
Right People Renewable Energy

Service with Significant Environmental Footprint

1-9 Employees

2019-07-03

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

B Impact Assessment

Governance

Mission & Engagement

Level of Impact Focus Points Earned: 0 of 0.00000

Describe your company's approach to creating positive impact.

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

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

Mission Statement Characteristics Points Earned: 0.5 of 0.50000

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

A formal written corporate mission statement is one that is either publicly facing or formally shared with the employees of the company. Please check all that apply. The answer to this question affects questions you'll encounter further on in your assessment.

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

Mission Statement Points Earned: of 0.00000

Please share the text of your formal mission statement here.

Our mission is to help Indonesian off-grid commercial & industrial clients transition from dirty energy to clean renewable energy. Our vision is to make the planet a better place by focusing on the triple bottom line of People, Planet, and Profit, and leave a better planet for our future generations.

Social and Environmental Decision-Making Points Earned: 0.2 of 1.00000

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

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

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

Stakeholder Engagement Points Earned: 0.25 of 0.50000

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

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

Social/Environmental Key Performance Indicators Points Earned: 0 of 1.00000

Are there key performance indicators (KPIs) or metrics that your company tracks at least annually to determine if you are meeting your social or environmental objectives?

- We measure KPIs/metrics or outputs that we have identified and defined in order to determine if we are achieving our social and environmental objectives
- We measure social and environmental outcomes over time (examples: 3rd-party impact assessments, progress out of poverty indexing, beneficiary outcome surveys, etc.)
- We don't track key social or environmental performance indicators

Ethics & Transparency

Governance Structures Points Earned: 0.70588 of 0.70588

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

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

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

Internal Good Governance Points Earned: 0.70588 of 0.70588

How does your company support internal management and good governance?

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

Governing Body Characteristics Points Earned: 0.235340392 of 0.70588

Which of the following apply to your company's Board of Directors or equivalent governing body?

Please check all that apply.

- Meets at least twice annually
- Includes at least one independent member
- Oversees executive compensation
- Company is a cooperative and elects Board from membership
- None of the Above
- N/A - no Board of Directors or equivalent

Governing Body Stakeholder Representation Points Earned: 0 of 0.35294

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

Select all that apply.

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

Ethics Policies and Practices Points Earned: 0.52941 of 0.70588

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

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

Reviewed / Audited Financials Points Earned: 0 of 0.70588

Does the company produce financials that are reviewed or audited by the Board, other formal governing body, or independent third party?

- Yes
- No

Company Transparency Points Earned: 0.35294 of 0.70588

What information does the company make publicly available and transparent?

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

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

Financial Transparency with Employees Points Earned: 0.52941 of 0.70588

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

Exclude compensation data. Please check all that apply.

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

Governance Metrics

Last Fiscal Year Points Earned: of 0.00000

On what date did your last fiscal year end?

2018-12-31

Reporting Currency Points Earned: 0 of 0.00000

Select your reporting currency

US Dollar - USD

Revenue Last Year Points Earned: 0 of 0.00000

Total Earned Revenue
From the last fiscal year

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

61420

Revenue Year Before Last Points Earned: 0 of 0.00000

Total Earned Revenue
From the fiscal year before last

47712

Net Income Last Year Points Earned: 0 of 0.00000

Net Income
From the last fiscal year

-188464

Net Income Year Before Last Points Earned: 0 of 0.00000

Net Income
From the fiscal year before last

-20469

Mission Locked

Mission Lock Points Earned: 2.5 of 10.00000

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

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

Workers

Workers Impact Area Introduction

Use Of Contracted Labor Points Earned: 0 of 0.00000

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

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

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

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

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

This is a REQUIRED question that determines the set of additional questions your company will respond to regarding your employee impact. The answer to this question affects questions you'll encounter further on in your assessment.

- Fixed Salary
- Daily or hourly wage

Workers Impact Business Model Introduction Points Earned: 0 of 0.00000

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

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

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

Workers from Chronically Underemployed Populations Points Earned: 0 of 0.00000

Are the workers hired through your workforce development program verified to be from chronically underemployed populations?

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

- Yes
- No

Workforce Development Program Characteristics Points Earned: 0 of 0.00000

Does your workforce development program include providing above market wages, benefits, and/or professional development and support?

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

- Yes
- No

of Full Time Workers Points Earned: 0 of 0.00000

Number of Total Full-Time Workers
Current Total Full-Time Workers

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

6

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

Number of Total Full-Time Workers
Total full-time workers twelve months ago

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

4

of Part Time Workers Points Earned: 0 of 0.00000

Number of Total Part-Time Workers
Current Total Part-Time Workers

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

0

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

Number of Total Part-Time Workers
Total part-time workers twelve months ago

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

3

of Temporary Workers Points Earned: 0 of 0.00000

Number of Total Temporary Workers

Current Total Temporary Workers

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

1

of Temporary Workers Last Year Points Earned: 0 of 0.00000

Number of Total Temporary Workers

Total temporary workers twelve months ago

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

0

Financial Security

Lowest Paid Wage Points Earned: 0 of 0.00000

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

Please exclude students and interns in this calculation.

2.5

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

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

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

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

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

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

% Above the Minimum Wage Points Earned: 1.25926 of 1.25926

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

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

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

If it is not possible to verify a living wage in your country, has your company participated in any leadership initiatives/agreements to increase wages or benefits to workers provided in your country or industry?

Examples include commissioning a living wage calculation. Select N/A if living wage already exists.

- Yes
- No
- N/A - Living wage already exists

Compensation Policies and Practices Points Earned: 0.839674568 of 1.25926

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

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

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

Employees Receiving a Bonus Points Earned: 0 of 1.25926

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

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

Significance of Bonuses Points Earned: 0.4722225 of 1.25926

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

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

% Participation in Employee Ownership Points Earned: 0.314815 of 1.25926

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

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

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

Retirement Programs Points Earned: 1.25926 of 1.25926

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

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

Financial Services for Employees Points Earned: 0 of 0.62963

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

Check all that apply.

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

Health, Wellness, & Safety

Government Provision Of Healthcare Points Earned: 0 of 0.00000

How is healthcare provided in the country where the majority of employees reside?

- Universal Provision of Basic Healthcare Services (e.g. United Kingdom)
- Government-mandated or -provided health insurance programs (e.g. Switzerland)
- None of the Above

Healthcare Coverage Points Earned: 3.33333 of 3.33333

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

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

Supplementary Health Benefits Points Earned: 2.4999975 of 3.33333

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

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

Supplementary Benefits Eligibility for Part-Time Workers Points Earned: 0 of 3.33333

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

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

Career Development

Professional Development Policies and Practices Points Earned: 0.875 of 0.87500

How does your company provide training opportunities to employees for professional development?

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

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

Amount of Training for New Hires Points Earned: 0.5833625 of 0.87500

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

Employee Review Process Points Earned: 1.75 of 1.75000

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

Check all that apply.

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

Career Development (Salaried)

Skills-Based Training Participation Points Earned: 0.21429 of 0.21429

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

Skills-based training to advance core job responsibilities

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

Cross-Job Skills Training Participation Points Earned: 0.21429 of 0.21429

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

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

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

Life Skill Training Participation Points Earned: 0.21429 of 0.21429

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

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

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

External Professional Development Participation Points Earned: 0.42857 of 0.42857

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

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

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

Subsidized Educational Opportunities Points Earned: 0.42857 of 0.42857

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

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

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

Engagement & Satisfaction

Employee Handbook Information Points Available: 0.33333

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

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

Paid Secondary Caregiver Leave Points Earned: 0.266668 of 0.66667

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

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

Supplementary Benefits Points Earned: 0.266666 of 1.33333

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

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

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

Worker Empowerment Points Earned: 0.66667 of 0.66667

How does your company engage and empower workers?

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

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

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

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

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

Departed Employees Points Earned: 0 of 0.00000

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

Enter 0 if None.

Employee Satisfaction Points Earned: 0.666665 of 1.33333

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

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

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

Engagement & Satisfaction (Salaried)

Number of Paid Days Off Points Earned: 0 of 1.00000

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

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

Paid Primary Caregiver Leave for Salary Workers Points Earned: 0.6 of 1.00000

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

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

- Primary caregivers receive 4-12 weeks of time off for parental leave (including unpaid and paid leave)
- Primary caregivers receive 12 weeks to 6 months of time off for parental leave (including unpaid and paid leave)
- Primary caregivers receive 6 months or more of time off for parental leave (including unpaid and paid leave)
- 5-12 weeks of primary parental leave (or equivalent) is fully paid
- 12-18 weeks of primary parental leave (or equivalent) is fully paid
- 18-24 weeks of primary parental leave (or equivalent) is fully paid
- 24+ weeks of primary parental leave (or equivalent) is fully paid
- Primary caregivers receive no time off for parental leave

Attrition Rate for Salaried Workers Points Earned: 1 of 1.00000

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

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

Workforce Development

Workforce Development Hiring Points Earned: 0 of 0.00000

Which of the following applies to the method in which you target or hire individuals with barriers to employment?

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

- We operate in a location where formal employment is rare and workforce development is a natural part of our hiring
- Individuals with barriers to employment are directly targeted and hired through our own program or in partnership with government or non-profit organizations
- We have an open hiring program that allows any interested job seeker, regardless of past experiences, to achieve employment on a first come first served basis
- None of the above

Basic Training for Employees in Program Points Earned: 0 of 0.00000

Does your company provide all employees, at minimum, basic training to safely and successfully fulfill all core job functions?

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

- Yes
- No

Practices for Employees in Program Points Earned: 0 of 0.00000

Which of the following applies to your company's hiring and workforce development program?

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

- If the majority of chronically underemployed workers are hired as full or part time employees, all employees in the program have access to all of the same standard benefits as other employees of the company.
- If the majority of chronically underemployed workers are hired as temporary employees, then a majority of those workers are re-hired or supported in order to at least ensure semi-stable job status and income (e.g. rehiring seasonal workers annually, rehiring same day/contract workers, helping workers obtain employment elsewhere)
- None of the above

Wages for Employees in Program Points Earned: 0 of 0.00000

Does your company pay an established living wage for an individual or higher?

If no living or fair wage benchmark exists for your country, then does your company pay 10% or more the local minimum wage? Your answers determine which future questions in the assessment are applicable to your company. The answer to this question affects questions you'll encounter further on in your assessment.

- Yes
 No

Training Program for Underemployed Workers Points Earned: 0 of 0.00000

Does your company have an intentional training program to improve career opportunities for chronically underemployed workers, leading either to permanent employment with your company or placement with other businesses?

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

- Yes
 No

Training and Support for Underemployed Groups Points Earned: 0 of 0.00000

What types of training or activities are available to employees from chronically underemployed populations?

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

- Technical/professional training in the last year that extends beyond requirement for the job (e.g. Management skills, technical skills related to the trade but not essential to the job)
 Life or "soft" skills training programs that enhance personal and professional well-being (e.g. financial literacy, conflict management, etc.)
 Training programs or formal guidance on job searching / interviewing
 Dedicated staff member(s) exclusively focused on coordinating onboarding, mentorship, and professional development
 Training facility or partnership with training organization that provides professional certification or accredited program offerings
 A personal coaching or mentorship program (guided by either another employee or dedicated social worker)
 None of the above

% Underemployed Workers in Training Points Earned: 0 of 0.00000

What % of your employees have barriers to employment and participated in the previously selected training or activities?

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

16.66

Number of Workers from Underemployed Groups Participating Points Earned: 0 of 0.00000

How many individual workers from chronically-underemployed communities participated in workforce development programs by the company during the last 12 months?

1

Average Hours of Training Provided Points Earned: 0 of 0.00000

During the last 12 months, on average how many total hours of training were provided to individuals that participated in the workforce development program?

52

Tracking Post-Program Success Points Earned: 0 of 1.76471

Do you track workers that have completed your workforce development program to gauge their "success" post-program/intervention?

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

- No
 Yes - for less than 12 months
 Yes - for 1-2 years
 Yes - for 3-5 years
 Yes - for more than 5 years

Innovative Workforce Development Points Earned: of 0.00000

Is there something different or innovative about the company's workforce development or job creation model that has changed the industry? Is this something replicable, unique at the time that it was created, and that has been emulated by other organizations?

Please explain.

We work with SPD (Society of Physically Disabled) and have hired persons with disabilities (PWD). We have also hired an employee who is an undischarged bankrupt which often has problems finding employment. We also try to work with refugees and offer them employment.

Community

Community Impact Area Introduction

Community Oriented Impact Business Model Points Earned: 0 of 0.00000

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

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

- Yes
 No

Community Oriented Business Models Points Earned: 0 of 0.00000

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

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

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

Diversity, Equity, & Inclusion

Diverse Ownership and Leadership Points Earned: 0 of 0.68966

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

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

Creating and Managing Inclusive Work Environments Points Earned: 0.206898 of 0.68966

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

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

Measurement of Diversity Points Earned: 0.517245 of 0.68966

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

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

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

Workers from Ethnic or Racial Minorities Points Earned: 0 of 0.68966

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

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

Women Workers Points Earned: 0.68966 of 0.68966

How many of your workers identify as women?

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

Age Diversity in Workforce Points Earned: 0 of 0.68966

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

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

High to Low Pay Ratio Points Earned: 0.172415 of 0.68966

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

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

Female Management Points Earned: 0 of 0.68966

How many of your company managers identify as women?

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

Management from Underrepresented Populations Points Earned: 0 of 0.68966

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

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

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

Female Directors Points Earned: 0 of 0.68966

How many of your company Board Directors identify as women?

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

Directors from Underrepresented Populations Points Earned: 0 of 0.68966

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

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

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

Supplier Diversity Policies or Programs Points Earned: 0 of 0.34483

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

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

Supplier Ownership Diversity Points Earned: 0.0862075 of 0.68966

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

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

Economic Impact

Geographic Structure and Scope Points Earned: of 0.00000

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

We have offices in both Singapore and Indonesia. Most of the business development, finance and engineering is done in Singapore. Indonesia is more for the execution and operations of our work.

New Jobs Added Last Year Points Earned: 0 of 0.00000

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

Last twelve months:

2

Job Growth Rate Points Earned: 0.83325 of 2.50000

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

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

- 0% (no growth on a net basis)
- 1-24%
- 25-49%
- 50%+

Non-accredited Investor Ownership Points Earned: 0 of 1.25000

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

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

Local Ownership Points Earned: 1.25 of 1.25000

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

- Yes
- No
- Don't know

National Sourcing Points Earned: 1.25 of 1.25000

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

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

Spending on Local Suppliers Points Earned: 0 of 1.25000

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

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

Impactful Banking Services Points Earned: 0.625 of 1.25000

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

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

Civic Engagement & Giving

Corporate Citizenship Program Points Earned: 0.64 of 0.64000

How does your company take part in civic engagement?

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

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

Community Service Policies and Practices Points Earned: 0.48 of 0.64000

How does your company manage employee community service?

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

Volunteer Service Per Capita Points Earned: 0.853376 of 1.28000

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

Total Amount of Volunteer Service Hours Points Earned: 0 of 0.00000

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.

175

Charitable Giving and Community Investment Policies and Practices Points Earned: 0 of 0.64000

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

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

% of Revenue Donated Points Earned: 0 of 2.56000

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

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

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

Total Amount of Charitable Donations Points Earned: 0 of 0.00000

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

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

Policy Advocacy for Social and Environmental Standards Points Earned: 0.64 of 0.64000

Has your company worked with policymakers to develop or advocate for policy changes explicitly designed to improve social or environmental outcomes in the past two years?

- Yes, company has offered support in name and/or signed petitions
- Yes, company has provided active staff time or financial support
- Yes, company has directly introduced, testified, made recommendations or provided expertise to advance standards
- Yes, and efforts resulted in a specific institutional, industry or regulatory reform
- Other - please describe
- None of the above

Advancing Social and Environmental Performance Points Earned: 0.32 of 0.32000

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

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

Supply Chain Management

Significant Supplier Descriptions Points Earned: 0 of 0.00000

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

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

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

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

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

This question determines the set of supplier-focused questions your company will respond to. The answer to this question affects questions you'll encounter further on in your assessment.

- Yes
- No

Outsourced Staffing Services Points Earned: 0 of 0.00000

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

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

- Yes
- No

Outsourced Staffing Screening Topics Points Earned: 0.104348 of 0.52174

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.

- Compliance with all local laws and regulations
- 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

% of Outsourced Services Accountable to Code of Conduct? Points Earned: 0 of 2.08696

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

Suppliers in Low-Income Communities Points Earned: 0 of 0.52174

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

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

Screening / Monitoring for Services Points Earned: 0.052174 of 0.52174

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.

- 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

Supplier Code of Conduct Points Earned: 1.04348 of 1.04348

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

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

- Yes
- No

% of Outsourced Staffing Services Screened / Monitored Points Earned: 2.08696 of 2.08696

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

Length of Supplier Relationships Points Earned: 1.04348 of 1.04348

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

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

Independent Contractor Practices Points Earned: 0 of 1.04348

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

Independent contractors that work for the company 20+ hours per week over a 6+ month period should be considered in the Workers section.

- We have a formal routine process for independent contractors to receive post-project or -contract performance feedback
- We have a formal routine process for independent contractors to communicate post-project or post-contract feedback to company
- Our independent contractors are verified to either work on a time-bound basis, split their time with work for other clients, have been offered employment
- Independent contractors are paid a living wage (calculated as hourly wage when living wage data is available)
- We have independent contractors, but have not engaged in any of these practices
- N/A - We haven't used independent contractors in the last year

Social or Environmental Purchases Points Earned: 1.04348 of 1.04348

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

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

Environment

Environment Impact Area Introduction

Type of Facilities Points Earned: 0 of 0.00000

What kind of facilities does your business primarily operate in?

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

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

Majority of Purchases Physical Product or Services Points Earned: 0 of 0.00000

Are the majority of your purchases from suppliers services or physical products?

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

- Physical products
- Services or non-physical products like software

Environmental Business Model Points Earned: 0 of 0.00000

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

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

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

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

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

Our Solar PV and Battery Storage solutions reduce the usage of pollutive fossil fuels and combat climate change.

Environmental Product or Service Impact Points Earned: 0 of 0.00000

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

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

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

Environmental Product Benefits Points Earned: 0 of 0.00000

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

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

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

Renewable / Cleaner Burning Energy Overview Points Earned: of 0.00000

Tell us more about how your product or service provides or is powered by renewable energy or cleaner-burning energy than market alternatives.

We are a systems integrator, combining various sources of clean energy solutions for our clients. This includes solar, hydro, biomass, wind and batteries. We handle the whole EPC process for our clients to switch to clean renewable energy.

Direct Impact on Renewable or Cleaner Burning Energy Points Earned: 0 of 0.00000

Is providing or being powered by renewable / cleaner burning energy a direct positive environmental impact of your product or service?

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

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

Environmental Management

Green Building Standards Points Earned: 1.42857 of 1.42857

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

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

Facility Improvement with Landlord Points Earned: 0.952570476 of 1.42857

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

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

Virtual Office Stewardship Points Earned: 2.85714 of 2.85714

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

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

Environmental Management Systems Points Earned: 0.476285238 of 1.42857

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

Please check all that apply.

- Policy statement documenting our organization's commitment to the environment
 - Assessment undertaken of the environmental impact of our organization's business activities
 - Stated objectives and quantifiable targets for environmental aspects of our organization's operations
 - We have no environmental management system
-

Environmentally Certified Products Points Earned: 1.42857 of 1.42857

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
-

Environmental Assessment and Product Design Points Earned: 1.42857 of 1.42857

Has your company incorporated environmental considerations into product design by conducting any of the following during the last 24 months with regard to a majority of the products you manufacture or sell?

A majority of products represent at least 50% of revenues.

- Life Cycle Assessment
 - Cradle-to-Cradle Certification
 - Source reduction exercise
 - Toxicity reduction exercise
 - Review of product materials, design, reuse or recyclability
 - Reclamation programs for used products or parts
 - Other - please describe
 - None of the above
 - N/A - Our revenue is generated from a service
-

Air & Climate

Monitoring Energy Usage Points Earned: 0 of 0.96774

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

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

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

Renewable Energy Usage Points Earned: 0 of 0.48387

What percentage of energy use is produced from renewable sources?

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

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

Low Impact Renewable Energy Use Points Earned: 0 of 1.93548

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

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

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

Facility Energy Efficiency Points Earned: 0.645289032 of 0.96774

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

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

Monitoring Greenhouse Gas Emissions Points Earned: 0 of 0.96774

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

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

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

Reducing Impact of Travel/Commuting Points Earned: 0.241935 of 0.96774

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

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

Sourcing % of COGS from Local Suppliers Points Earned: 1.93548 of 1.93548

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

Sourcing of COGS Local to Customers

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

Sourcing % raw materials from Local Suppliers Points Earned: 0 of 1.93548

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

Raw materials (in currency terms) grown or harvested

By company or local independent suppliers.

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

Managing Impact of Transportation Points Earned: 0.564579516 of 0.96774

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

Please check all that apply.

- Utilize clean or low-emission vehicles (e.g. hybrid, LPG, electric) to transport and distribute product
- Utilize strategic planning software to minimize fuel usage and shipping footprint
- Train drivers and handlers in fuel efficient techniques
- Utilize freight or shipping methods with lower environmental impacts (e.g. avoiding air shipment)
- Other - please describe

Often for company visits and meetings, we will use the founder's hybrid car for local transportation.

- None of the above

% GHG Emissions Offset Points Earned: 0 of 0.96774

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

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

Water

Monitoring and Managing Water Use Points Earned: 0 of 3.50000

Does your company monitor and manage your water usage?

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

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

Water Conservation Practices Points Earned: 2.3338 of 3.50000

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

Please check all that apply.

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

Land & Life

Monitoring and Reporting Non-hazardous Waste Points Earned: 0 of 1.44444

How does your company monitor and manage your waste production?

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

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

Recycling Programs Points Earned: 1.44444 of 1.44444

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

Please check all that apply.

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

Source Reduction Points Earned: 0 of 1.44444

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

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

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

Programs to Reduce End of Life Waste Points Earned: 1.44444 of 1.44444

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

- Yes
 - No
 - N/A
-

% of Reusable/ Recyclable Materials Points Earned: 0 of 1.44444

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

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

% of Environmentally Preferred Input Materials Points Earned: 0 of 2.88889

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

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

Hazardous Waste Disposal Points Earned: 0 of 1.44444

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

Chemical Reduction Methods Points Earned: 0.36111 of 1.44444

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

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

Renewable or Cleaner-burning Energy

Renewable / Cleaner Burning Energy Description Points Earned: 0 of 0.00000

Which of the following product or service descriptions apply?

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

- Product/service is self-powered by fossil fuel-based energy that is cleaner-burning than market alternatives (e.g. LPG-powered car; natural gas burning heater)
- Product/service is self-powered by non-fossil fuel renewable energy (e.g. solar-powered lantern)
- Product/service provides or contributes to the provision of cleaner-burning or non-low impact renewable energy (e.g. LPG distribution)
- Product/service provides or contributes to the provision of non-GHG emitting low-impact renewable energy (e.g. solar panel installation, wind turbine manufacturing)
- These descriptions do not apply to our company's product/service (Skip the remainder of this section)

Types of Renewable Energy Points Earned: 0 of 0.00000

Which of the following renewable energy types are provided by product/service?

- Solar
- Wind
- Biodiesel/biomass
- Small-scale hydro
- Other

Carbon Offset Certification Points Earned: 0 of 1.03448

Has the company's renewable energy products/services received a third-party verification or certification for carbon offsets?

- Certified emission reduction credits (verified and registered by United Nations)
- Verified emission reductions credits ("unofficial" carbon credits, not allocated by the UN)
- Renewable energy credits or local equivalent (third-party verified units of renewable energy)
- None of the above

Tracking Environmental Metrics Points Earned: 0 of 0.00000

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

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

- CO2 saved/offset by product/service (metric tons)
- Liters of water saved/offset by product/service
- kWh generated with cleaner alternative
- Metric tons of waste saved from landfill or incineration
- None of the above

kWh Generated Points Earned: 0 of 0.00000

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

90000

Revenue Generated Points Earned: 0 of 0.00000

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

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

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Management of Renewable / Cleaner Burning Energy Points Earned: 0.77586 of 1.03448

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

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

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

Efficacy of Renewable / Cleaner Burning Energy Points Earned: 0 of 1.03448

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

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

Outcome Measurement Points Earned: 1.03448 of 1.03448

How has your company measured outcomes or determined whether your product or service contributes to the positive outcomes previously identified?

- We surveyed beneficiaries to understand outcomes created
 - We used non-randomized control groups to compare performance
 - We used randomized control groups to determine the level of causality of our product or service
 - We used aggregated third-party data to benchmark and compare impact performance
 - Our selected methods determined that the product or service contributed to the outcome
 - Other - please describe
 - None of the above
-

Innovative Renewable / Cleaner Burning Energy Points Earned: of 0.00000

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

No.

Customers

Customers Impact Area Introduction

Customer Impact Business Model Introduction Points Earned: 0 of 0.00000

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

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

- Yes
 - No
-

Customer Stewardship

Managing Customer Stewardship Points Earned: 0.8335 of 1.00000

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

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

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

Feedback and Complaint Channels Points Earned: 0.6 of 1.00000

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

- Products and/or websites feature customer service contact information
- Product / service reviews are made available in their entirety to public
- Company responds to all direct inquiries or complaints within a month of receipt
- Company offers live time support to customers
- Other

a client satisfaction survey form will also be given to the client for feedback

None of the above

Monitoring Customer Satisfaction and Retention Points Earned: 0.6 of 1.00000

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

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

Managing Product Impacts Points Earned: 0.6668 of 1.00000

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

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

Disclosure Questionnaire

Disclosure Industries

Disclosure Alcohol Points Earned: 0 of 0.00000

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

- Yes
 - No
-

Disclosure Tobacco Points Earned: 0 of 0.00000

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

- Yes
 - No
-

Gambling Points Earned: 0 of 0.00000

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

- Yes
 No
-

Disclosure Firearms Weapons Points Earned: 0 of 0.00000

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

- Yes
 No
-

Disclosure Pornography Points Earned: 0 of 0.00000

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

- Yes
 No
-

Fossil fuels Points Earned: 0 of 0.00000

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

- Yes
 No
-

Genetically Modified Organisms Points Earned: 0 of 0.00000

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

- Yes
 No
-

Biodiversity Impacts Points Earned: 0 of 0.00000

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

- Yes
 No
-

Energy and Emissions Intensive Industries Points Earned: 0 of 0.00000

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

- Yes
 No
-

Water Intensive Industries Points Earned: 0 of 0.00000

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

- Yes
 No
-

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

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply. Products or activities that are illegal under country laws or regulations where they have operated, banned in international conventions or agreements, or subject to international phase-out or regulation

- Yes
 No

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

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

- Yes
 No

Other Points Earned: 0 of 0.00000

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

- Yes
 No

Company Explanation Of Disclosure Item Flags Points Earned: of 0.00000

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

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

Does not apply.

Disclosure Practices

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

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

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

- Yes
 No

Tax Reduction Through Corporate Shells Points Earned: 0 of 0.00000

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

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

- Yes
 No

Conduct Business in Conflict Zones Points Earned: 0 of 0.00000

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

Company operates in conflict zones

- Yes
 No

Sale of Data Points Earned: 0 of 0.00000

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

Company sells or provides access to consumer or user data

- Yes
 No

Facilities located in sensitive ecosystems Points Earned: 0 of 0.00000

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

Company facilities are located adjacent to or in sensitive ecosystems

- Yes
 No

Animal Testing Points Earned: 0 of 0.00000

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

Animal testing is conducted

- Yes
 No

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

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

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

- Yes
 No

Workers Under Bond Points Earned: 0 of 0.00000

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

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

- Yes
 No

Confirmation of Right to Work Points Earned: 0 of 0.00000

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

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

- Yes
 No

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

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

Company employs individuals on zero-hour contracts

- Yes
 No

Company workers are prisoners Points Earned: 0 of 0.00000

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

Company uses workers who are prisoners

- Yes
 No

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

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

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

- Yes
 No

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

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

Overtime work is compulsory and exceeds 48 hours in a week

- Yes
 No

Other Points Earned: 0 of 0.00000

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

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

- Yes
 No

Company Explanation Of Disclosure Item Flags Points Earned: of 0.00000

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

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

Does not apply

Disclosure Outcomes & Penalties

Litigation or Arbitration Points Earned: 0 of 0.00000

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

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

- Yes
 No

On-Site Fatality Points Earned: 0 of 0.00000

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

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

- Yes
 No

Company has filed for bankruptcy Points Earned: 0 of 0.00000

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

Company has filed for bankruptcy

- Yes
 No
-

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

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

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

- Yes
 No
-

Anti-Competitive Behavior Points Earned: 0 of 0.00000

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

Penalties or allegations of anti-competitive behaviour

- Yes
 No
-

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

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

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

- Yes
 No
-

Political Contributions or International Affairs Points Earned: 0 of 0.00000

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

Penalties regarding political contributions or international affairs

- Yes
 No
-

Labor Issues Points Earned: 0 of 0.00000

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

Labor penalties, including safety and discrimination

- Yes
 No
-

Recalls Points Earned: 0 of 0.00000

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

Recalls due to quality control issues

- Yes
 No
-

Breaches of Confidential Information Points Earned: 0 of 0.00000

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

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

- Yes
 No

Consumer Protection Points Earned: 0 of 0.00000

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

Penalties regarding consumer protection, including product safety and marketing claims

- Yes
 No

Significant Layoffs Points Earned: 0 of 0.00000

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

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

- Yes
 No

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

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

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

- Yes
 No

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

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

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

- Yes
 No

Penalties Assessed For Environmental Issues Points Earned: 0 of 0.00000

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

Environmental management penalties, including animal welfare

- Yes
 No

Violation of Indigenous Peoples Rights Points Earned: 0 of 0.00000

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

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

- Yes
 No

Other Points Earned: 0 of 0.00000

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

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

Yes

No

Company Explanation Of Disclosure Item Flags Points Earned: of 0.00000

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

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

Does not apply

Supply Chain Disclosure

Child or Forced Labor Points Earned: 0 of 0.00000

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

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

Yes

No

Don't Know

Business in Conflict Zones Points Earned: 0 of 0.00000

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

Operation in conflict zones

Yes

No

Don't Know

Negative Social Impact Points Earned: 0 of 0.00000

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

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

Yes

No

Don't Know

Negative Environmental Impact Points Earned: 0 of 0.00000

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

Practices or outcomes that produced substantial negative environmental impact

Yes

No

Don't Know