Athleta, Inc. **Certified B Corporation**

SCORE	COMPLETION	VERSION	NAME	SECTOR	COMPANY SIZE
94.5	**100%**	**6**	**Active Assessment**	**Wholesale/Retail**	**1000+**

As a wholly-owned subsidiary of **Gap Inc.**, **Athleta, Inc.** is required to make its full B Impact Assessment transparent. The PDF contains a completed B Impact Assessment that has been reviewed by B Lab with **Athleta, Inc.** 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 highlighted with a "Sensitive" textbox.

Sensitive

Mission & Engagement

OPERATIONS
1.8

Level of Impact Focus

Describe your company's approach to creating positive impact.

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

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

Points Available: 0.00

Mission Statement Characteristics

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

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

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

Points Earned: 0.13 of 0.17

Mission Statement

Please share the text of your formal mission statement here.

We empower women and girls to build confidence, strength and belonging through movement.

Points Available: 0.00

Social and Environmental Decision-Making

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

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

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

Points Earned: 0.28 of 0.35

Social and Environmental Performance Training

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

Please check all that apply.

- [ ] Only included informally in orientation, training, or instruction
- [ ] Specific, formal training is integrated into new employee and new manager training
- [x] Specific, formal training is integrated into ongoing employee and manager training
- [ ] Workers articulate goals and achievements related to social and environmental metrics as an individual or part of a workplace team
- [ ] All supervisors and managers receive training on how to communicate social and environmental goals to employees and implement accountability for results
- [ ] None of the above

Points Earned: 0.12 of 0.35

Managers with Responsibilities to Mission

What percentage of full-time managers have social or environmental mission-related responsibilities or expectations in their job descriptions?

- ○ 0%
- ◉ 1-49%
- ○ 50-99%
- ○ 100%

Points Earned: 0.09 of 0.35

Social and Environmental Management Reviews

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

- ○ 0
- ◉ 1-49%
- ○ 50-99%
- ○ 100%

Points Earned: 0.17 of 0.35

Board Review of Social or Environmental Performance

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

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

Points Earned: 0.17 of 0.35

Methods of Engagement

What methods does the company use to solicit feedback from stakeholders on its social and environmental performance on material issues?

- [x] Stakeholder surveys and /or focus groups
- [x] Townhall meetings or forums
- [x] Individual meetings with stakeholders or stakeholder representatives
- [x] Stakeholder focused working groups and / or advisory panels
- [x] Stakeholder advisory councils that report directly to senior executives and/or Board of Directors
- [ ] Other
- [ ] None of the above

Points Earned: 0.35 of 0.35

Management of Material Social and Environmental Issues

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

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

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

Points Earned: 0.33 of 0.35

Identification of Material Issues

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

Our Material Topics fall under 3 areas: 1) Resource use, scarcity, and impact (Water Stewardship, Chemicals Management, Climate Change response, Emissions reduction, land and natural resource use, biodiversity, animal welfare, circularity, waste management, plastic reduction), 2) Human Rights and social impact (gender equality, health and safety, product quality and safety, employment standards, supply chain labor standards, community engagement, diversity/equity/inclusion and belonging), 3) Governance and operating context (transparency and accountability, production volume management, responsible marketing and consumer engagement, talent attraction and workforce development, business integrity, data privacy and cybersecurity, purchasing practices)

Points Available: 0.00

Frequency of Materiality Assessment Updates

How frequently does your company conduct or review its materiality assessment of social and environmental issues?

- [ ] Company conducts a complete materiality assessment or update at least every other year
- [ ] Company conducts a complete materiality assessment every year
- [ ] Company reviews or conducts a materiality assessment "update" every year
- [ ] Company has created materiality review processes to identify and adjust material issues more frequently than annually
- [x] None of the above

Points Available: 0.35

Addressing Stakeholder / Human Rights Grievances

Does your company have any of the following practices to address stakeholder grievances and/or human rights allegations?

- [x] Company issues a public report identifying cases surfaced from grievance mechanisms (and other human rights related allegations), along with company responses
- [ ] Company has evidence of successful remedy (to the satisfaction of the stakeholder affected) for all grievances in the last year
- [ ] Company has implemented or revised company practices, and publicly reported those changes, to mitigate concerns raised via grievance mechanism in the last year
- [x] Human rights policies, reviews, and diligence mechanisms are overseen by the Board of Directors
- [ ] None of the above

Points Earned: 0.17 of 0.35

Ethics & Transparency

OPERATIONS
4.7

Governance Structures

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

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

Points Earned: 0.33 of 0.33

Governing Body Characteristics

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

- [x] Meets at least quarterly
- [x] Requires minimum attendance rate for each board member
- [x] Has budgetary authority to hire independent third-party consultants without management approval
- [x] Conducts regular self-assessment of board performance
- [ ] Conducts regular independent assessment of board performance
- [ ] None of the above
- [ ] N/A - No Board of Directors

Points Earned: 0.33 of 0.33

Governing Body Composition

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

- [x] Includes at least 50% independent members
- [x] All directors serve four or fewer other board mandates
- [ ] Term limits are set in board bylaws
- [ ] Requires separation of the board chair and chief executive positions
- [ ] Company is a cooperative and elects Board from membership
- [ ] None of the above
- [ ] N/A - No Board of Directors

Points Earned: 0.33 of 0.67

Governing Body Stakeholder Representation

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

Select all that apply.

- [x] 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

Points Available: 0.17

Audit Committee Characteristics

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

Please check all that apply.

- [x] Committee meets at least quarterly
- [x] All Audit Committee members are independent
- [x] Procedures are in place for internal auditors to report directly to the Audit Committee in the case of concerns regarding the accuracy and integrity of the financial reports
- [x] All audit and non-audit fees of the independent auditor are disclosed
- [ ] None of the above
- [ ] N/A - No Audit Committee
- [ ] N/A - No Board of Directors

Points Earned: 0.33 of 0.33

Shareholder Engagement

Which of the following apply to your shareholder engagement practices?

- [x] Our company permits proxy voting by means of paper ballot, electronic voting, proxy voting services, or other remote mechanism
- [x] We have mechanisms in place for shareholders to cast confidential votes
- [x] Our company's ownership structure follows one-share, one-vote standard
- [x] Shareholders have formal rights to vote on changes in corporate articles, by-laws, governance structures, and change-in-control provisions
- [x] Shareholders have the right to nominate Board members
- [x] Shareholder communications include company's financial and ESG performance
- [ ] None of the above

Points Earned: 0.33 of 0.33

Code of Ethics

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

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

Points Earned: 0.22 of 0.33

Code of Ethics Training

Which of the following stakeholder groups are required to participate in regular training on your company's Code of Ethics?

Please check all that apply.

- [x] Executives and senior managers
- [ ] Business partners, contractors, and suppliers
- [ ] Subsidiaries
- [ ] Joint ventures
- [ ] None of the above

Points Earned: 0.11 of 0.33

Instruction on Code of Ethics

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

Please check all that apply.

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

Points Earned: 0.22 of 0.33

Breached Code of Ethics Breachment Policy

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

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

Points Earned: 0.33 of 0.33

Anti-Corruption Practices

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

- [x] Written employee whistle-blowing policy with confidentiality policy
- [x] Circulation of whistle-blowing policy to all employees and business partners
- [ ] 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)
- [x] Anonymous mechanisms to report concerns and grievances
- [x] Individual or department oversight with direct access to Board of Directors
- [ ] We take part of a collective action/coalition with governments, community-based organizations, NGOs and other businesses to act against corruption
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.27 of 0.33

Monitoring Ethics and Corruption

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

- [x] Responsibility for the monitoring has been clearly assigned and resources have been made available
- [ ] 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

Points Earned: 0.07 of 0.33

Financial Controls

Does your company maintain any of the following financial controls?

Please check all that apply.

- [x] Fraud risk assessment is conducted at least annually and any internal control deficiencies identified are communicated to Board of Directors and senior management
- [x] Formal internal audit department has direct access to the Board of Directors and Audit Committee
- [x] Job descriptions for managers and employees clearly define lines of financial reporting, responsibilities, and limits for the authorization, approval, and verification of disbursements
- [x] Financial control activities are documented, and at a minimum, cover controls around cash disbursement, accounts receivable, accounts payable, and inventory management
- [ ] Majority of financial controls are automated
- [ ] None of the above

Points Earned: 0.33 of 0.33

Company Transparency

What information does the company make publicly available and transparent?

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

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

Points Earned: 0.33 of 0.33

Financial Transparency with Employees

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

Exclude compensation data. Please check all that apply.

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

Points Earned: 0.33 of 0.33

Impact Reporting

Does the company produce a public-facing annual report detailing its social and environmental performance that includes any of the following?

- [x] We seek input from relevant stakeholder groups to help determine what information to report
- [x] We provide clear descriptions of our mission-related activities
- [x] We share quantifiable targets related to our company's mission
- [x] We share quantifiable results from our mission-related activities (e.g., lbs of carbon offset)
- [x] We use consistent variables of measurement which allow comparisons to previous years
- [x] Our report is in compliance with the Global Reporting Initiative (GRI) or equivalent disclosure level based on a third-party voluntary reporting standard
- [ ] A third party has validated the information we share
- [ ] Impact reporting is integrated with financial reporting
- [ ] We don't produce a public-facing mission-related annual report

Points Earned: 0.33 of 0.33

Executive Compensation Disclosure

Does your company have a written statement or policy to publicly disclose executive compensation?

- (●) Yes
- ( ) No

Points Earned: 0.17 of 0.17

Governing Body Transparency

What information does your company make transparent regarding your Board of Directors?

Please check all that apply.

- [x] We publicly report member names, bios or CVs, and relationship, including any conflict of interest with the company
- [x] We publicly report attendance rate of board meetings
- [x] We publicly report remuneration of board members and chief executives
- [ ] None of the above

Points Earned: 0.33 of 0.33

Governance Metrics

OPERATIONS

0.0

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

Last Fiscal Year

On what date did your last fiscal year end?

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

On what date did your last fiscal year end? 3 Feb 2024

Points Available: 0.00

Reporting Currency

Select your reporting currency

- (●) US Dollar - USD

Points Available: 0.00

Revenue Year Before Last

Total Earned Revenue

From the fiscal year before last

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

From the fiscal year before last

Sensitive

Points Available: 0.00

Revenue Last Year

Total Earned Revenue

From the last fiscal year

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

From the last fiscal year

Sensitive

Points Available: 0.00

Net Income Last Year

Net Income

From the last fiscal year

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

From the last fiscal year

Sensitive

Points Available: 0.00

Net Income Year Before Last

Net Income

From the fiscal year before last

From the fiscal year before last

Sensitive

Points Available: 0.00

IMPACT BUSINESS MODELS

Mission Locked - Impact Business Model

7.5

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

Mission Lock

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

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

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

Points Earned: 7.50 of 10.00

Workers Impact Area Introduction

OPERATIONS
0.0

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

Majority Hourly vs. Salaried Workers

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

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

- ○ Fixed Salary
- ◉ Daily or hourly wage

Points Available: 0.00

Use Of Contracted Labor

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

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

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

Points Available: 0.00

Independent Contractor Instructions

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

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

Points Available: 0.00

Workers Impact Business Model Introduction

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

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

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

Points Available: 0.00

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of Full Time Workers

Number of Total Full-Time Workers

Current Total Full-Time Workers

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

Current Total Full-Time Workers 1410

- [ ] We do not track this

Points Available: 0.00

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of Full Time Workers Last Year

Number of Total Full-Time Workers

Total full-time workers twelve months ago

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

Total full-time workers twelve months ago 1009

- [ ] We do not track this

Points Available: 0.00

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of Part Time Workers

Number of Total Part-Time Workers

Current Total Part-Time Workers

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

Current Total Part-Time Workers 4587

- [ ] We do not track this

Points Available: 0.00

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of Part Time Workers Last Year

Number of Total Part-Time Workers

Total part-time workers twelve months ago

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

Total part-time workers twelve months ago 4455

☐ We do not track this

Points Available: 0.00

of Temporary Workers

Number of Total Temporary Workers

Current Total Temporary Workers

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

Current Total Temporary Workers 386

☐ We do not track this

Points Available: 0.00

of Temporary Workers Last Year

Number of Total Temporary Workers

Total temporary workers twelve months ago

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

Total temporary workers twelve months ago 508

☐ We do not track this

Points Available: 0.00

Financial Security

OPERATIONS

3.5

Lowest Paid Wage

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

Please exclude students and interns in this calculation.

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

Sensitive

Points Available: 0.00

% of Employees Paid Individual Living Wage

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

Please exclude students and interns in this calculation.

- (●) <75%
- ( ) 75-89%
- ( ) 90-99%
- ( ) 100%
- ( ) N/A

Points Available: 2.52

% of Employees Paid Family Living Wage

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

Please exclude students and interns in this calculation.

- (●) <75%
- ( ) 75-89%
- ( ) 90-99%
- ( ) 100%
- ( ) N/A

Points Available: 2.52

% Above the Minimum Wage

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

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

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

Points Earned: 0.76 of 1.26

Compensation Policies and Practices

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

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

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

Points Earned: 0.42 of 1.26

% Participation in Employee Ownership

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

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

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

Points Earned: 0.31 of 1.26

% of Company Owned by Non-Executive Employees

What percentage of the company is owned by workers who are not executives or founders?

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

Points Earned: 0.63 of 2.52

% of Company Owned by Non-Management Employees

What percentage of your company is owned by non-executive, non-management level workers through an ownership vehicle paid for by the company that does not require employee contributions?

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

- (●) 0%
- ( ) 1-4%
- ( ) 5-24%
- ( ) 25-50%
- ( ) >50%
- ( ) N/A

Points Available: 1.26

Employee Retirement Plan

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

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

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

Points Earned: 0.84 of 1.26

Financial Services for Employees

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

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

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

Points Earned: 0.63 of 0.63

Health, Wellness, & Safety

OPERATIONS
5.9

Healthcare Plan

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

Select all that apply.

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

Points Earned: 0.64 of 1.60

Healthcare Eligibility for Part Time Workers

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

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

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

Points Earned: 0.20 of 0.80

Workers Participating in Healthcare Plan

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

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

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

Points Available: 0.80

Supplementary Health Benefits

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

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

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

Points Earned: 1.60 of 1.60

Health and Wellness Initiatives

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

Check all that apply.

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

Points Earned: 0.80 of 0.80

Management Commitment to Health and Safety

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)
- [x] N/A - No manufacturing or wholesale facilities
- [ ] None of the above

Points Available: 0.80

Health and Safety Audit Practices

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
- [x] N/A - No manufacturing or wholesale facilities
- [ ] None of the above

Points Available: 0.80

Tracking Hazards

When eliminating and tracking hazards, your company:

Select those that apply to all company worksites.

- [x] Follows the preferred hierarchy to eliminate or control the hazard (first engineering, then administrative, then work practices, and finally Personal Protective Equipment)
- [x] Regularly assesses use of Personal Protective Equipment (PPE)
- [x] Conducts follow-up studies to ensure that hazard controls are adequate
- [x] Documents and addresses hazard controls in appropriate procedures (e.g. safety and health rules, inspections, training, etc.)
- [ ] None of the above

Points Earned: 0.80 of 0.80

Controlling Worker Exposure to Hazardous Material

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

Points Earned: 0.27 of 0.40

Indoor Air Quality Audits

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

Select all options that apply.

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

Points Earned: 0.80 of 0.80

Evaluating Health and Safety Practices

What is included in your company's measurement and evaluation practices in relation to occupational safety and health?

Select those that apply to all company worksites.

- [ ] A standardized third-party safety management system (e.g. ISO 45001, BS 8800)
- [x] A safety position, safety committee, or safety program representative who reports to a senior-level position (Vice President or higher)
- [x] A documented standard procedure for investigating accidents and major incidents
- [x] Investigation and documentation of the root causes of accidents and incidents
- [x] Implementation of corrective actions after root causes of an accident or incident are determined
- [ ] Transparency of injury or illness trends and trend data to all workers
- [x] An annual evaluation of the safety and health system that includes senior management in the evaluation
- [x] An employee safety recognition program
- [ ] Regular Safety Perception Surveys to engage with workers
- [ ] None of the above

Points Earned: 0.80 of 0.80

Career Development

OPERATIONS

2.4

Professional Development Policies and Practices

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

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

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

Points Earned: 0.41 of 0.41

Amount of Training for New Hires

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

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

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

Points Earned: 0.14 of 0.41

Paid Professional Development Days

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

- ○ 0 days
- ◉ 1-4 days
- ○ 5-9 days
- ○ 10+ days
- ○ No formal policy

Points Earned: 0.14 of 0.41

Management Training

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

Check all that apply.

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

Points Earned: 0.41 of 0.41

Employee Review Process

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

Check all that apply.

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

Points Earned: 0.49 of 0.82

Internal Promotions

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

Exclude material owners in your calculation.

- ○ 0%
- ○ 1-5%
- ◉ 6-15%
- ○ 15%+

Points Earned: 0.27 of 0.41

Intern Hiring Practices

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

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

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

Points Earned: 0.41 of 0.41

End of Employment Support

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

- [x] We have a policy to provide written notice of employee performance prior to termination
- [x] 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
- [x] We provide outplacement services for terminated employees
- [ ] We don't have written termination or severance policies

Points Earned: 0.13 of 0.21

OPERATIONS

Career Development (Hourly)

1.2

Skills-Based Training Participation

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

Skills-based training to advance core job responsibilities

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

Points Earned: 0.21 of 0.21

Life Skills Training Participation

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

Training on life skills for personal development (e.g. literacy, personal financial planning, languages)

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

Points Earned: 0.21 of 0.21

Hours Spent on Training

On average, approximately how much time did each worker spend on dedicated, job-related training or education in the past twelve months?

Please do not include on-the-job training as a part of this particular question.

- ○ 1-5 hours
- ○ 6-10 hours
- ○ 11-20 hours
- ◉ 21+ hours
- ○ Don't know

Points Earned: 0.43 of 0.43

External Professional Development Participation

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

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

- ○ 0%
- ○ 1-24%
- ○ 25-49%
- ◉ 50%+

Points Earned: 0.43 of 0.43

Engagement & Satisfaction

OPERATIONS
3.0

Employee Handbook Information

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

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

Points Earned: 0.17 of 0.28

Paid Secondary Caregiver Leave

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

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

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

Points Earned: 0.56 of 0.56

Supplementary Benefits

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

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

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

Points Earned: 1.11 of 1.11

Worker Empowerment

How does your company engage and empower workers?

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

Points Earned: 0.28 of 0.56

Surveying and Benchmarking Engagement and Attrition

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

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

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

Points Earned: 0.56 of 0.56

Departed Employees

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

Enter 0 if None.

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

Sensitive

Points Available: 0.00

Employee Satisfaction

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

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

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

Points Available: 1.11

Labor Practices Review

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

- [ ] No
- [ ] 50%+ of our operations have been reviewed or certified
- [ ] We have conducted human rights reviews beyond what is required by law
- [x] Our compliance reports are shared with stakeholders (e.g. workers, suppliers, NGOs, government)
- [ ] N/A - Company only has operations in developed markets

Points Earned: 0.28 of 0.28

Labor Rights Training

What percentage of employees has received specialized training on policies and procedures concerning aspects of labor or human rights that are relevant to the company's operations?

- ○ None
- ◉ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75%+

Points Earned: 0.14 of 0.56

Engagement & Satisfaction (Hourly)

OPERATIONS
1.1

Number of Paid Days Off

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

- ○ 0-8 work days
- ○ 9-15 work days
- ○ 16-20 work days
- ○ 21-25 work days
- ◉ 25+ work days

Points Earned: 0.75 of 0.75

Paid Primary Caregiver Leave for Hourly Workers

What primary parental leave policies apply to your hourly workers, either through your company or a 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).

- [x] 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)
- [ ] 3-6 weeks of primary parental leave (or equivalent) is fully paid
- [x] 6-12 weeks of primary parental leave (or equivalent) is fully paid
- [ ] 12-18 weeks of primary parental leave (or equivalent) is fully paid
- [ ] 18+ weeks of primary parental leave (or equivalent) is fully paid
- [ ] Primary caregivers receive less than 4 weeks off or no time off for parental leave

Points Earned: 0.38 of 0.75

Collective Bargaining

What percentage of your employees are covered by a collective bargaining agreement?

- (●) <65%
- ( ) 65-80%
- ( ) 81-90%
- ( ) >90%
- ( ) N/A - company is a cooperative or has other self-management mechanisms for employees

Points Available: 0.75

Attrition Rate for Hourly Workers

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

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

Sensitive

Points Available: 0.75

Community

Community Impact Area Introduction

OPERATIONS

0.0

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

Community Oriented Impact Business Model

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

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

- (●) Yes
- ( ) No

Points Available: 0.00

Community Oriented Business Models

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

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

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

Points Available: 0.00

Supporting Low-Income and Small-Scale Suppliers

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

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

- (●) Yes
- ( ) No

Points Available: 0.00

Diversity, Equity, & Inclusion

OPERATIONS

6.5

Inclusive Hiring Practices

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

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

Points Earned: 0.54 of 0.54

Diverse Ownership and Leadership

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

Please select all that apply.

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

Points Available: 0.54

Inclusive Work Environments

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

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

Points Earned: 0.54 of 0.54

Management of Diversity, Equity, and Inclusion

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

- [x] We anonymously survey employees on gender identity, race/ethnicity, disability status, and other demographic factors to track the diversity of our workforce
- [x] We have set specific, measurable diversity improvement goals that are reviewed by senior executives or our Board of Directors
- [x] 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
- [x] 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

Points Earned: 0.54 of 0.54

Measurement of Diversity

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

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

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

Points Earned: 0.41 of 0.54

Workers from Ethnic or Racial Minorities

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

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

Points Earned: 0.54 of 0.54

Women Workers

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

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

Points Earned: 0.54 of 0.54

Age Diversity in Workforce

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

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

Points Earned: 0.54 of 0.54

High to Low Pay Ratio

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

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

Points Available: 0.54

Female Management

How many of your company managers identify as women?

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

Points Earned: 0.54 of 0.54

Management from Underrepresented Populations

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

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

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

Points Earned: 0.54 of 0.54

Female Executives

How many of your company executives identify as women?

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

Points Earned: 0.54 of 0.54

Executives from Underrepresented Populations

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

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

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

Points Earned: 0.54 of 0.54

Female Directors

How many of your company Board Directors identify as women?

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

Points Earned: 0.54 of 0.54

Directors from Underrepresented Populations

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

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

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

Points Earned: 0.18 of 0.54

Supplier Diversity Policies or Programs

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

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

Points Available: 0.27

Supplier Ownership Diversity

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

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

Points Earned: 0.07 of 0.54

Economic Impact

OPERATIONS
2.6

Geographic Structure and Scope

We realize for large companies that have numerous facilities and multinational operations, the definition of local is potentially complex. Please briefly describe the structure of your company geographically, including the location and number of employees located at your headquarters and largest facilities. Also state the total number of facilities managed by your company.

At the end of fiscal year 2023, Athleta included Headquarters employees (about 400, primarily based in San Francisco), 270 retail stores in North America (6k employees)

Points Available: 0.00

Job Growth Rate

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

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

- ○ 0% (no growth on a net basis)
- ○ 1-5%
- ◉ 6-15%
- ○ >15%

Points Earned: 1.57 of 2.36

New Jobs Added Last Year

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

Last twelve months:

Last twelve months: 533

☐ We do not track this

Points Available: 0.00

National Sourcing

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

- ○ 0%
- ◉ 1-9%
- ○ 10-19%
- ○ 20-29%
- ○ 30%+

Points Available: 1.18

Local Purchasing and Hiring Policies

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

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

- [ ] Written preference at each facility to purchase from local suppliers
- [ ] Formal targets or goals for the amount of local purchasing
- [ ] Ready-to-use lists of preferred local suppliers and vendors for specific facilities
- [ ] Written preference for hiring and recruiting local managers
- [ ] Incentives for staff to live within 20 miles of local company facility
- [ ] Other (please describe)
- [x] No written local purchasing or hiring policies in place

Points Available: 0.59

Spending on Local Suppliers

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

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

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

Points Available: 1.18

Impactful Banking Services

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

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

Points Available: 1.18

Local Employee Statistics

What % of the following worker groups were hired from communities within 500 miles of company facilities?

Executives

- ○ 0%
- ○ 1-9%
- ○ 10-24%
- ○ 25-49%
- ○ 50-74%
- ◉ 75%+
- ○ Don't know

Points Earned: 0.39 of 0.39

% of Managers Hired Locally

What % of the following worker groups were hired from communities within 500 miles of company facilities?

Managers

- ○ 0%
- ○ 1-9%
- ○ 10-24%
- ○ 25-49%
- ◉ 50-74%
- ○ 75%+
- ○ Don't know

Points Earned: 0.29 of 0.39

% of Non-Managers Hired Locally

What % of the following worker groups were hired from communities within 500 miles of company facilities?

Non-managerial full-time workers

- ○ 0%
- ○ 1-9%
- ○ 10-24%
- ○ 25-49%
- ○ 50-74%
- ◉ 75%+
- ○ Don't know

Points Earned: 0.39 of 0.39

Procurement Staff Practices

Does your company provide your procurement staff or departments with any of the following?

- ☐ Written requirement to consider suppliers within the same geographic area, among other social or environmental factors beyond pure competitive bid
- ☐ Written requirement to post RFPs with local suppliers
- ☐ Training or resources for how to source from local or independent suppliers
- ☐ Incentives to source from local suppliers
- ☑ None of the above

Points Available: 1.18

Civic Engagement & Giving

OPERATIONS

3.5

Corporate Citizenship Program

How does your company take part in civic engagement?

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

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

Points Earned: 0.48 of 0.48

Community Service Policies and Practices

How does your company manage employee community service?

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

Points Earned: 0.48 of 0.48

% of Employees Volunteer Service

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

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

Points Earned: 0.24 of 0.97

Total Amount of Volunteer Service Hours

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

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

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

10902

- [ ] We do not track this

Points Available: 0.00

Volunteer Service Per Capita

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

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

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

Points Earned: 0.32 of 0.97

Charitable Giving and Community Investment Policies and Practices

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

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

Points Earned: 0.48 of 0.48

Impact Measurement of Community Investment

How does your company measure the performance or impact of your community investments?

- [x] Company has a staff member (or members) who have performance measurement and evaluation part of written job responsibility
- [x] Company measures the total inputs of philanthropy like dollars invested and/or time spent
- [x] Company measures the amount of beneficiaries reached through their programs
- [x] Company has identified specific thematic metrics to assess performance and progress over time
- [x] Company surveys beneficiaries to measure outcomes of programs
- [x] Company has contracted an evaluation to study program outcomes in detail
- [ ] Other
- [ ] None of the above

Points Earned: 0.24 of 0.24

Community Investments Performance Improvement

How does your company monitor and improve the progress of its community investments?

- [ ] Performance of community investment initiatives and strategy are reviewed and overseen by executive team or Board of Directors at least annually
- [x] Company has set public goals related to community investment performance and set targets to achieve them
- [x] Company monitors performance of projects at least every year to determine if they are on target to meet objectives
- [ ] Company reports progress publicly to solicit feedback on programs
- [ ] Other
- [ ] None of the above

Points Earned: 0.12 of 0.24

Strategic Decision Making for Community Investments

How does your company identify and choose community investment to support strategically?

- [x] Company has a written statement / strategy that focuses community investments on specific outcomes and intended impact of the programs
- [x] Company ties philanthropic themes to broader social or environmental goals of the business
- [ ] Company's community investment strategy is overseen by Board of Directors
- [x] Company screens programs based on evidence of high efficacy of investments
- [x] Company screens programs on other factors besides established evidence (innovation, third party screens, etc.)
- [ ] Other
- [ ] None of the above

Points Earned: 0.39 of 0.48

Relative Input for Community Investments

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

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

Points Earned: 0.12 of 0.97

% of Revenue Donated

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

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

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

Points Earned: 0.39 of 1.94

Total Amount of Charitable Donations

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

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

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

Sensitive

Points Available: 0.00

Advancing Social and Environmental Performance

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

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

Points Earned: 0.24 of 0.24

OPERATIONS

Supply Chain Management

6.5

Significant Supplier Descriptions

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

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

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

Points Available: 0.00

Supply Chain Risk Assessment and Mapping

Has your company conducted a risk assessment that identifies aspects of your supply chain and purchasers at most risk for negative social and environmental impact based on any of the following risk factors?

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

- [ ] Country of origin
- [ ] Sub-regions within countries
- [ ] Product / Service / Ingredient attributes
- [ ] Size of purchases by the company
- [ ] Risk assessment was conducted with support by a third party
- [x] None of the above, company has not conducted a risk assessment of their supply chain

Points Available: 0.21

Outsourced Staffing Services

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

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

- (●) Yes
- ( ) No

Points Available: 0.00

Outsourced Staffing Screening Topics

Does your company review or set requirements regarding the labor practices of its outsourced staffing service providers that includes the following topics?

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

- [x] Compliance with all local laws and regulations
- [x] Compliance with international human rights and labor standards (for employees and contractors)
- [ ] Payment at or above industry benchmarks
- [ ] Payment of a living wage (for employees and contractors)
- [ ] Employee benefits provided
- [ ] Professional development opportunities
- [ ] Other labor practices
- [ ] None of the above
- [ ] N/A

Points Earned: 0.08 of 0.21

% of Outsourced Services Accountable to Code of Conduct?

What % of your outsourced staffing services (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

Points Earned: 0.83 of 0.83

Screening / Monitoring for Services

Which of the following methods are used to evaluate the social or environmental impact of your outsourced staffing services?

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

- [x] Company shares policies or rules with subcontractors but does not have a verification process in place
- [ ] Company requires subcontractors complete self-designed assessment
- [ ] Company utilizes third party risk or impact assessment tools (BIA)
- [ ] Company conducts routine audits/reviews of subcontractors at least every two years
- [ ] Company has third parties conduct routine audits/reviews of subcontractors at least every two year
- [ ] Other
- [ ] None of the above

Points Earned: 0.02 of 0.21

% of Outsourced Staffing Services Screened / Monitored

What % of your outsourced staffing services (on a currency basis) are evaluated based on the methods selected in the previous question?

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

Points Available: 0.83

Supply Chain Compliance Topics

Does your company have a formalized code of conduct or set requirements regarding the social or environmental practices and performance of its suppliers that includes the following topics?

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

- [x] Compliance with all local laws and regulations, including those related to social and environmental performance
- [x] Compliance with international human rights and labor standards (for employees and contractors)
- [x] Compliance with international environmental standards
- [ ] Payment of a living wage (for employees and contractors)
- [x] Ethics and anti-corruption policies
- [x] Management systems to manage and incentivize positive social and environmental performance
- [ ] Other
- [ ] None of the above

Points Earned: 0.21 of 0.21

% of Suppliers Accountable to Code of Conduct

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

Points Earned: 0.83 of 0.83

Screening/Management Methods for Tier 1 Suppliers

Which of the following methods are used to evaluate the social or environmental impact of your Tier 1 Suppliers?

- [ ] Company shares policies or rules with suppliers but does not have a verification process in place
- [ ] Company requires completion of self-designed assessment
- [ ] Company utilizes third party risk or impact assessment tools (Sedex, BIA)
- [x] Company conducts routine audits/reviews of Tier 1 suppliers at least every two years
- [x] Company has third parties conduct routine audits/reviews of Tier 1 supplier at least every two years
- [x] Company has mechanisms to hear grievances or performance feedback from stakeholders of Tier 1 suppliers
- [x] Company can confirm quantifiable improvement in Tier 1 supplier social and environmental performance improvement in last year
- [ ] Other
- [ ] None of the above

Points Earned: 0.21 of 0.21

% of Tier 1 Suppliers Screened / Monitored

What % of your Tier 1 Suppliers (on a currency basis) are evaluated based on the methods selected in the previous question?

- ( ) 0%
- ( ) 1-20%
- ( ) 21-49%
- ( ) 50-74%
- (•) 75-99%
- ( ) 100%
- ( ) N/A

Points Earned: 0.72 of 0.83

Screening/Management Methods for Tier 2 Suppliers

Which of following methods are used to evaluate the social or environmental impact of your Tier 2 Suppliers?

- [ ] Company shares policies or rules with suppliers but does not have a verification process in place
- [ ] Company requires Tier 2 suppliers complete of self-designed assessment
- [x] Company utilizes third party risk or impact assessment tools for Tier 2 suppliers(Sedex, BIA)
- [x] Company conducts routine audits/reviews of Tier 2 suppliers at least every two years
- [ ] Company has third parties conduct routine audits/reviews of Tier 2 supplier at least every two years
- [ ] Company has mechanisms to hear grievances or performance feedback from stakeholders of Tier 2 suppliers
- [ ] Company requires Tier 2 suppliers to track, manage, and report performance of their suppliers
- [x] Company can confirm quantifiable improvement in Tier 2 supplier social and environmental performance improvement in last year
- [ ] None of the above

Points Earned: 0.21 of 0.21

% of Tier 2 Suppliers Screened / Monitored

What % of your Tier 2 Suppliers (on a currency basis) are evaluated based on the methods selected in the previous question?

- ( ) 0%
- ( ) 1-20%
- ( ) 21-49%
- (•) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) N/A

Points Earned: 0.52 of 0.83

Screening Methods for Original Producers of Raw Materials

Which of following methods are used to evaluate the social or environmental impact of the original producers of your raw materials:

- [ ] Company shares policies or rules with suppliers but does not have a verification process in place
- [ ] Company requires original producers to complete of self-designed assessment
- [ ] Company utilizes third party risk or impact assessment tools for original producers (Sedex, BIA)
- [ ] Company conducts routine audits/reviews of original producers at least every two years
- [ ] Company has third parties conduct routine audits/reviews of original producers at least every two years
- [ ] Company has mechanisms to hear grievances or performance feedback from stakeholders of original producers of raw materials
- [ ] Company can confirm quantifiable improvement in social or environmental performance of original producers of raw materials in the last year
- [x] None of the above

Points Available: 0.21

Reporting on Supply Chain Impact

Which of the following are true regarding how your company reports on your supply chain impact?

- [x] Company aggregates results of supply chain social and environmental assessments to identify and report on trends in performance and breaches publicly
- [ ] Company reports key risk areas and root causes of supply chain performance issues and breaches, including methods of remediation the company is taking to address them
- [ ] Company publicly reports the geographic locations of all significant and high risk suppliers and originating sources within its supply chain
- [ ] Company publicly shares information identifying specific companies in their supply chain
- [x] Company has set public goals regarding the overall social or environmental impact of their supply chain, along with progress towards those goals (to be paying a living wage, etc.)
- [ ] None of the above

Points Earned: 0.10 of 0.21

% of Suppliers with Transparency, Reporting, and Goal Setting

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

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

Points Earned: 0.72 of 0.83

Improving Impact of Suppliers

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

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

Points Earned: 0.21 of 0.21

% of Suppliers with Programs to Improve Impact

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

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

Points Earned: 0.72 of 0.83

Managing Supply Chain Impact

Which of the following are true regarding how your company manages your supply chain impact?

- [x] We embed social and environmental supplier performance into the job descriptions and performance evaluations of their procurement departments (distinct from their sustainability or CSR departments)
- [ ] Senior management team members have written responsibility for social and environmental supply chain performance
- [x] We aggregate the results of supply chain social and environmental assessments to identify and report on trends in performance and breaches internally
- [x] We use trends in supply chain performance to identify and remediate root causes of supply chain performance issues and breaches (including contractual requirements posed by the company itself, inadequate management or human resources processes, capacity constraints within suppliers, etc.)
- [ ] None of the above

Points Earned: 0.16 of 0.21

Verification of Positive Outcomes in Supply Chain

Has your company verified any of the following outcomes for all aspects of its supply chain in a way that can be publicly and accurately confirmed?

- [ ] Compliance with all local laws and regulations, including those related to social and environmental performance
- [ ] Compliance with international human rights and labor standards
- [ ] Compliance with international environmental standards
- [ ] Payment of a living wage
- [ ] No forced labor / modern slavery
- [x] None of the above

Points Available: 0.83

Length of Supplier Relationships

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

- ○ Average tenure of supplier relationships is less than 36 months.
- ○ Average tenure of supplier relationships is greater than 36 months.
- ◉ Average tenure of supplier relationships is greater than 72 months.
- ○ Average tenure of supplier relationships is greater than 120 months.
- ○ Our company has had a relationship with a majority of our suppliers (on a currency basis) since our first year of operations.
- ○ Don't Know

Points Earned: 0.28 of 0.41

Support for In Need Suppliers

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

- [x] We review suppliers for potential training needs
- [x] We have a formal education or support program for selected suppliers
- [x] 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
- [x] A formal mechanism is in place for suppliers to provide us feedback (e.g. supplier satisfaction surveys)
- [ ] We have a formal grievance mechanism to address complaints and resolve disputes
- [ ] Other (please describe)
- [ ] None of the above

Points Earned: 0.41 of 0.41

Social or Environmental Purchases

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

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

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

Points Earned: 0.31 of 0.41

Supply Chain Poverty Alleviation - Impact Business Model

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

Purchasing From Low-Income and Small-Scale Suppliers

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

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

Points Available: 0.00

Types Of Low-Income and Small-Scale Suppliers

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

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

Points Available: 0.00

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

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

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

- [x] A premium is paid beyond market price for community support and development
- [ ] 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
- [x] On-site visits are made to suppliers on at least an annual basis.
- [ ] None of the above

Points Available: 0.00

% Purchases with Beneficial Trade Terms

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

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

What % of your cost of materials in the last fiscal year came from low-income and small-scale suppliers that received the previous trade terms? 10

☐ We do not track this

Points Available: 0.00

Purchases from Suppliers with Beneficial Terms

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

What is the total cost of materials sourced through the previous trade terms? 54299312

☐ We do not track this

Points Available: 0.00

Tracking Supplier Premiums

Do you track the premium paid to suppliers?

◉ Yes

○ No

Points Earned: 0.58 of 0.58

Premium Paid to Suppliers

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

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

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

1.4

☐ We do not track this

Points Available: 0.00

Methodology to Determine Premium Paid

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

Describe in the text box the methodology your company uses to calculate producer price premium. In partnership with Fair Trade

Points Available: 0.00

Innovative Supply Chain Poverty Alleviation

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

In addition to our Fair Trade certified sewing program, these factories also offer RISE (Reimagining Industry to Support Equality) and Gap Inc's PACE (Personal Advancement Career Enhancement), two programs that provide workers in our supply chain with the foundational skills and technical training needed for economic independence and a better future. In 2007, Gap Inc. launched PACE to support women in our supply chain to advance in work and life. In order to share lessons from PACE and scale this positive impact across the garment sector, Gap Inc came together with the sector's leading women's empowerment programs (BSR‘s HERproject, CARE, and ILO-IFC Better Work) to launch RISE. RISE’s mission is to empower women workers, embed gender equality in business practices, and catalyze systems change. We are currently in the process of phasing suppliers from PACE to RISE.

Points Available: 0.00

Support for Low-Income and Small-Scale Suppliers

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

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

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

Points Available: 0.00

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

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

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

What % of your total cost of materials in the last fiscal year came from low-income and small-scale suppliers that have received the above capacity building support? 10

- [ ] We do not track this

Points Available: 0.00

Verification of Fair Wages and Working Conditions

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

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

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

Points Available: 0.00

Purchasing From Low-Income and Small-Scale Suppliers

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

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

What % of your cost of materials in the last fiscal year came from suppliers that are verified by either of the methodologies selected in the previous question? 10

- [ ] We do not track this

Points Available: 0.00

Wage and Working Conditions Screening

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

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

Points Earned: 0.58 of 0.58

Third Party Certification of Supply Chain

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

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

Points Available: 0.00

Tracking Impact on Workers

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

- (●) Yes
- ( ) No

Points Earned: 0.58 of 0.58

Tracking Impact Explanation

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

Fair Trade USA provides us an impact report, a list of premium projects implemented and a factory needs assessment is updated atleast annually to determine the most current needs of factory participants. For our P.A.C.E. program, participant evaluations document higher self-esteem and productivity, as well as increases in their communication, execution and financial literacy. This is documented through surveys, interviews and is seen in community action through our Uniqus platform. Furthermore, in 2023 we contracted Global Worker Dialogue to assess the collective impact of our factory programs (WCP, SST, GBVH, PACE) in Bangladesh and Cambodia. The study found improved relationships with supervisors and co-workers as well as a better understanding of reportable GBV offenses.

Points Available: 0.00

Supply Chain Transparency

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

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

Points Earned: 0.58 of 0.58

Environment

Environment Impact Area Introduction

OPERATIONS
0.0

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

Environmental Business Model

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

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

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

Points Available: 0.00

Description of Positive Environmental Product / Service Impact

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

We work internally, with suppliers, and with industry partners to increase the use of preferred fibers in our clothing, aiming to improve our social and environmental impact. We evaluate how different raw materials impact climate, water, biodiversity, and human and animal welfare. By validating the origin and attributes of materials, we aim to build confidence in our sustainability claims through traceability programs.

Points Available: 0.00

Environmental Product or Service Impact

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

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

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

Points Available: 0.00

Environmental Product Benefits

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

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

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

Points Available: 0.00

Resource Conservation Overview

Tell us more about how your product or service reduces energy, GHG emissions, water and/or waste.

Compared to virgin materials, using recycled materials helps reduce resource use and waste. Partially replacing fossil fuel based inputs with biobased inputs like sugarcane helps reduce green house gas emissions.

Points Available: 0.00

Direct Impact on Resource Conservation

Is resource conservation a direct positive environmental impact of your product or service?

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

Points Available: 0.00

Land/wildlife Conservation Overview

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

"Manmade cellulosic fibers (MMCFs), such as rayon, modal, viscose, and lyocell, are derived from wood pulp, whose cultivation can impact fragile forest ecosystems. To deliver on our Wood-Derived Fabric policy, which focuses on not sourcing cellulosics derived from endangered, ancient, and high-carbon-value forests, we partner with CanopyStyle by setting policies and completing assessments. For example, we only work with MMCF suppliers that receive a ranking of “green shirt” or “dark green shirt” in the Canopy Hot Button Report – indicating strict adherence to forest protection best practices. We’re also partnering with CanopyStyle on next-generation fiber sourcing by prioritizing inputs like recycled textiles and waste materials. The Responsible Wool Standard (RWS) verifies wool fiber animal welfare and land management requirements and tracks it from farm to final product. The Responsible Down Standard (RDS) independently certifies down and feathers against animal welfare requirements and tracks it from farm to final product."

Points Available: 0.00

Direct Impact on Land / Wildlife Conservation

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

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

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

Points Available: 0.00

Toxin / Pollution Reduction Overview

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

Organic cotton is grown from non-genetically modified plants and doesn’t use synthetic agricultural chemicals such as fertilizers or pesticides. Within Lenzing fibers chemical regeneration process, they use non-toxic organic compounds for solvents and filter and re-use them in a closed loop.

Points Available: 0.00

Direct Impact on Less Toxic or Toxin Remediation

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

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

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

Points Available: 0.00

OPERATIONS

Environmental Management

3.8

Green Building Standards

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

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

Points Available: 0.49

Facility Improvement with Landlord

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

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

Points Earned: 0.33 of 0.49

Environmental Management Systems

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

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

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

Points Earned: 0.16 of 0.98

Environmentally Certified Products

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

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

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

Points Earned: 0.12 of 0.49

Product Design for the Environment

Which of the following practices are in place to integrate environmental considerations (DFE) into the design of products and services?

- [ ] Company materially redesigned products in order to achieve source reduction
- [x] Company has materially redesigned packaging in order to reduce overall impact
- [ ] Company used standardized product components/parts to maximize useful life via disassembly/reprocessing
- [x] Company identifies and labels resource content on manufactured items to enable eventual recycling
- [x] Company has made set public source reduction targets to reduce the overall environmental impact of products and/or packaging
- [ ] Company has achieved source reduction targets to reduce the overall environmental impact of products and/or packaging
- [ ] Other
- [ ] None of the above

Points Earned: 0.29 of 0.49

% of Products Designed for the Environment

For what % of your products do the DFE practices selected in the previous question apply?

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

Points Earned: 0.61 of 0.98

Type of Footprint Assessments

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

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

Points Earned: 0.12 of 0.24

% of Products with Type of Footprint Assessment

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

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

Points Earned: 0.61 of 0.98

Assessment Conducted of Environmental Footprint of Value Chain

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

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

Points Earned: 0.10 of 0.49

% of Products with an Environmental Footprint Assessment

What % of your products have undergone a formal environmental footprint assessment that included the topics selected in the previous question?

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

Points Earned: 0.61 of 0.98

Management of Material Environmental Impact in Value Chain

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

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

Points Available: 0.49

Impact of Product Usage

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

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

Points Earned: 0.33 of 0.49

% of Products with Practices to Minimize Impact of Usage

For what % of your products do the product usage practices selected in the previous question apply?

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

Points Earned: 0.12 of 0.98

Addressing Longevity of Product Lifespan

Which of the following practices does your company have in place to manage product longevity in order to reduce overall consumption and waste to landfill?

- [ ] We have measured the overall product lifespan of our portfolio and altered product designs to increase it within the last two years
- [ ] We have a program that facilitates maintenance, servicing and reassembly of our products
- [ ] We provide information about the program to facilitate maintenance and servicing on product labels / packaging
- [ ] We provide information about the program to facilitate maintenance and servicing in advertising campaigns
- [ ] Other - please describe
- [x] None of the above
- [ ] N/A - Product is a non-durable good designed for consumption

Points Available: 0.49

Behavior Change as a Result of Programs

Based on the above programs to reduce the environmental impact of product usage, has your company been able to verify improvements in consumer behavior or usage?

- (●) Yes, as assessed by the company measurements
- ( ) Yes, as assessed and verified by a third party
- ( ) No, not at this time

Points Earned: 0.49 of 0.98

OPERATIONS

Air & Climate

6.6

Monitoring and Reporting Energy Use

How does your company monitor, record, or report its energy usage?

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

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

Points Earned: 0.08 of 0.64

Total Energy Use

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

Total energy used (Gigajoules) during the last 12 months: 135839

- [ ] We do not track this

Points Available: 0.00

Total Renewable Energy Use

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

Total energy used from renewable resources (Gigajoules) during the last 12 months: 98707

- [ ] We do not track this

Points Available: 0.00

Renewable Energy Usage

What percentage of energy use is produced from renewable sources?

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

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

Points Earned: 0.20 of 0.32

Low Impact Renewable Energy Use

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

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

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

Points Earned: 0.77 of 1.28

Energy Use Reductions

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

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

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

Points Earned: 0.26 of 1.28

Monitoring and Reporting Greenhouse Gas Emissions

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

Please select only one answer option indicating if the company monitors greenhouse gas emissions and potentially sets targets (answers 1-4). If the company sets targets and/or achieved carbon neutrality, answers 5, 6 and/or 7 may apply in addition.

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

Points Earned: 0.64 of 0.64

Total Scope 1 GHGs

Total Greenhouse Gas Emissions (metric tonnes of CO_2 equivalent) in:

Scope 1:

Scope 1: 2336

☐ We do not track this

Points Available: 0.00

Total Scope 2 GHGs

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

Scope 2:

Scope 2: 2

☐ We do not track this

Points Available: 0.00

Total Scope 3 GHGs

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

Scope 3:

Scope 3: 446739

☐ We do not track this

Points Available: 0.00

Carbon Intensity

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

Please use USD to allow for standardized comparisons.

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

Points Earned: 0.64 of 0.64

Carbon Intensity

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

Please use USD to accurately evaluate the answer option.

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

Points Earned: 1.28 of 1.28

Greenhouse Gas Emissions Reduced

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

- ○ 0%
- ◉ 1-4%
- ○ 5-9%
- ○ 10-14%
- ○ 15-20%
- ○ 20%+
- ○ Don't Know

Points Earned: 0.26 of 1.28

Reducing Carbon Emissions from Transportation

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

- ☐ Offer transit subsidies to employees as part of a low carbon transportation program
- ☐ 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 outbound freight or shipping is transported via lowest impact methods
- ☑ Other - please describe
- ☐ None of the above

Points Earned: 0.13 of 0.64

Ton Miles Reduction

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

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

- ○ 0%
- ◉ 1-9%
- ○ 10%-20%
- ○ 21-50%
- ○ >50%
- ○ Not tracked / Unknown

Points Earned: 0.16 of 0.64

Supply Chain GHG Management

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

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

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

Points Earned: 0.64 of 0.64

Offsetting Supplier GHG Emissions

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

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

Points Available: 1.28

Supply Chain GHG Improvement

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

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

Points Earned: 0.48 of 0.64

Reducing Impact of Travel/Commuting

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

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

Points Earned: 0.48 of 0.64

Sourcing % of COGS from Local Suppliers

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

Sourcing of COGS Local to Customers

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

Points Earned: 0.32 of 1.28

Sourcing % raw materials from Local Suppliers

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

Raw materials (in currency terms) grown or harvested

By company or local independent suppliers.

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

Points Earned: 0.32 of 1.28

% GHG Emissions Offset

If your company purchased certified carbon credits in the reporting period, what % of Scope 1 and 2 GHG emissions were offset?

- ○ 0%
- ○ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ Don't know
- ◉ N/A - No carbon offsets purchased

Points Available: 0.64

Water

OPERATIONS

4.7

Monitoring and Reporting Water Use

How does your company monitor, record, or report its water usage?

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

- [ ] We do not currently monitor and record water usage
- [ ] We regularly monitor and record water usage but have not set any reduction targets
- [x] 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 water usage and have set science-based targets necessary to achieve sustainable usage linked to our local watershed
- [x] We report progress on our reduction targets publicly on an annual basis
- [ ] We have met specific reduction targets set during this reporting period

Points Earned: 1.09 of 1.75

Total Water Use

Total water use (liters) during the last 12 months

Total water use (liters) during the last 12 months 81714

- [ ] We do not track this

Points Available: 0.00

Water Conservation Practices

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

Please check all that apply.

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

Points Earned: 0.58 of 1.75

Supply Chain Water Management

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

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

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

Points Earned: 1.31 of 1.75

Supply Chain Water Improvement

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

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

Points Earned: 1.75 of 1.75

Land & Life

OPERATIONS

6.6

Monitoring and Reporting Non-hazardous Waste

How does your company monitor, record and report your waste production?

Please select one answer option indicating if the company monitors water use and potentially sets targets (answers 1-4). If the company sets targets, answers 5, 6 and/or 7 may apply in addition.

- [ ] We do not currently monitor and record waste production
- [ ] We regularly monitor and record waste production but have not set any reduction targets
- [x] 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
- [x] We report progress on our reduction targets publicly on an annual basis
- [ ] We have met the specific reduction targets set during this reporting period
- [ ] We produce zero waste to landfill

Points Earned: 0.31 of 0.62

Non-hazardous Waste Generated

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

Waste Produced: Non-Hazardous Waste (metric tonnes) during the last 12 months 260

- [ ] We do not track this

Points Available: 0.00

Total Waste Disposed

Waste Disposed (metric tonnes) during the last 12 months

Waste Disposed (metric tonnes) during the last 12 months 260

- [ ] We do not track this

Points Available: 0.00

Total Waste Recycled

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

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

- [x] We do not track this

Points Available: 0.00

Recycling Programs

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

- ○ <20%
- ○ 21-40%
- ○ 41-60%
- ○ 61-80%
- ◉ >80%

Points Earned: 0.62 of 0.62

Supply Chain Waste Management

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

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

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

Points Available: 0.62

Supply Chain Waste Improvement

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

- [x] We collaborate with or require suppliers to collect data and report on waste production
- [ ] 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

Points Earned: 0.15 of 0.62

Environment Impact Packaging

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

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

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

Points Earned: 0.37 of 0.62

% of Recyclable/Biodegradable Materials

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

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

Points Available: 0.62

% of Environmentally Preferred Input Materials

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

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

Points Earned: 0.62 of 1.24

% of Products Reclaimed / Recycled

If the company has conducted a study of end of life disposal in the last two years, what % by volume of the company's products/ wastes sold and their packaging materials are reclaimed (i.e. recycled or reused) at the end of their useful life?

- (●) <20%
- ( ) 20-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) We have not conducted a study of end of life disposal in the last two years
- ( ) N/A

Points Available: 1.24

Programs to Reduce End of Life Waste

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

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

Points Earned: 0.56 of 0.62

% of Products with Programs to Reduce End of Life Waste

For what % of your products do the end-of-life waste programs selected in the previous question apply?

- ( ) 0%
- (●) 1-20%
- ( ) 21-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) N/A

Points Earned: 0.08 of 0.62

Reducing Waste

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

The past two years

The past two years

- [x] We do not track this

Points Available: 0.00

Hazardous Waste Disposal

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

This includes batteries, paint, electronic equipment, etc.

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

Points Earned: 0.62 of 0.62

Tracking Chemicals in the Supply Chain

Does your company do any of the following to manage chemicals in the supply chain?

Please check all that apply.

- [x] 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 (only asking if they know, not requiring them to provide the data to you)
- [x] Require suppliers to provide chemical information to a third party
- [x] Ensure that suppliers are kept up to date on banned chemicals in different markets by providing them with a Restricted Substances List and monitoring their compliance with this list
- [ ] Incentivize suppliers for participating in chemical management program
- [ ] None of the Above

Points Earned: 0.62 of 0.62

Chemical Management

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

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

Points Earned: 0.62 of 0.62

Public Disclosure of Chemicals

Does your company publicly disclose any use of chemicals of concern in products or processes in any of the following ways?

- [x] Company provides information on website that publicly discloses any use(s) of chemicals of concern
- [ ] Company completes and publicly provides Health Product Declarations (HPD) for any chemicals of concern utilized
- [ ] Company publicly provides information on use of any chemicals of concern via the Cradle 2 Cradle Products Innovation certification process
- [x] Other third-party disclosure mechanism (please state)
- [ ] N/A
- [ ] None of the above

Points Earned: 0.41 of 0.62

Supply Chain Chemical Management

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

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

- [ ] We don't track toxins or hazardous waste in our supply chain
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risks of toxins and/or production of hazardous waste
- [x] 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

Points Earned: 0.31 of 0.62

Supply Chain Chemical Improvement

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

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

Points Earned: 0.62 of 0.62

Natural Habitat Conservation Procedures

Does your company have demonstrable procedures in place to reduce or mitigate impacts to natural habitats? If yes, which of the following statements apply to these procedures?

Procedures include a Conservation Strategic Plan.

- [ ] No conservation procedures/plan in place
- [ ] Procedures include percentage of habitat protected or restored by type of habitat and status
- [ ] Procedures address future plans and targets for managing impacts regarding habitat loss or degradation, loss of biodiversity, or overall depletion of ecosystems
- [x] N/A - Company does not have opportunity to control or influence land development processes

Points Available: 0.62

Supply Chain Biodiversity Management

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

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

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

Points Earned: 0.62 of 0.62

Supply Chain Biodiversity Improvement

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

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

Points Earned: 0.15 of 0.62

IMPACT BUSINESS MODELS

Resource Conservation - Impact Business Model 6.1

This IBM section is applicable if your company's products/services reduce resource use and/or limit waste to landfill (e.g. products made with recycled/reused input materials, recycling services, energy-efficient appliances)

Resource Conservation Description

Which of the following most accurately describes how your product or service conserves or diverts resources?

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

- ○ Product or service uses resources or minimizes carbon more efficiently than market alternatives (e.g. energy-efficient appliances, low-flow shower heads)
- ◉ Product or service uses recycled, used, or compostable input materials (e.g. recycled paper, used furniture, compostable bags)
- ○ Product or service is designed to share resources efficiently in order to minimize overall resource consumption
- ○ Product or service creates systems for resource conservation (e.g. recycling programs, composting services, energy or water assessment software, water recycling systems)
- ○ These descriptions do not apply to our company's product/service

Points Available: 0.00

Tracking Environmental Metrics

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

You will be asked to report each environmental metric selected

- ☐ CO2 saved/offset by product/service (metric tons)
- ☐ Liters of water saved/offset by product/service
- ☐ The average % water reduction achieved by the product or service
- ☐ kWh saved/off-set
- ☐ The average % energy reduction achieved by the product or service
- ☐ Metric tons of waste saved from landfill or incineration
- ☑ None of the above

Points Available: 0.00

Revenue from Resource Conservation

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

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

What were your total revenues last fiscal year from the previous products or services? **Approx. 39.76%**

- ☐ We do not track this

Points Available: 0.00

Management of Resource Conservation

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

Please select all that apply.

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

Points Earned: 1.07 of 1.07

Innovative Resource Conservation

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

Not applicable.

Points Available: 0.00

Land/wildlife Conservation - Impact Business Model

IMPACT BUSINESS MODELS

2.5

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

Land/wildlife Conservation Description

Which of the following product or service descriptions apply?

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

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

Points Available: 0.00

Revenue from Land/wildlife Conservation

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

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

What were your total revenues last fiscal year from the previous products or services? **Approx. 11.19%**

- ☐ We do not track this

Points Available: 0.00

Tracking Environmental Metrics

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

You will be asked to report each environmental metric selected

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

Points Available: 0.00

Management of Land/wildlife Conservation

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

Please select all that apply.

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

Points Earned: 1.07 of 1.07

Innovative Land/wildlife Conservation

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

Not applicable.

Points Available: 0.00

Toxin Reduction / Remediation - Impact Business Model

IMPACT BUSINESS MODELS

2.5

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

Toxin / Pollution Reduction Description

Which of the following product or service descriptions apply?

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

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

Points Available: 0.00

Revenue from Toxin Reduction / Remediation

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

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

What were your total revenues last fiscal year from the previous products or services? **Approx. 11.80%**

- ☐ We do not track this

Points Available: 0.00

Tracking Environmental Metrics

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

You will be asked to report each environmental metric selected

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

Points Available: 0.00

% Toxin Reduction

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

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

- [x] We do not track this

Points Available: 0.00

Management of Toxin Reduction

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

Select all that apply.

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

Points Earned: 1.07 of 1.07

Innovative Toxin Reduction / Remediation

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

Not applicable.

Points Available: 0.00

Customers

Customers Impact Area Introduction

OPERATIONS
0.0

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

Customer Impact Business Model Introduction

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Customer Stewardship

OPERATIONS
3.7

Managing Customer Stewardship

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

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

Points Earned: 0.45 of 0.45

Product / Service Warranties

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

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

Points Earned: 0.45 of 0.45

Quality Assurance

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

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

- ◉ Yes
- ○ No

Points Earned: 0.45 of 0.45

Feedback and Complaint Channels

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

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

Points Earned: 0.45 of 0.45

Monitoring Customer Satisfaction and Retention

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

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

Points Earned: 0.36 of 0.45

Managing Product Impacts

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

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

Points Earned: 0.45 of 0.45

Managing Marketing and Advertising

Does the company have any of the following practices with regard to ensuring accurate, ethical, and positive marketing and advertising?

- [ ] Company makes transparent potential risks and negative impacts of products, including, when appropriate ingredient lists
- [x] Company has formal policies to review the accuracy and ethics of marketing and advertising
- [ ] Company complies with independent marketing and advertising standards relevant to their sector or industry
- [x] Company has programs in place to promote social and or environmental causes through its marketing and advertising
- [ ] Company gets input of the communities that are featured on the company's messaging and advertising campaigns and is inclusive of the culture of those communities.
- [ ] Other
- [ ] None of the above

Points Earned: 0.23 of 0.45

Data Usage and Privacy

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

- [x] Company has a formal publicly available data and privacy policy
- [x] Company makes all users aware of information collected, length of time it is preserved, how it's used, and whether and how it is shared with other entities (public or private)
- [x] All customers have option to decide how their data can be used
- [x] Company's all email list building and email marketing strategies are GDPR compliant
- [ ] Other
- [ ] None of the above
- [ ] N/A - Company does not collect sensitive data

Points Earned: 0.45 of 0.45

Data Security Management

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

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

Points Earned: 0.45 of 0.45

Disclosure Questionnaire

Disclosure Industries

Disclosure questions on specific production and trade.

Disclosure Alcohol

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

Alcohol

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

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Tobacco

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

Tobacco

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

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Firearms Weapons

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

Firearms, weapons or munitions

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

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Pornography

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

Pornography

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

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Fossil Fuels

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

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Mining

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

Mining

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

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Nuclear Power or Hazardous Materials

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

Nuclear power, radioactive materials or hazardous waste

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

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Prisons

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

Prisons

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

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Bottled Water

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

Bottled water

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Animal Products or Services

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

Animal-based products or services (including seafood)

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Genetically Modified Organisms

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

Genetically modified organisms

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

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Biodiversity Impacts

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Energy and Emissions Intensive Industries

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

Energy- and emissions-intensive industries

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Water Intensive Industries

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

Water-intensive industries

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Illegal Products or Subject to Phase Out

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Industries at Risk of Human Rights Violations

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Other Disclosure Industries

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

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

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

N/A

Points Available: 0.00

Disclosure Practices

Disclosure questions on sensitive practices.

No formal Registration Under Domestic Regulations

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

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Tax Reduction Through Corporate Shells

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Operates in conflict zones

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

Company operates in conflict zones

- ○ Yes
- ◉ No

Points Available: 0.00

Sale of Data

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

Company sells or provides access to consumer or user data

- ○ Yes
- ◉ No

Points Available: 0.00

Facilities located in sensitive ecosystems

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

Company facilities are located adjacent to or in sensitive ecosystems

- ○ Yes
- ◉ No

Points Available: 0.00

Animal Testing

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

Company's products are tested on animals

- ○ Yes
- ◉ No

Points Available: 0.00

Marketing of Breastmilk Substitutes

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

Marketing of breastmilk substitutes

- ○ Yes
- ◉ No

Points Available: 0.00

Activities against freedom of association/collective bargaining

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Workers Under Bond

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Confirmation of Right to Work

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Employs Individuals on Zero-Hour Contracts

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

Company employs individuals on zero-hour contracts

- ○ Yes
- ◉ No

Points Available: 0.00

Company workers are prisoners

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

Company uses workers who are prisoners

- ○ Yes
- ◉ No

Points Available: 0.00

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

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Overtime For Hourly Workers Is Compulsory

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

Overtime work is compulsory and exceeds 48 hours in a week

- ○ Yes
- ◉ No

Points Available: 0.00

Other Disclosure Practices

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

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

- ◉ Yes
- ○ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

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

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

See Disclosure Report

Points Available: 0.00

Disclosure Outcomes & Penalties

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

On-Site Fatality

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Litigation or Arbitration

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

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

- ◉ Yes
- ○ No

Points Available: 0.00

Company has filed for bankruptcy

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

Company has filed for bankruptcy

- ○ Yes
- ◉ No

Points Available: 0.00

Bribery, Fraud, or Corruption

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

Bribery, fraud, or corruption

- ○ Yes
- ◉ No

Points Available: 0.00

Anti-Competitive Behavior

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

Anti-competitive behavior

- ○ Yes
- ◉ No

Points Available: 0.00

Financial Reporting, Taxes, Investments, or Loans

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

Financial reporting, tax payments, investments, or loans

- ○ Yes
- ◉ No

Points Available: 0.00

Political Contributions or International Affairs

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

Political contributions or international affairs

- ○ Yes
- ◉ No

Points Available: 0.00

Labor Issues

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

Labor issues (including safety and discrimination)

- ○ Yes
- ◉ No

Points Available: 0.00

Recalls

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

Recalls due to quality control issues

- ○ Yes
- ◉ No

Points Available: 0.00

Breaches of Confidential Information

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Consumer Protection

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

Consumer protection (including product safety and marketing claims)

- ○ Yes
- ◉ No

Points Available: 0.00

Significant Layoffs

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

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

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Large Scale Land Conversion, Acquisition, or Relocation

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Penalties Assessed For Environmental Issues

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

Environmental management penalties, including animal welfare

- ○ Yes
- ◉ No

Points Available: 0.00

Violation of Indigenous Peoples Rights

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Other Disclosure Outcomes & Penalties

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

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

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

See Disclosure Report

Points Available: 0.00

Supply Chain Disclosure

Disclosure questions concerning the significant suppliers of the company

Supplier Child Labor, Prison Labor, or Forced Labor

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

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

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

Suppliers in Conflict Zones

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

Operation in conflict zones

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

Suppliers Negative Social Impact

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

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

- (●) Yes
- ( ) No
- ( ) Don't Know

Points Available: 0.00

Suppliers Negative Environmental Impact

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

Practices or outcomes that produced substantial negative environmental impact

- ( ) Yes
- (●) No
- ( ) Don't Know

Points Available: 0.00