

LAGAR H Agroindústria

SCORE	COMPLETION	VERSION	NAME	SECTOR	COMPANY SIZE
80.1	100%	6	Active Assessment	Agriculture/Growers	1-9

As wholly-owned subsidiary of **Rabbit Investments Ltd**, **LAGAR H Agroindústria** is required to make its full B Impact Assessment transparent. The PDF contains a completed B Impact Assessment that has been reviewed by B Lab with **LAGAR H Agroindústria** as part of their certification as a B Corporation. Answers to questions that would reveal sensitive information (e.g. that would advantage competitors or prejudice litigation) are highlighted with a "Sensitive" textbox.

Sensitive

Mission & Engagement

2.8

Level of Impact Focus

Describe your company's approach to creating positive impact.

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

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

Points Available: 0.00

Mission Statement Characteristics

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

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

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

Points Earned: 0.25 of 0.50

Mission Statement

Please share the text of your formal mission statement here.

Queremos incentivar o consumo e o conhecimento sobre o que é o azeite de oliva extravirgem, ajudando as pessoas a fazerem escolhas mais conscientes, saudáveis e saborosas.

Points Available: 0.00

Social and Environmental Decision-Making

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

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

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

Points Earned: 0.60 of 1.00

Board Review of Social or Environmental Performance

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

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

Points Earned: 0.50 of 1.00

Stakeholder Engagement

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

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

Points Earned: 0.50 of 0.50

Social/Environmental Key Performance Indicators

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

Points Earned: 1.00 of 1.00

Ethics & Transparency

OPERATIONS

2.5

Governance Structures

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

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

Points Available: 0.55

Internal Good Governance

How does your company support internal management and good governance?

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

Points Earned: 0.55 of 0.55

Ethics Policies and Practices

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

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

Points Earned: 0.41 of 0.55

Financial Reporting Standards

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

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

Points Earned: 0.55 of 1.09

Reviewed / Audited Financials

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

- ☐ Locally-accredited auditing firm or CPA/CFA
- ☐ Internationally-accredited auditing firm or CPA/CFA
- ☒ None, finances were neither audited nor reviewed

Points Available: 0.27

Company Transparency

What information does the company make publicly available and transparent?

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

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

Points Earned: 0.41 of 0.55

Financial Transparency with Employees

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

Exclude compensation data. Please check all that apply.

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

Points Earned: 0.27 of 0.55

Impact Reporting

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

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

Points Earned: 0.41 of 0.55

Governance Metrics

OPERATIONS
0.0

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

Last Fiscal Year

On what date did your last fiscal year end?

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

On what date did your last fiscal year end? 31 Dec 2023

Points Available: 0.00

Reporting Currency

Select your reporting currency

- ☒ Brazilian Real- BRL

Points Available: 0.00

Revenue Year Before Last

Total Earned Revenue

From the fiscal year before last

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

From the fiscal year before last

Sensitive

Points Available: 0.00

Revenue Last Year

Total Earned Revenue

From the last fiscal year

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

From the last fiscal year

Sensitive

Points Available: 0.00

Net Income Last Year

Net Income

From the last fiscal year

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

From the last fiscal year

Sensitive

Points Available: 0.00

Net Income Year Before Last

Net Income

From the fiscal year before last

From the fiscal year before last

Sensitive

Points Available: 0.00

Payments to Government

Payments to government in the last fiscal year

Select N/A if company is pre-revenue.

Payments to government in the last fiscal year

Sensitive

Points Available: 0.00

IMPACT BUSINESS MODELS

Mission Locked - Impact Business Model

7.5

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

Mission Lock

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

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

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

Points Earned: 7.50 of 10.00

Workers

OPERATIONS

Workers Impact Area Introduction

0.0

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

Majority Hourly vs. Salaried Workers

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

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

- ☒ Fixed Salary
- ☐ Daily or hourly wage

Points Available: 0.00

Use Of Contracted Labor

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

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

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

Points Available: 0.00

Independent Contractor Instructions

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

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

Points Available: 0.00

Workers Impact Business Model Introduction

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

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

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

Points Available: 0.00

of Full Time Workers

Number of Total Full-Time Workers

Current Total Full-Time Workers

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

Current Total Full-Time Workers

☐ We do not track this

Points Available: 0.00

of Full Time Workers Last Year

Number of Total Full-Time Workers

Total full-time workers twelve months ago

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

Total full-time workers twelve months ago

☐ We do not track this

Points Available: 0.00

of Part Time Workers

Number of Total Part-Time Workers

Current Total Part-Time Workers

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

Current Total Part-Time Workers

☐ We do not track this

Points Available: 0.00

of Part Time Workers Last Year

Number of Total Part-Time Workers

Total part-time workers twelve months ago

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

Total part-time workers twelve months ago

☐ We do not track this

Points Available: 0.00

of Temporary Workers

Number of Total Temporary Workers

Current Total Temporary Workers

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

Current Total Temporary Workers

☐ We do not track this

Points Available: 0.00

of Temporary Workers Last Year

Number of Total Temporary Workers

Total temporary workers twelve months ago

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

Total temporary workers twelve months ago

☐ We do not track this

Points Available: 0.00

Financial Security

OPERATIONS

3.0

Lowest Paid Wage

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

Please exclude students and interns in this calculation.

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

Sensitive

Points Available: 0.00

% of Employees Paid Individual Living Wage

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

Please exclude students and interns in this calculation.

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

Note:

Considering that in Brazil there is no law establishing a Dignified Salary, but committed to its ethical values and the appreciation of its people, Lagar H is always attentive to the remuneration standards of its sector. Based on the salary adjustments governed by Brazilian legislation, Lagar H adopts an internal policy of always remunerating above the minimum wage established by law.

Points Available: 2.52

% of Employees Paid Family Living Wage

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

Please exclude students and interns in this calculation.

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

Note:

Considering that in Brazil there is no law establishing a Dignified Salary, but committed to its ethical values and the appreciation of its people, Lagar H is always attentive to the remuneration standards of its sector. Based on the salary adjustments governed by Brazilian legislation, Lagar H adopts an internal policy of always remunerating above the minimum wage established by law.

Points Available: 2.52

% Above the Minimum Wage

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

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

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

Points Earned: 1.26 of 1.26

Initiatives To Increase Wages and Benefits

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

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

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

Points Available: 1.26

Compensation Policies and Practices

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

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

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

Points Earned: 0.42 of 1.26

% Participation in Employee Ownership

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

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

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

Points Available: 1.26

Retirement Programs

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

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

Points Earned: 0.94 of 1.26

Financial Services for Employees

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

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

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

Points Earned: 0.47 of 0.63

Health, Wellness, & Safety

OPERATIONS

4.4

Government Provision Of Healthcare

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

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

Points Available: 0.00

Healthcare Coverage

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

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

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

Points Earned: 1.25 of 1.25

Benefits for Seasonal Workers

What benefits are offered to all seasonal-only workers on your farm?

Select N/A if you are a cooperative.

- ☐ Disability coverage or accident insurance
- ☐ Life insurance
- ☐ Private dental insurance
- ☐ Private supplemental health insurance
- ☐ Other (please describe)
- ☒ None
- ☐ N/A

Points Available: 2.50

Supplementary Health Benefits

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

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

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

Points Earned: 0.63 of 1.25

Supplementary Health Benefits Eligibility for Part-Time Workers

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

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

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

Points Available: 1.25

Worker Safety Practices

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

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

Points Earned: 0.42 of 1.25

Handling Hazardous Materials

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

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

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

Points Earned: 0.94 of 1.25

Machinery Practices

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

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

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

Points Earned: 1.25 of 1.25

Career Development

OPERATIONS

0.6

Formal Employment

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

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

Points Earned: 0.58 of 0.58

Professional Development Policies and Practices

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

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

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

Points Earned: 0.06 of 0.58

Employee Review Process

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

Check all that apply.

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

Points Available: 1.17

Rate of Seasonal Workers Re-hiring

What percentage of temporary and seasonal workers of the last twelve months was previously employed with the company during prior growing seasons?

Estimates within +/- 5% are acceptable. Please select N/A if you do not have temporary or seasonal workers.

- ☐ 0%
- ☐ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75-99%
- ☐ 100%
- ☒ N/A - No temporary or seasonal workers in the last twelve months

Points Available: 0.58

Career Development (Salaried)

OPERATIONS

0.3

Skills-Based Training Participation

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

Skills-based training to advance core job responsibilities

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

Points Earned: 0.30 of 0.30

Engagement & Satisfaction

Employee Handbook Information

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

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

Points Earned: 0.31 of 0.31

Non-Discrimination Policy

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

Please check all that apply.

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

Points Earned: 0.31 of 0.31

Paid Secondary Caregiver Leave

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

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

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

Points Earned: 0.25 of 0.63

Supplementary Benefits

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

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

- ☐ On-site store or shop for basic provisions and foodstuffs
- ☒ On-site restaurant or prepared food for staff
- ☐ Schools and daycare are provided for children of staff that reside on-site
- ☒ Transportation or transit subsidy
- ☐ Free or subsidized housing
- ☒ Other - please describe
- ☐ None of the above

Points Earned: 1.25 of 1.25

Worker Empowerment

How does your company engage and empower workers?

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

Points Earned: 0.31 of 0.63

Surveying and Benchmarking Engagement and Attrition

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

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

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

Points Available: 0.63

Engagement & Satisfaction (Salaried)

OPERATIONS

1.6

Number of Paid Days Off

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

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

Points Earned: 1.00 of 1.00

Paid Primary Caregiver Leave for Salary Workers

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

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

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

Points Earned: 0.60 of 1.00

Community

Community Impact Area Introduction

OPERATIONS

0.0

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

Community Oriented Impact Business Model

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

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

- ☐ Yes
- ☒ No

Points Available: 0.00

Sourcing From Small-Scale Farmers or Coop Members

Do you source from small-scale farmers, or is your company a cooperative?

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

- ☐ Yes
- ☒ No

Points Available: 0.00

Diversity, Equity, & Inclusion

OPERATIONS

2.5

Diverse Ownership and Leadership

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

Please select all that apply.

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

Points Earned: 0.34 of 0.69

Creating and Managing Inclusive Work Environments

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

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

Points Available: 0.69

Measurement of Diversity

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

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

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

Points Earned: 0.34 of 0.69

Women Workers

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

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

Points Earned: 0.69 of 0.69

Age Diversity in Workforce

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

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

Points Earned: 0.34 of 0.69

High to Low Pay Ratio

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

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

Points Earned: 0.17 of 0.69

Female Management

How many of your company managers identify as women?

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

Points Earned: 0.69 of 0.69

Management from Underrepresented Populations

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

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

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

Points Available: 0.69

Supplier Diversity Policies or Programs

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

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

Points Available: 0.34

Supplier Ownership Diversity

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

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

Points Available: 0.69

Economic Impact

OPERATIONS

1.9

Geographic Structure and Scope

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

O lugar, esta situado na zona rural da cidade de Cachoeira do Sul - RS e possui um Centro de Distribuição em São Paulo

Points Available: 0.00

Job Growth Rate

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

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

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

Points Earned: 0.55 of 1.67

New Jobs Added Last Year

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

Last twelve months:

Last twelve months:

☐ We do not track this

Points Available: 0.00

Non-accredited Investor Ownership

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

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

Points Available: 0.83

Local Ownership

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

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

- ☐ Yes
- ☒ No
- ☐ Don't know

Points Available: 0.83

National Sourcing

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

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

Points Earned: 0.83 of 0.83

Spending on Local Suppliers

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

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

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

Points Earned: 0.56 of 0.83

Focus on Local Customers

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

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

- ☐ Yes
- ☒ No

Points Available: 0.83

Training Community Farmers

Does your company provide technical assistance training or access to other community farmers that you do not source from on a pro-bono or subsidized basis?

- ☒ No
- ☐ Yes, but we have not measured outcomes for these farmers
- ☐ Yes, and we have measured a quantifiable increase in productivity of these farmers

Points Available: 0.83

Civic Engagement & Giving

OPERATIONS

2.7

Corporate Citizenship Program

How does your company take part in civic engagement?

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

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

Points Earned: 0.32 of 0.64

Charitable Giving and Community Investment Policies and Practices

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

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

Points Earned: 0.06 of 0.64

% of Revenue Donated

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

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

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

Points Earned: 2.05 of 2.56

Total Amount of Charitable Donations

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

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

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

Sensitive

Points Available: 0.00

Advancing Social and Environmental Performance

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

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

Points Earned: 0.32 of 0.32

Supply Chain Management

OPERATIONS

4.2

Significant Supplier Descriptions

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

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

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

Points Available: 0.00

Social or Environmental Screening of Suppliers

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

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

- ☒ Yes
- ☐ No

Points Available: 0.00

Supplier Screen Topics

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

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

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

Points Earned: 0.58 of 0.77

Supplier Evaluation Practices

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

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

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

Points Earned: 0.19 of 0.77

Outsourced Staffing Services

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

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

- ☒ Yes
- ☐ No

Points Available: 0.00

Outsourced Staffing Screening Topics

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

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

- ☒ 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

Points Earned: 0.08 of 0.39

% of Outsourced Services Accountable to Code of Conduct?

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

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

Points Earned: 1.55 of 1.55

Screening / Monitoring for Services

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

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

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

Points Earned: 0.04 of 0.39

% of Outsourced Staffing Services Screened / Monitored

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

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

Points Available: 1.55

Supplier Code of Conduct

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

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

- ☐ Yes
- ☒ No

Points Available: 0.77

Length of Supplier Relationships

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

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

Points Earned: 0.26 of 0.77

Supplier Certifications

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

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

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

Points Available: 0.77

Third Party Traceability and Labeling Standards

Do you comply with third-party traceability and labeling standards to ensure that the origination and supply chain of all products is tracked?

- ☒ Yes
- ☐ No
- ☐ N/A - No relevant industry traceability standard

Points Earned: 0.77 of 0.77

Crops with Environmental Certification

During the last fiscal year, what percentage of products or crops grown (on currency basis) had an environmental certification?

Certified crops may include fair trade, Rainforest Alliance, Starbucks C.A.F.E., Utz certification, International Federation of Organic Agriculture Movement certified, USDA Organic, Quality Assurance International - Certified Organic, EU Organic

- ☐ 0%
- ☐ 1-24%
- ☐ 25-75%
- ☐ 75-99%
- ☒ 100%
- ☐ Don't know

Points Earned: 0.77 of 0.77

Environment

OPERATIONS

Environment Impact Area Introduction

0.0

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

Land Under Cultivation

Does your company control any land under cultivation?

This question will help to pre-fill the N/A option for questions not applicable to your business.

- ☒ Yes
- ☐ No

Points Available: 0.00

Sourcing Ag Products

Is your company a cooperative or does it source produce from other growers?

This question will help to pre-fill the N/A option for questions not applicable to your business.

- ☒ Yes
- ☐ No

Points Available: 0.00

Environmental Business Model

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

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

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

Points Available: 0.00

Description of Positive Environmental Product / Service Impact

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

O Sistema de Produção Integrada Agropecuária da Cadeia Agrícola é focado na adequação dos processos produtivos para a obtenção de produtos vegetais e de origem vegetal de qualidade e com níveis de resíduos de agrotóxicos e contaminantes em conformidade com o que estabelece a legislação sanitária, mediante a aplicação de boas práticas agrícolas, favorecendo o uso de recursos naturais e a substituição de insumos poluentes, garantindo a sustentabilidade e a rastreabilidade da produção agrícola na etapa primária da cadeia produtiva, que é passível de certificação pelo selo oficial “Brasil Certificado”. A Lagar H realizou o mapeamento de solo dos olivais onde são cultivados os frutos usados na produção de seus azeites e junto com o inventário dos GEE dos anos de 2021 e 2022 constatou-se que houve uma remoção do GEE na ordem de 530,5930 tCO₂ da atmosfera, muito relacionado ao manejo sustentável do solo. Algumas práticas adotadas pela Lagar H são: Cobertura vegetal do solo sempre para evitar perda de solo pela erosão hídrica; adubação verde com o plantio de espécies que possam trazer nutrientes para a terra e ciclar – exemplo o como o nabo forrageira, que atua na descompactação do solo e ciclagem de nutrientes, que por conta de suas raízes traz nutrientes do fundo da terra e quando acaba a vida dele faz com que os nutrientes saem do fundo do solo e fica na superfície, assim como a inserção da ervilhaca no sistema produtivo, que traz alguns benefícios do cultivo: proteção do solo e diminuição dos riscos de erosão; minimiza os danos causados pelo uso intensivo do solo; eleva as taxas de infiltração e retenção de água no solo; é um leguminosa que reduz a utilização de adubos nitrogenados devido a sua capacidade de fixar nitrogênio da atmosfera e incorporá-lo ao solo (adubação verde); maior disponibilidade de nutrientes; raízes profundas e ramificadas que reduzem a compactação do solo; boa resistência ao frio; pode ser inserida na sucessão, consorciação e rotação de culturas; eficiente no controle de plantas daninhas; cultura de baixo investimento. A utilização destes tipos de cobertura de solo proporciona melhorias na fertilidade do solo, além de auxiliar na supressão de plantas daninhas. Outra alteração no processo agrícola foi a redução de defensivos agrícolas, que por meio de mapeamento da área é aplicado sob medida conforme a necessidade, eliminação do uso de dessecantes para a colheita, eliminando o uso de herbicidas, sendo feito somente a roçada para a retirada da cobertura vegetal embaixo das árvores. Os restos de poda não são queimados, utiliza-se a trituração para que os restos de poda fiquem no local para devolução dos nutrientes para o solo. E outro ponto relevante não é utilizado o espaço dos olivais para criação de animais, evitando a exportação de nutrientes. Essa associação de técnicas aumenta a proteção do solo, devido ao maior aporte de resíduos vegetais e à supressão de plantas daninhas, além de reduzir significativamente o uso de pesticidas e outros produtos como adubos químicos. Em linha destas técnicas aplicadas pela Lagar H, o estudo realizado pelo MAPA de 2009, traz os benefícios da PI no que tange a conservação do solo, cfe abaixo: Abacaxi – (pg. 119). Em todas as unidades de Produção Integrada de Abacaxi, as práticas de correção do solo e fertilização das plantas estão sendo realizadas em conformidade com os resultados analíticos do solo, resultando em redução dos custos referentes à aquisição de corretivos e fertilizantes, assim como contribuindo para minimizar os riscos de contaminação do lençol freático. Além do solo e da água, a atividade agrícola intensiva praticada nos tempos atuais influencia a qualidade do ar, alterando a concentração de amônia, óxido nítrico e dióxido de carbono, o que pode afetar a população urbana de hoje e do futuro. Porém, modificações no gerenciamento do sistema produtivo podem contribuir para a não-contaminação dos recursos naturais, o aumento da produtividade e a melhoria das características físicas e químicas do solo. Nesse cenário, a utilização de culturas de cobertura, uma prática bastante antiga, desempenha papel preponderante no sucesso de Sistemas de Produção sustentáveis. Entretanto, a agricultura intensiva substituiu a prática da cultura de cobertura do solo pelo uso, em larga escala, de fertilizantes e herbicidas (DUIKER & CURRAN, 2007). Seguem algumas das vantagens do uso de culturas de cobertura do solo, levantadas pelo estudo do MAPA (pg. 123-126) que contribuem igualmente com a proteção ambiental:

- Melhoria nas características biológicas, físicas e químicas do solo. Aumento da diversidade biológica nos solos e na capacidade de infiltração do excesso de água na superfície; a depender da espécie utilizada, suas raízes mantêm os agregados do solo e também reduzem a compactação, melhorando a estrutura do solo intensivamente cultivado; adição de matéria orgânica ao solo, encorajando, assim, o desenvolvimento dos microorganismos benéficos.
- Redução dos custos com fertilizantes. Promoção da ciclagem dos nutrientes essenciais disponibilizando-os para a cultura principal. As leguminosas, além da ciclagem de nutrientes, fixam nitrogênio atmosférico, disponibilizando-o para a cultura principal.
- Redução no uso de agrotóxicos. As culturas de cobertura atuam como hospedeiras de inimigos naturais, aumentando sua população, com consequente efeito benéfico no controle de pragas, assim como inibem/reduzem o desenvolvimento das plantas infestantes, tanto pelo efeito de sombreamento quanto pela produção e exsudação de compostos aleloquímicos. Tais características resultam em redução no uso de herbicidas e inseticidas.
- Redução dos efeitos negativos da erosão. As culturas de cobertura de crescimento rápido cobrem o solo protegendo-o contra a erosão eólica. Adicionalmente, reduzem a compactação e melhoram a capacidade de infiltração do solo, reduzindo, assim, os efeitos erosivos do escoamento da água na superfície.
- Conservação da umidade do solo. Os resíduos da cultura de cobertura aumentam a capacidade de infiltração e reduzem a evaporação, resultando em menor estresse hídrico durante a estação seca.
- Proteção da qualidade da água. Reduzindo o escoamento da água de superfície, as culturas de cobertura reduzem fontes de poluição causadas por sedimentos, nutrientes e agrotóxicos. Também previne a lixiviação de nitrogênio, evitando a contaminação da água de subsolo. Além disso, os Pilares da PI convertem-se nos seguintes resultados para consumidores envolvidos na cadeia agrícola: Produção de alimento seguro por meio da adoção de Boas Práticas Agrícolas; Processos e de produtos com rastreabilidade e origem; Processos de produção agrícola monitorados; Procedimentos técnicos construídos com o setor produtivo; Promoção do uso de tecnologias limpas; Viabilidade técnico-econômica e competitividade mercadológica; Conservação do meio ambiente; Higiene e segurança no trabalho; Capacitação técnica de profissionais e produtores envolvidos; Agregação de valores ao produto final.

Points Available: 0.00

Environmental Product or Service Impact

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

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

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

Points Available: 0.00

Environmental Product Benefits

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

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

- ☐ Provides or is powered by renewable energy or cleaner-burning energy than market alternatives (e.g. solar panel manufacturers/installers, hybrid vehicles)
- ☐ Conserves or diverts resources (including energy, water, materials, etc.)
- ☐ 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 certified food, non-toxic cleaners)
- ☐ Educates, measures, researches, or provides information to solve environmental problems (e.g. environmental consulting or auditing)
- ☐ None of the above

Points Available: 0.00

Toxin / Pollution Reduction Overview

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

Além dos benefícios trazidos pelo métodos de Produção Integrada, relatado em questões anteriores, a Lagar H realizou o mapeamento de solo dos olivais de onde são cultivados os frutos usados na produção de seus azeites e junto com o inventário dos GEE dos anos de 2021 e 2022 constatou-se que houve uma remoção do GEE na ordem de 530,5930 tCO₂ da atmosfera, muito relacionado ao manejo sustentável do solo, descritos em detalha em questão anterior. Estudos demonstram que esta contribuição da LAGAR já está sendo validada no mundo, pelo alto potencial de sequestro de carbono, quando as oliveiras são cultivadas com métodos sustentáveis de cultivo. Em relação à oliveiras, uma reportagem do Olive Oil Time do <https://www.oliveoiltimes.com/>, na qual traz o quanto oliveiras produzidas com técnicas de agricultura sustentável podem sequestrar CO₂ da atmosfera em relação a agricultura tradicional. " Quando cultivada com agricultura convencional, a colocação tradicional de oliveiras de no máximo seis por seis metros pode produzir até 10 ou 12 créditos de carbono", disse o cofundador Francesco Musardo ao Olive Oil Times em uma entrevista de 2022 . Os olivicultores que seguem as melhores práticas da agricultura orgânica e regenerativa, incluindo o plantio de culturas de cobertura entre fileiras de oliveiras e a prática da agricultura direta, podem sequestrar ainda mais dióxido de carbono. " A mesma árvore cultivada organicamente absorverá mais de duas ou três vezes essa quantidade", disse Musardo." Isso pode dar novos incentivos financeiros para que muitos produtores se tornem orgânicos. "

Points Available: 0.00

Direct Impact on Less Toxic or Toxin Remediation

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

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

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

Points Available: 0.00

Environmental Management

OPERATIONS

4.4

Facility Environmental Efficiency

What environmental efficiency practices are in place at your offices and plant facilities?

This is also known as "green building practices."

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

Points Earned: 1.67 of 1.67

Environmental Management Systems

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

Checkbox 3 can only be selected if Checkbox 2 applies.

- ☒ 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

Points Earned: 1.11 of 1.67

Environmentally Certified Products

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

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

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

Points Earned: 1.67 of 1.67

Air & Climate

OPERATIONS

2.4

Monitoring Energy Use

Do a majority of cooperative members/supplier farms monitor and record energy usage for cultivation and distribution of products sold? (Majority by cost basis, land under cultivation or headcount)

Please answer if you are a cooperative or source product from other farms. Select N/A if your company is not a cooperative or does not purchase product from other growers.

- ☒ Majority do not currently monitor and record usage
- ☐ Majority monitors and records usage (no reduction targets)
- ☐ Majority monitors usage and have specific reduction targets
- ☐ Majority monitors usage and met specific reduction targets during the last FY
- ☐ N/A

Points Available: 0.58

Monitoring Energy Usage

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

Include electricity and other energy consumption from heating, hot water, etc. Your answers determine which future questions in the assessment are applicable to your company.

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

Points Earned: 0.15 of 0.58

Total Energy Use

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

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

- ☐ We do not track this

Points Available: 0.00

Total Renewable Energy Use

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

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

- ☐ We do not track this

Points Available: 0.00

Electricity Sources

From what sources does your company get its electricity?

Please check all that apply.

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

Points Earned: 0.58 of 0.58

Renewable Energy Usage

What percentage of energy use is produced from renewable sources?

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

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

Points Earned: 0.29 of 0.29

Low Impact Renewable Energy Use

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

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

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

Points Earned: 0.93 of 1.16

Environmentally Efficient Equipment

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

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

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

Points Earned: 0.19 of 0.29

Monitoring Greenhouse Gas Emissions

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

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

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

Points Earned: 0.15 of 0.58

Total Scope 1 GHGs

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

Scope 1:

Scope 1:

- ☐ We do not track this

Points Available: 0.00

Total Scope 2 GHGs

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

Scope 2:

Scope 2:

- ☐ We do not track this

Points Available: 0.00

Total Scope 3 GHGs

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

Scope 3:

Scope 3:

☐ We do not track this

Points Available: 0.00

Carbon Intensity

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

Please use USD to allow for standardized comparisons.

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

Points Available: 0.58

Carbon Intensity

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

Please use USD to accurately evaluate the answer option.

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

Points Available: 1.16

Shipping Policies

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

- ☐ Yes
- ☒ No

Points Available: 0.29

Sourcing % of COGS from Local Suppliers

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

Sourcing of COGS Local to Customers

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

Points Available: 1.16

Sourcing % raw materials from Local Suppliers

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

Raw materials (in currency terms) grown or harvested

By company or local independent suppliers.

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

Points Available: 1.16

Managing Impact of Transportation

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

Please check all that apply.

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

Points Earned: 0.19 of 0.58

Water

OPERATIONS

4.1

Monitoring and Managing Water Use

Does your company monitor and manage your water usage?

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

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

Points Earned: 0.18 of 0.70

Total Water Use

Total water use (liters) during the last 12 months

Total water use (liters) during the last 12 months

☐ We do not track this

Points Available: 0.00

Water Conservation Practices

Do a majority of cooperative members or supplier farms follow any of these water use conservation practices?

- ☐ Drip technology
- ☐ Hydroponic or aeroponic growing
- ☒ Grey-water used for irrigation
- ☒ Harvested rainwater
- ☐ Traditional irrigation or flood irrigation
- ☐ Other (please describe)
- ☐ None of the above
- ☐ N/A

Points Earned: 0.35 of 0.70

Water Conservation Practices

What water use conservation practices has your farm implemented for land-under-cultivation?

If your company does not control any land-under-cultivation or if your company is a farmer cooperative, select N/A.

- ☐ Traditional irrigation (e.g. flood irrigation)
- ☒ Harvest rainwater
- ☒ Gray-water use for irrigation
- ☐ Hydroponic or aeroponic growing
- ☐ Drip technology
- ☐ Low-pressure micro-sprinklers
- ☐ Irrigation water use planned based on monitoring and analysis of soil moisture level, weather data and other relevant information
- ☐ Other (please describe)
- ☐ None of the above
- ☐ N/A

Points Earned: 1.40 of 1.40

Monitoring Toxic Wastewater

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

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

- ☐ Company does not currently monitor and record emissions
- ☒ Company monitors and records emissions (no reduction targets)
- ☐ Company monitors emissions and has specific reduction targets
- ☐ Company monitors emissions and has met specific reduction targets during the last fiscal year
- ☐ Eliminated emissions of this by-product entirely
- ☐ N/A

Points Earned: 0.18 of 0.70

Water Quality Practices

What water quality practices does your farm follow for land-under-cultivation to ensure that local water sources and quality are not impacted?

If your company does not control any land-under-cultivation or if your company is a farmer cooperative, select N/A.

- ☒ There is no application of nematicides within 20 meters of any permanent water body
- ☒ There is no application of agrochemicals within 10 meters of any permanent water body
- ☒ There is a riparian buffer zone at least 25 feet in width from any permanent water body
- ☐ Other - please describe
- ☐ None of the above
- ☐ N/A

Points Earned: 1.40 of 1.40

Water Quality Practices

Are any of these water quality practices followed by a majority of your members or supplier farms to ensure that local water sources and quality are not impacted?

- ☒ There is no application of nematicides within 20 meters of any permanent water body
- ☒ There is no application of agrochemicals within 10 meters of any permanent water body.
- ☐ There is a riparian buffer zone at least 25 feet in width from any permanent water body
- ☐ Other - please describe
- ☐ None of the above
- ☐ N/A

Points Earned: 0.70 of 0.70

Irrigation Wastewater Remediation Practices

Which of the following types of waste water remediation do a majority of members/supplier farms use?

- ☐ Filter water before re-introduction to water table
- ☐ Use of settling ponds to clean water before re-entry to water table
- ☐ Grey water remediation
- ☒ None of the above
- ☐ N/A

Points Available: 0.70

Irrigation Wastewater

Does your company do the following with wastewater from irrigation?

- ☐ Grey water remediation
- ☐ Filter water before re-introduction to water table
- ☐ Use of settling ponds to clean water before re-entry to water table
- ☐ Other (please describe)
- ☒ None
- ☐ N/A

Points Available: 0.70

Land & Life

OPERATIONS

15.7

Monitoring and Reporting Non-hazardous Waste

How does your company monitor and manage your waste production?

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

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

Points Earned: 0.20 of 0.79

Waste Disposal Methods

How does your company dispose of a majority of non-hazardous waste or garbage?

- ☐ Incinerate, burn, or dispose on-site (uncertified)
- ☒ Third-party garbage collection with no certification for disposal
- ☒ Municipal garbage collection
- ☒ Composting garbage
- ☐ Private third-party disposal with certified responsible disposal that can be documented
- ☐ On-site disposal that is compliant with internationally-accepted methods (third-party reviewed or audited)
- ☒ Waste is separated and recycled or reused for company's own production or donated/provided to other facilities
- ☐ Other - please describe

Points Earned: 0.79 of 0.79

Non-hazardous Waste Generated

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

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

- ☐ We do not track this

Points Available: 0.00

Total Waste Disposed

Waste Disposed (metric tonnes) during the last 12 months

Waste Disposed (metric tonnes) during the last 12 months

- ☐ We do not track this

Points Available: 0.00

Total Waste Recycled

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

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

- ☐ We do not track this

Points Available: 0.00

Recycling Programs

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

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

Points Earned: 0.59 of 0.79

Organic Waste Disposal

Which of the following methods is used to dispose of organic waste from crop cultivation?

If your company does not control any land-under-cultivation or if your company is a farmer cooperative, select N/A.

- ☐ Burn, incinerate, or send to landfill
- ☒ Composting waste
- ☐ Waste is reused
- ☐ Dispose through certified third-party methods
- ☐ Production of biogas from waste
- ☒ Other - please describe
- ☐ None of the above
- ☐ N/A

Points Earned: 0.79 of 0.79

Organic Waste Disposal

Which of the following types of organic waste disposal do a majority of members/supplier farms use?

- ☐ Incinerate/burn/on-site disposal (uncertified)
- ☐ Third-party garbage collection, no certification for disposal
- ☒ Municipal garbage collection
- ☒ Composting garbage
- ☐ Private third-party disposal (that has been certified and can provide documentation for responsible disposal)
- ☐ On-site disposal that is compliant with internationally-accepted methods (third-party reviewed or audited)
- ☒ Waste is separated and recycled/reused for company's own production or donated/provided to other facilities
- ☐ Other - please describe
- ☐ N/A

Points Earned: 0.79 of 0.79

Environment Impact Packaging

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

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

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

Points Earned: 0.79 of 0.79

% of Environmentally Preferred Input Materials

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

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

Points Available: 1.57

Monitoring Hazardous Waste

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

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

Points Earned: 0.20 of 0.79

Total Hazardous Waste Produced

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

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

- ☐ We do not track this

Points Available: 0.00

Reducing Waste

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

The past two years

The past two years

- ☒ We do not track this

Points Available: 0.00

Hazardous Waste Disposal

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

This includes batteries, paint, electronic equipment, etc.

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

Points Available: 0.79

Hazardous Materials On-Site

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

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

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

Points Earned: 0.79 of 0.79

Suppliers Sustainable Land Management

What % of fertilizer applied to land-under-cultivation is organic?

If your company does not control any land-under-cultivation or if your company is a farmer cooperative, select N/A.

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

Points Available: 0.79

Organic Fertilizer

What % of fertilizer applied to land-under-cultivation by a majority of member/supplier farms is organic?

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

Points Available: 0.79

Pest Management Policies

Does a majority of members or supplier farms follow any of these pest management techniques for land-under-cultivation?

- ☐ Use of pest- and disease-resistant varieties
- ☐ Crop rotation
- ☒ Canopy humidity management
- ☒ Soil and plant sampling to understand pest management needs
- ☒ Insect phenology modeling to understand pest management needs
- ☐ Herbicides application using spot-spraying method only
- ☒ Field scouting
- ☒ Other - please describe
- ☐ None of the above
- ☐ N/A

Points Earned: 0.79 of 0.79

Prohibited Pesticide Compliance

Does your farm have policies and safeguards in place to ensure that none of these prohibited pesticides are used?

See explain this for list. If your company does not control any land-under-cultivation or if your company is a farmer cooperative, select N/A.

- ☒ Yes
- ☐ No
- ☐ NA

Points Earned: 0.39 of 0.39

Prohibited Pesticide Compliance

Do a majority of members/supplier farms have safeguards in place to ensure that no prohibited pesticides are applied to land under-cultivation (see Help Text)?

Please answer if you are a cooperative or source product from other farms. Select N/A if your company is not a cooperative or does not purchase product from other growers.

- ☒ Yes
- ☐ No
- ☐ NA

Points Earned: 0.79 of 0.79

Pesticide Use

What type of pesticides does your farm apply?

If your company does not control any land-under-cultivation or if your company is a farmer cooperative, select N/A.

- ☐ Some application of category 2 or lower pesticides
- ☒ Application of category 3 or higher pesticides only
- ☐ No use of applied pesticides or other agrochemicals
- ☐ Unknown
- ☐ N/A

Points Earned: 0.39 of 0.79

Pesticide Use

Which of the following types of pesticides do a majority of members/supplier farms apply to land-under-cultivation?

Please answer if you are a cooperative or source product from other farms. Select N/A if your company is not a cooperative or does not purchase product from other growers.

- ☒ Some application of category 2 or lower pesticides
- ☐ Application of category 3 or higher pesticides only
- ☐ No use of applied pesticides or other agrochemicals
- ☐ Unknown
- ☐ N/A

Points Available: 0.79

Sustainable Land Use Practices

Does your farm comply with sustainable land-use practices?

If your company does not control any land-under-cultivation or if your company is a farmer cooperative, select N/A.

- ☐ No
- ☐ Yes - Sustainable land use practices are regularly followed including crop rotation and cultivation of crops using sustainable techniques
- ☒ Yes - Certification for sustainable management of agricultural ecosystems
- ☐ Other - please describe
- ☐ N/A

Points Earned: 1.57 of 1.57

Suppliers Sustainable Land Management

If you are a cooperative or source product from other farms: Do a majority of members/supplier farms comply with sustainable land-use policies?

Select N/A if your company is not a cooperative or does not purchase product from other growers.

- ☐ No
- ☐ Yes - Sustainable land use practices are regularly followed, including crop rotation and cultivation of crops using sustainable techniques
- ☒ Yes - Certification for sustainable management of agricultural ecosystems
- ☐ Other - please describe
- ☐ N/A

Points Earned: 1.57 of 1.57

Soil Management Policies

Does your farm comply with any of the following soil management policies?

If your company does not control any land-under-cultivation or if your company is a farmer cooperative, select N/A.

- ☒ Farm management regularly monitors soil quality and is aware of areas at risk for soil erosion
- ☒ There is an explicit soil management plan that includes measures to minimize surface erosion
- ☐ Areas at high risk of erosion are identified on a map (considering factors such as slope, soil, and concavity)
- ☒ Other
- ☐ None
- ☐ N/A

Points Earned: 0.79 of 0.79

Soil Management Policies

If you are a cooperative or source product from other farms: Do a majority of members/supplier farms follow these soil-management policies?

Select N/A if your company is not a cooperative or does not purchase product from other growers.

- ☐ Areas at high risk of erosion are identified on a map (considering factors such as slope, soil, and concavity)
- ☒ There is an explicit soil management plan that includes measures to minimize surface erosion
- ☒ Farm management regularly monitors soil quality and is aware of areas at risk for soil erosion
- ☐ None of the above
- ☐ N/A

Points Earned: 0.79 of 0.79

Soil Productivity Practices

What soil productivity or protection practices does your farm apply?

If your company does not control any land-under-cultivation or if your company is a farmer cooperative, select N/A.

- ☐ At least 25% of the productive area uses no-till, direct-seed or other restricted tillage systems
- ☒ All of the productive area uses restricted tillage systems
- ☐ At least 25% of the productive area is covered by an organic matter layer (composed of dead and decaying biomass) or nitrogen-fixing cover crops
- ☒ All of the productive area is covered by an organic matter layer (composed of dead and decaying biomass) or nitrogen-fixing cover crop
- ☒ Perennial crops are integrated in farms
- ☐ Long-term crops or pastures are incorporated into crop rotation
- ☐ Other - please describe
- ☐ None of the above
- ☐ N/A

Points Earned: 0.79 of 0.79

Soil Productivity Practices

What soil productivity or protection practices are applied by a majority of your members or supplier farms?

- ☐ At least 25% of the productive area uses no-till, direct-seed or other restricted tillage systems
- ☒ All of the productive area uses restricted tillage systems
- ☐ At least 25% of the productive area is covered by an organic matter layer (composed of dead and decaying biomass) or nitrogen-fixing cover crops
- ☒ All of the productive area is covered by an organic matter layer (composed of dead and decaying biomass) or nitrogen-fixing cover crops
- ☒ Perennial crops are integrated in farms
- ☐ Long-term crops or pastures are incorporated into crop rotation
- ☐ Other - please describe
- ☐ None of the above
- ☐ N/A

Points Earned: 0.79 of 0.79

Seed Usage

What type of seed does your company use?

If your company is a cooperative or does not have any land-under-cultivation, select N/A.

- ☒ Open-pollinated/hybrid seeds
- ☐ Cisgenic seeds/plants
- ☒ Regular seeds/plants
- ☐ Tissue-culture developed seeds/plants
- ☐ Certified organic seeds/plants
- ☒ Other
- ☐ N/A

Points Earned: 0.59 of 0.79

Seed Usage

What type of seeds do a majority of members/supplier farms use?

- ☒ Open-pollinated/hybrid seeds
- ☐ Cisgenic seeds/plants
- ☒ Regular seeds/plants
- ☐ Tissue-culture developed seeds/plants
- ☐ Certified organic seeds/plants
- ☒ Other (please specify)
- ☐ N/A

Points Earned: 0.59 of 0.79

Sustainable Farm Certification

What % of your farm (by hectares) has received certification for sustainable management of agricultural ecosystems?

If your company does not control any land-under-cultivation or if your company is a farmer cooperative, select N/A.

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

Points Earned: 0.59 of 0.79

Monitoring Biodiversity

Does your farm monitor any of the following biodiversity issues as they pertain to land-under-cultivation?

If your company does not control any land-under-cultivation or if your company is a farmer cooperative, select N/A.

- ☐ Monitor and record local endangered species
- ☐ Monitor and record flora/fauna diversity
- ☐ Other - please describe
- ☒ None of the above
- ☐ N/A

Points Available: 0.79

Monitoring Biodiversity

Do a majority of members/supplier farms monitor any of the following biodiversity issues for land-under-cultivation?

- ☐ Monitor and record local endangered species
- ☐ Monitor and record flora/fauna diversity
- ☒ Other - please describe
- ☐ None of the above
- ☐ N/A

Points Earned: 0.39 of 0.79

Toxin Reduction / Remediation - Impact Business Model

7.5

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

Toxin / Pollution Reduction Description

Which of the following product or service descriptions apply?

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

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

Points Available: 0.00

Revenue from Toxin Reduction / Remediation

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

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

What were your total revenues last fiscal year from the previous products or services? **Approx. 100%**

☐ We do not track this

Points Available: 0.00

Tracking Environmental Metrics

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

You will be asked to report each environmental metric selected

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

Points Available: 0.00

Tons of Carbon Offset

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

Metric tons of GHG/CO2 equivalent

Metric tons of GHG/CO2 equivalent:

☐ We do not track this

Points Available: 0.00

% Toxin Reduction

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

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

☒ We do not track this

Points Available: 0.00

Management of Toxin Reduction

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

Select all that apply.

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

Points Earned: 1.07 of 1.07

Innovative Toxin Reduction / Remediation

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

A Produção Integrada de Frutas (PIF) surgiu no norte da Itália nos anos de 1970, como uma extensão do Manejo Integrado de Pragas (MIP), como uma necessidade de reduzir o uso de pesticidas e de se obter maior respeito ao ambiente. Em 1993 a Secção Regional Oeste Paleártica da Organização Internacional Luta Biológica e Proteção Integrada definiu como Produção Integrada “um sistema agrícola de produção de alimentos de alta qualidade e de outros produtos utilizando os recursos naturais e os mecanismos de regulação natural, em substituição de fatores de produção prejudiciais ao ambiente e de modo a assegurar, a longo prazo, uma agricultura viável”. Já em 1992, os países participantes na Conferência das Nações sobre Ambiente e Desenvolvimento tinham aprovado uma declaração visando assegurar o desenvolvimento sustentável ao longo do séc. XXI e, um ano depois, os países da OCDE tinham adotado como objetivo o desenvolvimento sustentável. A agricultura sustentável, de acordo com Ikerd, J. E. (1993) terá de ser capaz de “manter indefinidamente a sua produtividade e utilidade para a sociedade. Tal agricultura deve usar sistemas agrícolas que conservem os recursos, protejam o ambiente, produzam eficientemente, compitam comercialmente e melhorem a qualidade de vida dos agricultores e da sociedade como um todo”. Neste contexto, a agricultura em modo de Produção Integrada tal como a agricultura em modo de produção biológico são modos de agricultura sustentável. Vale destacar que devido às crescentes exigências ao nível da qualidade e segurança alimentar e as preocupações que, atualmente a sociedade manifesta relativamente aos recursos naturais e ao meio ambiente em geral, vem sendo exigido dos produtores agrícolas a adoção de boas práticas de produção e o uso de mecanismos de certificação e rastreabilidade, sendo uma exigência dos mercados consumidores. Neste sentido, a produção integrada por ser caracterizada como um modelo de agricultura sustentável, vem sendo considerada como modos de produção alternativos aos sistemas produtivistas. Isso porque ao adotar a Produção Integrada utilizam-se recursos naturais e mecanismos de regulação natural de forma a garantir a melhoria da fertilidade do solo, a biodiversidade e a redução de fatores poluentes. . A definição de produção integrada proposta pela OILB/SROP (2004) e amplamente aceita, traduz-se por um sistema agrícola de produção de alimentos de alta qualidade que utiliza os recursos naturais e mecanismos de regulação natural em substituição de fatores de produção prejudiciais ao ambiente e de modo a assegurar, a longo prazo, uma agricultura viável. Em produção integrada, é essencial a preservação e melhoria da fertilidade do solo e da biodiversidade e a observação de critérios éticos e sociais.

Points Available: 0.00

Customers

Customers Impact Area Introduction

OPERATIONS

0.0

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

Customer Impact Business Model Introduction

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

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

- ☐ Yes
- ☒ No

Points Available: 0.00

OPERATIONS

Customer Stewardship

3.6

Managing Customer Stewardship

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

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

Points Earned: 1.00 of 1.00

Feedback and Complaint Channels

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

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

Points Earned: 1.00 of 1.00

Monitoring Customer Satisfaction and Retention

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

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

Points Earned: 0.60 of 1.00

Managing Product Impacts

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

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

Points Earned: 0.33 of 1.00

Data Usage and Privacy

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

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

Points Earned: 0.75 of 1.00

Disclosure Questionnaire

Disclosure Industries

Disclosure questions on specific production and trade.

Disclosure Alcohol

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

Alcohol

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

- ☐ Yes
- ☒ No

Points Available: 0.00

Disclosure Tobacco

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

Tobacco

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

- ☐ Yes
- ☒ No

Points Available: 0.00

Disclosure Fossil Fuels

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

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

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

- ☐ Yes
- ☒ No

Points Available: 0.00

Disclosure Prisons

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

Prisons

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

- ☐ Yes
- ☒ No

Points Available: 0.00

Disclosure Bottled Water

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

Bottled water

- ☐ Yes
☒ No

Points Available: 0.00

Disclosure Animal Products or Services

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

Animal-based products or services (including seafood)

- ☐ Yes
☒ No

Points Available: 0.00

Disclosure Monoculture Agriculture

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

Monoculture agriculture

- ☒ Yes
☐ No

Points Available: 0.00

Disclosure Genetically Modified Organisms

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

Genetically modified organisms

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

- ☐ Yes
☒ No

Points Available: 0.00

Disclosure Biodiversity Impacts

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

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

- ☒ Yes
☐ No

Points Available: 0.00

Disclosure Energy and Emissions Intensive Industries

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

Energy- and emissions-intensive industries

- ☐ Yes
☒ No

Points Available: 0.00

Disclosure Water Intensive Industries

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

Water-intensive industries

- ☒ Yes
☐ No

Points Available: 0.00

Disclosure Illegal Products or Subject to Phase Out

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

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

- ☐ Yes
☒ No

Points Available: 0.00

Disclosure Industries at Risk of Human Rights Violations

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

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

- ☐ Yes
☒ No

Points Available: 0.00

Other Disclosure Industries

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

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

- ☐ Yes
☒ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

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

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

não se aplica

Points Available: 0.00

Disclosure Practices

Disclosure questions on sensitive practices.

No formal Registration Under Domestic Regulations

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

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

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

- ☐ Yes
☒ No

Points Available: 0.00

Tax Reduction Through Corporate Shells

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

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

- ☐ Yes
☒ No

Points Available: 0.00

Does not transparently report corporate financials to government

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

Company withholds corporate financials from government

- ☐ Yes
☒ No

Points Available: 0.00

Operates in conflict zones

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

Company operates in conflict zones

- ☐ Yes
☒ No

Points Available: 0.00

Sale of Data

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

Company sells or provides access to consumer or user data

- ☐ Yes
☒ No

Points Available: 0.00

Facilities located in sensitive ecosystems

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

Company facilities are located adjacent to or in sensitive ecosystems

- ☐ Yes
☒ No

Points Available: 0.00

Workers not Provided Clean Drinking Water ot Toilets

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

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

- ☐ Yes
☒ No

Points Available: 0.00

Workers paid below minimum wage

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

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

- ☐ Yes
☒ No

Points Available: 0.00

No signed employment contracts for all workers

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

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

- ☐ Yes
☒ No

Points Available: 0.00

Payslips not provided to show wage calculation and deductions

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

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

- ☐ Yes
☒ No

Points Available: 0.00

Activities against freedom of association/collective bargaining

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

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

- ☐ Yes
☒ No

Points Available: 0.00

Workers cannot leave site during non-working hours

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

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

This includes workers who live on site.

- ☐ Yes
☒ No

Points Available: 0.00

ID Cards Withheld or Penalties for Resignation

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

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

- ☐ Yes
☒ No

Points Available: 0.00

Workers Under Bond

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

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

- ☐ Yes
☒ No

Points Available: 0.00

Confirmation of Right to Work

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

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

- ☐ Yes
☒ No

Points Available: 0.00

Employs Individuals on Zero-Hour Contracts

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

Company employs individuals on zero-hour contracts

- ☐ Yes
☒ No

Points Available: 0.00

Company workers are prisoners

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

Company uses workers who are prisoners

- ☐ Yes
☒ No

Points Available: 0.00

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

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

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

- ☐ Yes
☒ No

Points Available: 0.00

Overtime For Hourly Workers Is Compulsory

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

Overtime work is compulsory and exceeds 48 hours in a week

- ☐ Yes
☒ No

Points Available: 0.00

Other Disclosure Practices

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

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

- ☐ Yes
☒ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

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

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

não se aplica

Points Available: 0.00

Disclosure Outcomes & Penalties

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

On-Site Fatality

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

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

- ☐ Yes
☒ No

Points Available: 0.00

Litigation or Arbitration

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

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

- ☐ Yes
☒ No

Points Available: 0.00

Company has filed for bankruptcy

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

Company has filed for bankruptcy

- ☐ Yes
☒ No

Points Available: 0.00

Bribery, Fraud, or Corruption

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

Bribery, fraud, or corruption

- ☐ Yes
☒ No

Points Available: 0.00

Anti-Competitive Behavior

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

Anti-competitive behavior

- ☐ Yes
☒ No

Points Available: 0.00

Financial Reporting, Taxes, Investments, or Loans

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

Financial reporting, tax payments, investments, or loans

- ☐ Yes
☒ No

Points Available: 0.00

Political Contributions or International Affairs

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

Political contributions or international affairs

- ☐ Yes
☒ No

Points Available: 0.00

Labor Issues

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

Labor issues (including safety and discrimination)

- ☐ Yes
☒ No

Points Available: 0.00

Recalls

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

Recalls due to quality control issues

- ☐ Yes
☒ No

Points Available: 0.00

Breaches of Confidential Information

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

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

- ☐ Yes
☒ No

Points Available: 0.00

Consumer Protection

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

Consumer protection (including product safety and marketing claims)

- ☐ Yes
☒ No

Points Available: 0.00

Significant Layoffs

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

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

- ☐ Yes
☒ No

Points Available: 0.00

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

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

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

- ☐ Yes
☒ No

Points Available: 0.00

Large Scale Land Conversion, Acquisition, or Relocation

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

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

- ☐ Yes
☒ No

Points Available: 0.00

Penalties Assessed For Environmental Issues

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

Environmental management penalties, including animal welfare

- ☐ Yes
☒ No

Points Available: 0.00

Violation of Indigenous Peoples Rights

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

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

- ☐ Yes
☒ No

Points Available: 0.00

Other Disclosure Outcomes & Penalties

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

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

- ☐ Yes
☒ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

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

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

não se aplica

Points Available: 0.00

Supply Chain Disclosure

Disclosure questions concerning the significant suppliers of the company

Supplier Child Labor, Prison Labor, or Forced Labor

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

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

- ☐ Yes
☒ No
☐ Don't Know

Points Available: 0.00

Suppliers in Conflict Zones

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

Operation in conflict zones

- ☐ Yes
☒ No
☐ Don't Know

Points Available: 0.00

Suppliers Negative Social Impact

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

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

- ☐ Yes
☒ No
☐ Don't Know

Points Available: 0.00

Suppliers Negative Environmental Impact

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

Practices or outcomes that produced substantial negative environmental impact

- ☐ Yes
- ☒ No
- ☐ Don't Know

Points Available: 0.00