Less Toxic or Toxin Remediation Points Earned: 0 of 0.00000

Is being less toxic or providing toxin remediation a direct positive environmental impact of your product or service?

Answering affirmatively will opt you into additional sections of the B Impact Assessment with more specific questions about this Impact Business Model. The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ Yes
- ☐ No, it is indirect as a result of one of the other answers options selected

Environmental Management

Green Building Standards Points Earned: 0 of 0.95238

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
-

Facility Improvement with Landlord Points Earned: 0.95238 of 0.95238

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
-

Environmental Purchasing Policy Topics Points Earned: 0.95238 of 0.95238

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

- ☐ Building and construction
 - ☐ Carpets
 - ☒ Cleaning
 - ☐ Electronics
 - ☐ Fleets
 - ☒ Food or food services
 - ☐ Landscaping
 - ☒ Meetings and conferences
 - ☒ Office supplies
 - ☒ Paper
 - ☐ Product input materials
 - ☒ Other - please describe
Presents for internal events
 - ☐ We don't have an environmentally preferable purchasing policy
-

Virtual Office Stewardship Points Earned: 1.42857 of 1.90476

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
-

Environmental Management Systems Points Earned: 0.317523492 of 1.90476

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 reviews and auditing to evaluate programs conducted
- ☐ Third-party auditing and certification of EMS
- ☐ We have no environmental management system

Environmentally Certified Products Points Earned: 0.95238 of 0.95238

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

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

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

Type of Footprint Assessments Points Earned: 0.1190475 of 0.47619

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

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

% of Products with Type of Footprint Assessment Points Earned: 1.90476 of 1.90476

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

- ☐ 0%
- ☐ 1-20%
- ☐ 21-49%
- ☐ 50-74%
- ☐ 75-99%
- ☒ 100%
- ☐ N/A

Air & Climate

Monitoring Energy Usage Points Earned: 0.14706 of 0.58824

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

Your answers determine which future questions in the assessment are applicable to your company. The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ 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

Total Energy Use Points Earned: 0 of 0.00000

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

505

Total Renewable Energy Use Points Earned: 0 of 0.00000

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

505

Renewable Energy Usage Points Earned: 0.110295 of 0.29412

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

Low Impact Renewable Energy Use Points Earned: 0.470588 of 1.17647

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

Facility Energy Efficiency Points Earned: 0.58824 of 0.58824

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

Energy Use Reductions Points Earned: 0 of 1.17647

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

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

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

Monitoring Greenhouse Gas Emissions Points Earned: 0.44118 of 0.58824

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

- ☐ 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. 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 address climate change
- ☐ We have met the specific reduction targets set during this reporting period
- ☐ We have achieved carbon neutrality

Total Scope 1 GHGs Points Earned: 0 of 0.00000

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

7946

Total Scope 2 GHGs Points Earned: 0 of 0.00000

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

5032

Total Scope 3 GHGs Points Earned: 0 of 0.00000

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

25455

Carbon Intensity Points Earned: 0.58824 of 0.58824

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?

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

Carbon Intensity Points Earned: 1.17647 of 1.17647

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?

Use USD to allow for standardized comparisons.

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

Greenhouse Gas Emissions Reduced Points Earned: 0 of 1.17647

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

Reducing Carbon Emissions from Transportation Points Earned: 0 of 0.58824

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

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

Ton Miles Reduction Points Earned: 0 of 0.58824

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

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

- ☐ 0%
- ☐ 1-9%
- ☐ 10%-20%
- ☐ 21-50%
- ☐ >50%
- ☒ Not tracked / Unknown

Supply Chain GHG Management Points Earned: 0 of 0.58824

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

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

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

Supply Chain GHG Improvement Points Earned: 0.29412 of 0.58824

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

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

Reducing Impact of Travel/Commuting Points Earned: 0.58824 of 0.58824

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

Sourcing % of COGS from Local Suppliers Points Earned: 1.17647 of 1.17647

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

Sourcing of COGS Local to Customers

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

Sourcing % raw materials from Local Suppliers Points Earned: 0 of 1.17647

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

Raw materials (in currency terms) grown or harvested

By company or local independent suppliers.

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

Managing Impact of Transportation Points Earned: 0.196119216 of 0.58824

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

Please check all that apply.

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

% GHG Emissions Offset Points Earned: 0.58824 of 0.58824

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

Water

Monitoring and Managing Water Use Points Earned: 0 of 1.75000

Does your company monitor and manage your water usage?

Your answers determine which future questions in the assessment are applicable to your company. The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ 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

Water Conservation Practices Points Earned: 0.58345 of 1.75000

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

Supply Chain Water Management Points Earned: 0 of 1.75000

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

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

Supply Chain Water Improvement Points Earned: 0 of 1.75000

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

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

Land & Life

Monitoring and Reporting Non-hazardous Waste Points Earned: 0.68421 of 0.68421

How does your company monitor and manage your waste production?

Your answers determine which future questions in the assessment are applicable to your company. The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ 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

Non-hazardous Waste Generated Points Earned: 0 of 0.00000

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

12.2

Total Waste Disposed Points Earned: 0 of 0.00000

Waste Disposed (metric tonnes) during the last 12 months

12.7

Total Waste Recycled Points Earned: of 0.00000

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

Recycling Programs Points Earned: 0.68421 of 0.68421

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

Waste Reduction Programs Points Earned: 0 of 0.68421

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

- ☐ Yes
- ☒ No
- ☐ Already maximized - we have achieved Zero Waste

Supply Chain Waste Management Points Earned: 0 of 0.68421

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

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

Supply Chain Waste Improvement Points Earned: 0 of 0.68421

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

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

Source Reduction Points Earned: 0.68421 of 0.68421

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

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

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

Programs to Reduce End of Life Waste Points Earned: 0 of 0.68421

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

- ☐ Yes
☒ No
☐ N/A

Environment Impact Packaging Points Earned: 0.547368 of 0.68421

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

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

% of Reusable/ Recyclable Materials Points Earned: 0.570220614 of 0.68421

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

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

% of Environmentally Preferred Input Materials Points Earned: 0.68421 of 1.36842

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

- ☐ <20%
☐ 20-49%
☒ 50-74%
☐ 75-99%
☐ 100%
☐ Don't Know
☐ N/A - Company does not sell a physical product

Reducing Waste Points Earned: of 0.00000

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

The past two years

Hazardous Waste Disposal Points Earned: 0.68421 of 0.68421

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

Tracking Chemicals in the Supply Chain Points Earned: 0.456231228 of 0.68421

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

Please check all that apply.

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

Chemical Reduction Methods Points Earned: 0.342105 of 0.68421

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
- recycled carpet*
- ☐ None of the above

Chemical Management Points Earned: 0 of 0.68421

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

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

Supply Chain Chemical Management Points Earned: 0.342105 of 0.68421

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

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

Supply Chain Chemical Improvement Points Earned: 0 of 0.68421

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

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

Supply Chain Biodiversity Management Points Earned: 0 of 0.68421

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

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

Supply Chain Biodiversity Improvement Points Earned: 0 of 0.68421

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

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

Land/wildlife Conservation

Land/wildlife Conservation Description Points Earned: 0 of 0.00000

Which of the following product or service descriptions apply?

Your answer to this unscored question is combined with other answers to automatically calculate your score in this section of the assessment. The answer to this question affects questions you'll encounter further on in your assessment.

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

Revenue from Land/wildlife Conservation Points Earned: 0 of 0.00000

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

Your answer to this unscored question is combined with other answers to automatically calculate your score in this section of the assessment. The answer to this question affects questions you'll encounter further on in your assessment.

3020540

Tracking Environmental Metrics Points Earned: 0 of 0.00000

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

Your answers determine which future questions in the assessment are applicable to your company. The answer to this question affects questions you'll encounter further on in your assessment.

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

Management of Land/wildlife Conservation Points Earned: 0.535715 of 1.07143

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

Please select all that apply. The answer to this question affects questions you'll encounter further on in your assessment.

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

Innovative Land/wildlife Conservation Points Earned: 0 of 0.00000

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

n

Toxin Reduction / Remediation

Toxin / Pollution Reduction Description Points Earned: 0 of 0.00000

Which of the following product or service descriptions apply?

Your answer to this unscored question is combined with other answers to automatically calculate your score in this section of the assessment. The answer to this question affects questions you'll encounter further on in your assessment.

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

Revenue from Toxin Reduction / Remediation Points Earned: 0 of 0.00000

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

Your answer to this unscored question is combined with other answers to automatically calculate your score in this section of the assessment. The answer to this question affects questions you'll encounter further on in your assessment.

36404886

Tracking Environmental Metrics Points Earned: 0 of 0.00000

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

Your answers determine which future questions in the assessment are applicable to your company. The answer to this question affects questions you'll encounter further on in your assessment.

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

Tons of Carbon Offset Points Earned: 0 of 0.00000

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

Metric tons of GHG/CO2 equivalent

224

kWh Saved Points Earned: of 0.00000

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

kWh saved/off-set

Waste Diverted Points Earned: of 0.00000

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

Metric tons of waste saved from landfill or incineration

Water Saved Points Earned: of 0.00000

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

Liters of water saved/off-set

% Toxin Reduction Points Earned: of 0.00000

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

Management of Toxin Reduction Points Earned: 0.535715 of 1.07143

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

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

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

Innovative Toxin Reduction / Remediation Points Earned: of 0.00000

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

We start to use water based inks for our Zonnatura mueslis , Our Clipper teas envelopes are being produced without plastic

Customers

Customers Impact Area Introduction

Customer Impact Business Model Introduction Points Earned: 0 of 0.00000

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

Your answers determine which future questions in the assessment are applicable to your company. The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ Yes
- ☒ No

Customer Stewardship

Managing Customer Stewardship Points Earned: 0.32058077 of 0.38462

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

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

- ☐ 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

Product Accreditations and Certifications Points Earned: 0.76923 of 0.76923

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

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

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

Quality Assurance Points Earned: 0.38462 of 0.38462

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

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

- ☒ Yes
- ☐ No

Supplier Quality Assurance Reviews Points Earned: 0.76923 of 0.76923

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

- ☐ 0-49%
- ☐ 50-62%
- ☐ 63-75%
- ☒ >75%

Feedback and Complaint Channels Points Earned: 0.288465 of 0.38462

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

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

Monitoring Customer Satisfaction and Retention Points Earned: 0.307696 of 0.38462

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

Managing Product Impacts Points Earned: 0.128232308 of 0.38462

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

Data Usage and Privacy Points Earned: 0.38462 of 0.38462

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

Data Security Management Points Earned: 0.38462 of 0.38462

Does the company have any of the following practices to ensure security of private data?

- ☒ Data privacy is included in company wide risk management compliance processes
- ☒ All employees with access to data are trained on data privacy policies
- ☒ Company has a formal code of conduct that defines unauthorized uses of data
- ☒ Internal audits of data security
- ☒ External audits of data security
- ☒ Simulated hacks on data security
- ☐ Other
- ☐ None of the above
- ☐ N/A - Company does not collect sensitive data

Disclosure Questionnaire

Disclosure Industries

Disclosure Alcohol Points Earned: 0 of 0.00000

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

- ☐ Yes
- ☒ No

Disclosure Tobacco Points Earned: 0 of 0.00000

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

- ☐ Yes
- ☒ No

Disclosure Firearms Weapons Points Earned: 0 of 0.00000

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

- ☐ Yes
- ☒ No

Disclosure Pornography Points Earned: 0 of 0.00000

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

- ☐ Yes
- ☒ No

Fossil fuels Points Earned: 0 of 0.00000

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.
Fossil-fuel-based oil, natural gas, or coal extraction, distribution, sale, etc.

- ☐ Yes
- ☒ No

Genetically Modified Organisms Points Earned: 0 of 0.00000

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

- ☐ Yes
☒ No

Biodiversity Impacts Points Earned: 0 of 0.00000

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.
Industries with a large potential biodiversity impact (including logging or logging equipment, agriculture, etc.)

- ☐ Yes
☒ No

Energy and Emissions Intensive Industries Points Earned: 0 of 0.00000

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.
Energy- and emissions-intensive industries

- ☐ Yes
☒ No

Water Intensive Industries Points Earned: 0 of 0.00000

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

- ☐ Yes
☒ No

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

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

Industries at Risk of Human Rights Violations Points Earned: 0 of 0.00000

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.
Industries reliant upon materials at high risk of human rights infringements (e.g. conflict minerals)

- ☐ Yes
☒ No

Other Points Earned: 0 of 0.00000

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.
Other industries that may cause social or environmental harm or are subject to stakeholder criticism or concern

- ☐ Yes
☒ No

Company Explanation Of Disclosure Item Flags Points Earned: of 0.00000

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

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

The company is trading agricultural goods which might involve extensive water usage

Disclosure Practices

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

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

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

- ☐ Yes
☒ No

Tax Reduction Through Corporate Shells Points Earned: 0 of 0.00000

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

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

- ☐ Yes
☒ No

Conduct Business in Conflict Zones Points Earned: 0 of 0.00000

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

Company operates in conflict zones

- ☐ Yes
☒ No

Sale of Data Points Earned: 0 of 0.00000

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

Company sells or provides access to consumer or user data

- ☐ Yes
☒ No

Facilities located in sensitive ecosystems Points Earned: 0 of 0.00000

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

Company facilities are located adjacent to or in sensitive ecosystems

- ☐ Yes
☒ No

Animal Testing Points Earned: 0 of 0.00000

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

Animal testing is conducted

- ☐ Yes
☒ No

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

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

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

- ☐ Yes
☒ No

Workers Under Bond Points Earned: 0 of 0.00000

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

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

- ☐ Yes
☒ No

Confirmation of Right to Work Points Earned: 0 of 0.00000

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

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

- ☐ Yes
☒ No

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

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

Company employs individuals on zero-hour contracts

- ☐ Yes
☒ No

Company workers are prisoners Points Earned: 0 of 0.00000

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

Company uses workers who are prisoners

- ☐ Yes
☒ No

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

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

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

- ☐ Yes
☒ No

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

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

Overtime work is compulsory and exceeds 48 hours in a week

- ☐ Yes
☒ No

Other Points Earned: 0 of 0.00000

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

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

- ☐ Yes
☒ No

Company Explanation Of Disclosure Item Flags Points Available: 0.00000

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

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

Disclosure Outcomes & Penalties

Litigation or Arbitration Points Earned: 0 of 0.00000

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

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

- ☐ Yes
☒ No

On-Site Fatality Points Earned: 0 of 0.00000

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

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

- ☐ Yes
☒ No

Company has filed for bankruptcy Points Earned: 0 of 0.00000

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

Company has filed for bankruptcy

- ☐ Yes
☒ No

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

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

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

- ☐ Yes
☒ No

Anti-Competitive Behavior Points Earned: 0 of 0.00000

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

Penalties or allegations of anti-competitive behaviour

- ☐ Yes
☒ No

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

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

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

- ☐ Yes
☒ No

Political Contributions or International Affairs Points Earned: 0 of 0.00000

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

Penalties regarding political contributions or international affairs

- ☐ Yes
☒ No

Labor Issues Points Earned: 0 of 0.00000

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

Labor penalties, including safety and discrimination

- ☐ Yes
☒ No

Recalls Points Earned: 0 of 0.00000

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

Recalls due to quality control issues

- ☐ Yes
☒ No

Breaches of Confidential Information Points Earned: 0 of 0.00000

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

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

- ☐ Yes
☒ No

Consumer Protection Points Earned: 0 of 0.00000

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

Penalties regarding consumer protection, including product safety and marketing claims

- ☐ Yes
☒ No

Significant Layoffs Points Earned: 0 of 0.00000

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

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

- ☐ Yes
☒ No

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

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

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

- ☐ Yes
☒ No

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

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

Construction or operation of company 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

Penalties Assessed For Environmental Issues Points Earned: 0 of 0.00000

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

Environmental management penalties, including animal welfare

- ☐ Yes
☒ No

Violation of Indigenous Peoples Rights Points Earned: 0 of 0.00000

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

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

Other Points Earned: 0 of 0.00000

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

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

Company Explanation Of Disclosure Item Flags Points Available: 0.00000

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

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

Supply Chain Disclosure

Child or Forced Labor Points Earned: 0 of 0.00000

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

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

- ☐ Yes
☒ No
☐ Don't Know

Business in Conflict Zones Points Earned: 0 of 0.00000

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

Operation in conflict zones

- ☐ Yes
☒ No
☐ Don't Know

Negative Social Impact Points Earned: 0 of 0.00000

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
-

Negative Environmental Impact Points Earned: 0 of 0.00000

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
-