Benefit Systems S.A 2018 Aggregated Full B Impact Assessments

Transparency Requirement for Publicly Traded Company:

As a publicly traded company that is a Certified B Corporation, Benefit Systems Group is required to make transparent its answers to all non-sensitive questions on the B Impact Assessment. All answers reported refer to each of the respective subsidiaries' practices and performance except for topics managed at Corporate level (i.e Benefit Systems Group). In those cases, Corporate answers have been reported in the respective wholly owned subsidiaries' Assessments having made sure that they fully implemented as such at Benefit Systems S.A. Group. Answers to questions that would reveal sensitive information (e.g. that would advantage competitors or prejudice litigation) are covered as such:

To learn about the scoring methodology, see "2018 Aggregated Scoring Methodology, Summary, and Brand List."

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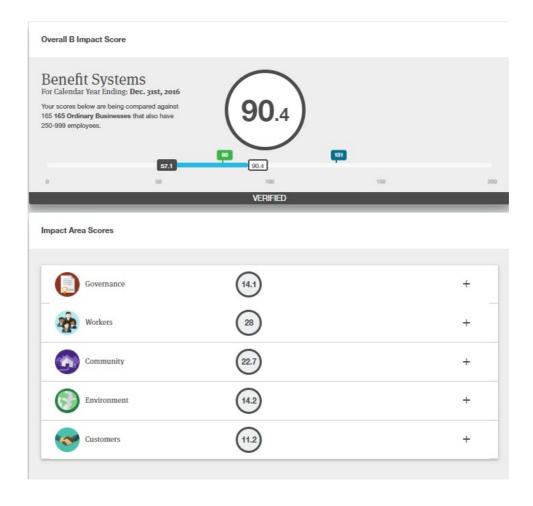


Benefit Systems S.A

Service with Minor Environmental Footprint

250-999 Employees

2017-02-27



Gove	rnance
Mission (& Engagement
Level of	Impact Focus Points Earned: 0 of 0
	description that best describes your business. ghted question that will not impact your score and is asked only for research/benchmarking purposes.
	Positive social/environmental impact is desirable but not a particular focus for our business.
	Social and environmental impact is frequently considered but it isn't a high priority.
\circ	We consider social and environmental impact in some aspects of our business but infrequently.
•	We consistently incorporate social and environmental impact into decision-making because we consider it important to the success and profitability of our business.
0	We treat our social/environmental impact as a primary measure of success for our business and prioritize it even in cases where it may not drive profitability.
Mission	Statement Points Earned: of 0
Please typ	e or paste your mission statement here.
	strive to work on motivating people to have an active lifestyle. We strongly believe that more activity means increased gy levels, better health and well-being, hence a better life.
Mission	Statement Characteristics Points Earned: 0.28125 of 0.375
Does your	company have a corporate mission statement, and does it include any of the following?
	No written statement
	A written corporate mission statement that does not include a social or environmental commitment
	A general commitment to social and/or environmental responsibility and stewardship
×	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 to landfill with upcycled products)
	A commitment to serve a target in-need beneficiary group (e.g. low income customers, smallholder farmers)
Social &	Environmental Internal Engagement Points Earned: 0.25005 of 0.75
your comp	company have any of the following internal engagement practices that focus on the social or environmental mission of pany? The poly. If your company does not have a written social or environmental mission, select "No social or environmental mission."
	No social or environmental mission
	Company has a social or environmental mission, but there is no training of employees on that mission
	Only informal inclusion of the company's social and environmental goals in orientation, training or instruction, and/or performance evaluation
×	All workers receive orientation, training, or instruction that explicitly covers the company's social and/or environmental mission and goals
	Managers' performance evaluation includes how the manager executed on the company's social or environmental missio and goals
	Non-managers' performance evaluation includes execution of company's social or environmental mission and goals
Social/E	nvironmental Key Performance Indicators Points Earned: 0.375 of 0.75
	key performance indicators (KPIs) or metrics that your company tracks at least annually to determine if you are meeting I or environmental objectives?
	We don't track key social or environmental performance indicators
×	We measure KPIs/metrics or outputs that we have identified and defined in order to determine if we are achieving our sociand environmental objectives
	We measure social and environmental outcomes over time (e.g. 3rd-party studies, customer or household surveys, programment of poverty index, etc.)

Mission-driven Executive Compensation Points Earned: 0 of 0.75

metrics or	pensation of your CEO and those who directly report to the CEO tied to achieving specific social and environmental objectives?
Please check all	
×	No
	Yes, CEO/President compensation
	Yes, other senior management team member(s) compensation
Stakeho	Ider Engagement Points Earned: 0.375 of 0.375
	year, how did the company solicit specific feedback from its external stakeholders (excluding employees and investors) the company's social and environmental performance?
	No formal stakeholder engagement
	Annual stakeholder meeting
	Online stakeholder forum to provide/report social or environmental concerns or feedback
×	Meetings or other engagement mechanisms with local community members
×	Meetings or other engagement mechanisms with social or environmental advocacy groups
	Community/environmental representation on an advisory board.
	Third party or anonymous surveys about social/environmental performance
	Other (please describe)
What is th	e company's highest level of corporate oversight? is question affects questions you'll encounter further on in your assessment.
	Owner/Manager only
	Non-Fiduciary Advisory Board
	Board of Directors or Equivalent
	board of Directors of Equivalent
Governi	ng Body Responsibilities Points Earned: 0.75 of 1
Does your	Board of Directors have written responsibility for the following issues?
Does your	Board of Directors have written responsibility for the following issues?
Does your	Board of Directors have written responsibility for the following issues? that apply.
Does your lease check all	Board of Directors have written responsibility for the following issues? that apply. Guiding corporate strategy, setting strategic goals and major plans of action
Does your	Board of Directors have written responsibility for the following issues? that apply. Guiding corporate strategy, setting strategic goals and major plans of action Approving annual budgets, overseeing major capital expenditures and general risk management
Does your	Board of Directors have written responsibility for the following issues? that apply. Guiding corporate strategy, setting strategic goals and major plans of action Approving annual budgets, overseeing major capital expenditures and general risk management Overseeing executive compensation Overseeing the company's social and environmental mission, with specific goals and targets (if no mission statement, do
Does your	Board of Directors have written responsibility for the following issues? that apply. Guiding corporate strategy, setting strategic goals and major plans of action Approving annual budgets, overseeing major capital expenditures and general risk management Overseeing executive compensation Overseeing the company's social and environmental mission, with specific goals and targets (if no mission statement, do not select this option)

Governing Body Characteristics Points Earned: $1 \ \text{of} \ 1$

Which of t	he following apply to your company's Board of Directors or equivalent governing body?
×	Meets at least twice annually
×	Includes at least one independent member
×	Includes at least 50% independent members
×	Oversees executive compensation
×	Has an Audit Committee with at least one independent member
	Has a Compensation Committee with at least one independent member
	Company is a cooperative and elects Board from membership
	None of the above
	N/A - no Board of Directors or equivalent
Governi	ng Body Stakeholder Representation Points Earned: 0 of 0.5
Does the E	Board of Directors or other formal governing body include members or experts of the following stakeholder groups?
	Non-executive employee representative
	Community expertise (e.g. local university representative)
	Environmental expertise (e.g. environmental nonprofits)
	Customers
×	None
	N/A - no Board of Directors or other governing body
Ethics	
Financia	Controls Points Earned: 0.72727 of 0.72727
Does the o	company maintain any of the following financial controls? that apply.
	None
×	IT systems have different password protection systems that are changed periodically with different access levels according to the position of the staff member accessing the data
x	Fraud risk assessment is conducted at least annually and any internal control deficiencies identified are communicated to BoD and senior management
x	Lines of financial reporting, responsibilities and limits for the authorization, approval and verification of disbursements ar all documented in writing
×	Financial control activities are documented and at a minimum cover controls around cash disbursement, accounts receivable, accounts payable, and inventory management
Instruct	ion on Code of Ethics Points Earned: 0.72727 of 0.72727
	he following describes how your company instructs employees regarding your Code of Ethics about behavioral ons, bribery and corruption?
	No Code of Business Conduct (or equivalent policy) or training on the Code
×	We instruct the Board of Directors on the Code at least annually
×	We instruct all newly hired workers on the Code
×	We instruct managers on the code on an on-going basis
×	We instruct all non-managerial workers on the Code on an ongoing basis
×	We communicate changes to the Code whenever it is updated
	Other (please describe)

Which of	the following aspects are covered in your Code of Ethics?
×	Bribes in any form, including kickbacks or gifts, on any portion of contract payments or soft dollar practices are prohibited
×	Formal oversight policy covering direct or indirect political contributions, charitable donations and sponsorships
x	Financial and in-kind contributions to political parties, politicians, lobby groups, charitable organizations and advocacy groups are publicly disclosed
	Other (please describe)
	None of the above
	N/A - No Business Code of Conduct
Breach	ed Code of Ethics Breachment Policy Points Earned: 0.72727 of 0.72727
	where there are material breaches to the company's Code of Ethics, does the company have formal written guidelines in taking the following actions?
×	Breaches, including case details, are reported publicly
	Reported breaches are investigated promptly via an independent party
	Employees are dismissed or disciplined if found in breach
×	
×	Company makes improvements to anti-corruption program based on reported cases
×	
	Public reporting of breaches expected as per Stock Exchange regulations
	None of the above
	N/A - No Business Code of Conduct
	the following anti-corruption reporting and prevention systems are in place?
×	An accessible written whistle-blowing policy that provides legal protection and strict confidentiality for employees
×	Helpline or anonymous mechanism to report grievances/concerns
×	Individual or department oversight with direct access to Board of Directors
	Other (please describe)
	None of the above
Conflict	t of Interest Questionnaire Points Earned: 0.36364 of 0.36364
	an annual conflict of interest questionnaire filled out by all board members and officers? ers of other governing body if not a Board. Please choose N/A if your company has no governing body.
	Yes
\subset) No
С	N/A - No Board of Directors or equivalent
ranspa	arency
inanci	al Reporting Standards Points Earned: 2.22222 of 2.22222
Ouring th	ne last fiscal year, with which financial reporting standards did your company comply?
	IFRS (International Financial Reporting Standards, via the International Accounting Standards Board)
\subset	GAAP (Generally Accepted Accounting Principles, via independent U.S. standards body)
	Local accounting standard (via local independent standard setting body)
\subset	Other (describe)
	None of the above

N/A - Our company is pre-revenue

If your con	npany's financial statements were audited or reviewed, what type of individual or entity conducted that review?
	None/ Neither Audited nor Reviewed
	Locally-accredited auditing firm or CPA/CFA
	Internationally-accredited auditing firm or CPA/CFA
Financia	l Transparency with Employees Points Earned: 0.555555 of 1.11111
Does the c	ompany have a formal process to share financial information (except salary info) with its full-time employees?
	No
	Yes - the company shares financial information if employees ask for them
	Yes - The company discloses all financial information (except salary info) at least yearly
×	Yes - The company discloses all financial information (except salary info) at least quarterly
	Yes - The company has complete transparency of financial information and formally empowers all employees and departments to actively participate in financial planning (i.e. Open Book Management)
	Yes - In addition to sharing financials the company also has an intentional education program around shared financials
Impact R	Reporting Points Earned: 0.8333325 of 1.11111
Does the c	ompany publicly share information on its social and/or environmental performance? If so, how?
	No public reporting on social or environmental performance
×	Specific quantifiable social and/or environmental indicators or outcomes are made public
	Company sets public targets and shares progress to those targets
×	Information is shared/updated annually
×	Information is presented in a formal report that allows comparison to previous time periods
	Information adheres to a comprehensive third party standard (ex. GRI or B Impact Assessment)
	A third party has validated the information shared
×	Impact reporting is integrated with financial reporting
C	Mahrina
Governa	nce Metrics
Last Fisc	cal Year Points Earned: of 0
On what da	ate did your last fiscal year end?
	5-12-31
_	
Reportin	g Currency Points Earned: 0 of 0
Reporting	currency
Zloty	· - PLN
Revenue	Last Year Points Earned: 0 of 0
Total Earne	ed Revenue
	ast fiscal year be used for scored calculation questions later in the assessment. Please complete for accurate scoring. The answer to this question affects questions you'll encounter further on in your
assessment.	se use is select electricity questions deen in the assessment in the end of selections are a single electricity of the end of the en
5762	229000
Revenue	Year Before Last Points Earned: 0 of 0
	ed Revenue scal year before last
4716	549000

Earnings	s Before Interest & Taxes Last Year Points Earned: 0 of 0
	ings Before Interest & Taxes) ast fiscal year
1110	073000
Earnings	Before Interest & Taxes Year Before Last Points Earned: 0 of 0
	ings Before Interest & Taxes) iscal year before last
8054	17000
Net Inco	me Last Year Points Earned: 0 of 0
Net Income	e ast fiscal year
	25000
Net Inco	me Year Before Last Points Earned: 0 of 0
Net Income	e iscal year before last
	37000
Pavment	ts to Government Points Earned: 0 of 0
	to government in the last fiscal year.
	pany is pre-revenue.
3218	39000
Mission I	_ocked
Mission	Lock Points Earned: 2.5 of 10
	rom a mission statement, has your company done any of the following to legally ensure that its social or environmental II be maintained over time, regardless of company ownership?
•	Signed a contract or board resolution to amend or adopt a legal form that requires consideration of employees, communi and the environment (i.e. Signed B Corp Term sheet but have not yet adopted stakeholder consideration)
	Amended corporate governing documents to require the consideration of employees, community and the environment (e Amended Articles of Incorporation)
	Has a specific legal entity/governance structure that preserves mission (i.e. cooperative)
	Legal entity/governance structure preserves mission and requires stakeholder consideration (i.e. Benefit Corp or cooperative that has amended governing documents to include stakeholder consideration)
	Other - Please describe

Workers

Worker Metrics

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

Are the majority of your employees paid on a fixed salary or a daily/hourly wage?

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

	Fixed Salary
\bigcirc	Daily/Hourly Wage

None of the above

of Full Time Workers Points Earned: 0 of 0

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

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

450

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

Number of Total Full-Time Workers Total Full-Time Workers 12 months ago

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

442

of Part Time Workers Points Earned: 0 of 0

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

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

14

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

Number of Total Part-Time Workers Total Part-Time Workers 12 months ago

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

12

of Temporary Workers Points Earned: 0 of 0

Number of Total Temporary Workers Current Total Temporary Workers

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

13

of Temporary Workers Last Year Points Earned: 0 of 0

Number of Total Temporary Workers Total Temporary Workers 12 months ago

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

11

Compensation & Wages

Total Wages Points Earned: of 0

Total Wages (including bonuses)

Lowest Paid Wage Points Earned: 0 of 0

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

Please exclude students and interns in this calculation.

21

Inflation Rate Compensation Adjustments Points Earned: 0 of 2.25

During the last fiscal year, did all full-time and part-time workers receive an increase to their salary/wages (excluding bonuses) that at least meets the inflation rate in your country?

Do not include commissions paid to commission-based workers in this response.



Yes



No

% Increase in Wages Points Earned: 0 of 2.25

	g for inflation increase, what was the average % increase in wage/salary paid to all full-time and part-time workers bonuses, commissions) in the last fiscal year?
Select 0% if aver	age increase was at or below inflation rate.
	0%
	0.1-1.9%
	2.0-4.9%
0	5%+
Bonus P	lan Characteristics Points Earned: 2.25 of 2.25
Which of tl	ne following are true about the company's bonus plan:
	Bonuses are given but there is no formal bonus plan
×	Formal guidelines on the structure of the bonus plan (e.g. eligibility, profit/revenue target tied to the bonus pool, allocati criteria) are disseminated and accessible to all workers
×	All full-time and part-time workers are eligible in the plan
	None of the above
Bonus P	ool Distribution Points Earned: of 0
Tell us how	your bonus pool is distributed.
Bonu	ses are paid twice a year and the bonus index (30-20-10% of one's 6M salary) varies based on the position level.
Non-Cas	h Bonus Points Earned: of 0
If you prov	ide a non-cash bonus, describe what the bonus is and how you value it.
	loyees receive 2 a year an amount of money which they can exchange into gift/fuel vouchers/insurance/med.care, etc. mployees are eligible to a free sports card, lunch card for 8 lunches, fruits, subsidized food purchases in the office, and rs.
Employe	es Receiving a Bonus Points Earned: 2.25 of 2.25
What % of	full-time and part-time employees, excluding founders and executives, received a bonus in the last fiscal year?
	0%
	1-24%
	25-49%
	50-74%
	75-99%
	100%
High to I	Low Pay Ratio Points Earned: 0 of 4.5
What mult	iple is the highest compensated individual paid (inclusive of bonus) as compared to the lowest paid full-time worker?
	>20x
\bigcirc	16-20x
	11-15x
	6-10x
	1-5x
Compen	sation & Wages (Salaried)

Bonus Plan Characteristics Points Earned: 1.00005 of 1.5

	fiscal year, the company's bonus plan for non-executives represented what % of the company's salary base?
Please select 0%	if your company did not have bonuses issued. 0%
	<1%
	1-5%
	6-15%
	>15%
Benefits	
	nentary Benefits Points Earned: 2.142855 of 2.85714
Are any of	the following benefits provided to employees to supplement government programs?
	Disability coverage/ accident insurance
	Life insurance
×	Financial services (credit or savings programs)
	Private dental insurance
×	Private supplemental health insurance
	Other (describe)
	None of the above
	condary Caregiver Leave Points Earned: 1.904855238 of 2.85714 e minimum number of weeks tenured workers are offered paid secondary caregiver leave, either through the company or ent plan?
	None
	Up to 2 weeks
	2 to 5 weeks
0	Greater than 5 weeks
Healthca	are Eligibility for Part Time Workers Points Earned: 1.42857 of 1.42857
How many	hours per week must a part-time employee work in order to qualify for the previously-selected benefits?
	No benefits beyond what is provided under national law
	30+ hours per week
	25-30 hours per week
	20-24 hours per week
	<20 hours per week
\circ	N/A - No part-time workers

13 Supplementary Benefits Points Earned: 2.85714 of 2.85714 Which supplementary benefits are provided to a majority of non-managerial workers? Including full time and part time employees. Please check all that apply. Free transportation or transit subsidy × Free or subsidized meals × Health benefits extend to immediate family (spouse and children) Child-care (On-site or subsidized) × Access to local medical services/clinic (on-site or subsidized) Free or subsidized housing X Other free or subsidized benefits (describe) sport activity, cultural and leisure vouchers, concierge services for employees None Worker Benefits (Salaried) Number of Paid Days Off Points Earned: 1 of 1 How many paid days off (including holidays) do full-time employees receive annually? 0-15 days 16-22 days 23-29 days 30-35 days 36+ work days Paid Primary Caregiver Leave for Salary Workers Points Earned: 1 of 1 What is the minimum number of weeks salaried workers receive paid primary caregiver leave, either through the company or the government? 0-5 weeks 6-11 weeks 12-17 weeks 18-23 weeks

Training & Education

24+ weeks

Intern Hiring Practices Points Earned: 0.73333 of 0.73333

Which of the following is true of intern hiring practices?

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

×	There is a formalized policy/program outlining the objectives of internships or internship programs for participants
	Company partners with education institutions to provide internship opportunities
	Interns are paid a living wage
x	Interns receive formal performance reviews
x	Interns have a formal opportunity to provide feedback on experience
x	Interns have been hired on as full time permanent employees in the past two years
	Intern tenures are restricted to not exceed 1 year if interns are not currently enrolled in school
	None of the above apply to my intern programs
	N/A - Company does not employ interns

		14		
Amount	Amount of Training for New Hires Points Earned: 0.244458889 of 0.36667			
•	last 12 months, what was the average amount of training that a newly hired worker received? oth full-time and part-time employees.			
	No training			
	On-the-job training (1-day to 1 week)			
	On-the job training (1 week to 1 month)			
	Apprenticeship/technical training (1 month+)			
\bigcirc	N/A - No new hires during the last 12 months			
Training	& Education (Salaried)			
Skills-Ba	sed Training Participation Points Earned: 1.1 of 1.1			
last 12 mo	······································	g during the		
Skills-base	d training to advance core job responsibilities			
	0%			
	1-24%			

Providing Cross-Job Skills Training Points Earned: 0.275 of 1.1

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

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

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

0%

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

Life Skill Training Participation Points Earned: 0.825 of 1.1

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

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

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

External Professional Development Participation Points Earned: 1.65 of 2.2

	full-time workers have participated in external professional development opportunities or lifelong learning opportunities fiscal year?
•	essional development paid for in advance, reimbursed or subsidized by the company.
	None
	1-24%
	25-49%
	50-74%
	75%+
_	
Worker C	Ownership
% Partici	ipation in Employee Ownership Points Earned: 1.125 of 4.5
participate	all full-time employees (including founders and executives) own stocks, stock equivalents and stock options, or in an ESOP or other qualified ownership plans in the company? 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
% of Con	npany Owned by Non-Executive Employees Points Earned: 0 of 4.5
	the company is owned by non-executive, non-founder, full-time workers? of the workers own the business. Select N/A if your company is a consumer/shared services cooperative, a producer cooperative or a nonprofit.
	0%
	1-24%
	25-49%
	50%+
\circ	N/A
Manager	ment & Worker Communication
Employe	e Review Process Points Earned: 0.52 of 0.52
s there a following? Check all that app	ormal consistent process for providing performance feedback to all tenured employees which includes any of the
×	Is conducted on at least an annual basis
×	Includes peer and subordinate input
×	Provides written guidance for career development
	Includes social and environmental goals
	Clearly identifies achievable goals
	None of the above

Does the c	ompany do any of the following regarding worker satisfaction / engagement?
×	Company conducts anonymous surveys at least biannually
×	Company separates survey results by gender and/or by other underrepresented groups
×	Company shares results with employees
	None of the above
Employe	ee Satisfaction Points Earned: 0.39 of 0.52
	ent of your employees are 'Satisfied' or 'Engaged'? sfaction or engagement is not formally surveyed.
	N/A
	<65%
	65-80%
	81-90%
0	>90%
Terminat	tion Policy Points Earned: 0.52 of 0.52
	ne following is included in your company's termination policy? Is requiring immediate dismissal / with cause.
	No required written notice prior to termination
	Written notice of worker performance only
	Written notice of worker performance and a stated probationary period
	N/Ano written termination policy
	Management Conflict Mediation Points Earned: 0.52 of 0.52 mpany identified one of the following designated agents to mediate complaints / issues between workers or workers and
manageme	
	Informally-designated worker who passes information to other workers
	Union representative
×	Human Resources-designated representative Employee Representative mutually-designated by company management and employees
	3rd party Ombudsman
	Other (describe)
	None of the above
Manager	ment & Worker Communication (Salaried)
Performa	ance Reviews Points Earned: 0.5 of 0.5
	written performance review for any of the following workers? all workers in that category receive a formal performance review on an annual basis.
	No written performance review
×	Managers
×	Full-time non-managerial workers
×	Part-time non-managerial workers
×	Temporary workers
Human F	Rights & Labor Policy

Worker Satisfaction Surveys Points Earned: 0.52 of 0.52

Employee Handbook Information Points Earned: 0.3 of 0	Employe	e Handbook	Information	Points	Earned:	0.3 о	f 0.3
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Does your	company have a written employee handbook that workers have access to and includes the following information?
	No written employee handbook
×	A non-discrimination statement
×	An anti-harassment policy
×	Statement on work hours
×	Pay and performance issues
×	Policies on benefits, training and leave
×	Grievance resolution
×	Disciplinary procedures and possible sanctions
×	Statement regarding workers' right to bargain collectively and freedom of association
×	Prohibition of child labor and forced/compulsory labor
Non-Dis	crimination Policy Points Earned: 0.3 of 0.3
If you have Please check all	e a written non-discrimination policy, which of the following are covered in hiring and in the workplace?
	No written policy
×	Gender
×	Race
×	Color
×	Disability
×	Political opinion
×	Sexual orientation
×	Age
×	Religion
	HIV status
Human I	Rights Reviews/Certifications Points Earned: 0.6 of 0.6
Have your months?	company's human rights and labor practices been certified or reviewed by an independent third party during the last 12
	Yes
	No
Occupat	ional Health & Safety
occupat	ional fleatiff & Safety
Worker S	Safety Practices Points Earned: 2.06646 of 3.1
Which of t	he following are true of your occupational health and safety policies?
×	There are written policies and practices to minimize on-the-job employee accidents and injuries
×	Injury/accident/lost /absentee days are measured and transparent
	A worker health and safety committee helps monitor and advise on health and safety programs.
	None of the above
Worker E	Business Models Introduction
Impact E	Business Model: Worker Ownership Points Earned: 0 of 0
-	mpany structured to benefit its employees in the following way? is question affects questions you'll encounter further on in your assessment.
×	Ownership structures that provide significant equity (>40%) and empowerment to all employees (i.e. employee-owned companies/cooperative) No
	-

Community 18

Job Creation
New Jobs Added Last Year Points Earned: 0 of 0
Number of net 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 12 months:
20
New Jobs Added Year Before Last Points Earned: 0 of 0
Number of net 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. Prior 12 months:
30
Job Growth Rate Points Earned: 1.444732222 of 4.33333
What % of full-time and part-time jobs were newly created at your company during the last 12 months? This does not include existing positions that were filled due to vacancy.
0% (Has not grown on a net basis)
■ 1-14%
15-24%
25%+
Promoting Employees Points Earned: 2.166665 of 4.33333 What % of positions above entry level have been filled through internal promotion during the last 12 months? If there have been no job openings above an entry level, enter 0.
0%
■ 1-24%
25-49%
50%+
Departed Employees Points Earned: 0 of 0
Number of full-time and part-time workers that departed/left the company during the last 12 months. Enter 0 if None. Select N/A only if there are no workers.
Attrition Rate Points Earned: 1.44299889 of 4.33333
What % of full-time and part-time workers have left the company during the last 12 months? Calculation should include voluntary and involuntary separation, but exclude workers dismissed with cause.
Diversity & Inclusion
Female Employees Points Earned: 0 of 0
Number of total full-time and part-time female employees. Enter 0 if None. Select N/A only if there are no workers. 297

Ownersn	IIP Diversity Points Earned: 0 of 1.52941
	the company is owned by: d/or individuals from chronically-underemployed communities
	0%
	1-9%
	10-24%
	25-39%
	40-49%
	50%+
	Don't know
	nagerial Worker Diversity Points Earned: 1.52941 of 1.52941
Women	non-managerial full-time and part-time employees are women or from chronically-underemployed communities?
\bigcirc	0%
0	1-9%
0	10-24%
	25-39%
	40-49%
	50%+
	Don't know
Non-mar	nagerial Worker Diversity Points Earned: 0 of 1.52941
	non-managerial full-time and part-time employees are women or from chronically-underemployed communities? r-underemployed
	0%
	1-9%
	10-24%
	25-39%
	40-49%
	50%+
	Don't know
Female I	Management Points Earned: 1.52941 of 1.52941
What % of expatriates Women	management (both full-time and part-time workers) are women, from chronically-underemployed communities or s?
	0%
	1-9%
	10-24%
	25-39%
	40-49%

50%+ Don't know

Management from Underemployed Groups Points Earned: 0 of 1.52941

expatriates	management (both full-time and part-time workers) are women, from chronically-underemployed communities or
	0%
	1-9%
	10-24%
	25-39%
	40-49%
	50%+
	Don't know
Expatriat	te Management Points Earned: 0 of 0
What % of expatriates	
	0%
	1-9%
	10-24%
	25-39%
	40-49%
	50%+
	Don't know
Nonprofi	t Ownership Points Earned: 0 of 0.76471
What % of Non-profit of	the company is owned by: organization
	0%
	1-9%
	10-24%
	25-39%
	40-49%
	50%+
•	Don't know
Female C	Ownership Points Earned: of 0
Optional ur Women	nweighted metrics: Approximately what % of the company's ownership is held by the following groups?
Ownersh	ip by Individuals from Underemployed Groups Points Earned: of 0
Optional ur Individuals	nweighted metrics: Approximately what % of the company's ownership is held by the following groups? from chronically underemployed communities

Board of Directors Diversity Points Earned: 0 of 1.52941

What % of communiti	the members of your Board of Directors (or equivalent) are women or individuals from chronically underemployed es?
	your company is governed by an owner/manager structure and does not have a Board of Directors or governing body.
	0%
	1-9%
	10-24%
	25-39%
	40-49%
	50%+
	N/A - No board of directors or equivalent
0	Don't know
Supplier	Ownership Diversity Points Earned: 1.52941 of 1.52941
	your Significant Suppliers are majority owned by women or individuals from underrepresented populations?
Wilat % Oi	
	0%
	1-9%
	10-19%
	20-29% 30%+
	Don't Know
	DOI L KIIOW
	ompany provide specific content in worker training on inclusion and diversity issues related to any of the following derrepresented groups?
	Gender inclusiveness
	Minorities
	LGBT community
	Individuals with disabilities
	Other underrepresented groups (please describe)
×	None of the Above
Civic End	gagement & Giving
	te Citizenship Program Points Earned: 1.05263 of 1.05263
-	company have a formal corporate citizenship program (with allocated resources) in place that includes the following:
×	Statement on the intended social or environmental impact of company's charitable contributions
×	Cash and in-kind donations (excluding political causes)
×	Volunteer and pro bono service
	Formal donations commitment (e.g. 1% for the planet)
	Matching individual workers' charitable donations
×	Allowing workers and/or customers to select charities to receive company's donations
×	Other (please describe)
	Subsidize employee projects
	None of the above

Civic Memberships and Partnerships Points Earned: 0.52632 of 0.52632

Does your Check all that ap	company have membership or a civic partnership with any of the following types of organizations?
	None
×	Business or Trade Associations
×	Chamber of Commerce
	Governmental Institutions
×	Local academic institutions
	Cooperatives
	Other (describe)
Voluntee	er Service Policies Points Earned: 0.7894725 of 1.05263
Are full-tim	ne employees granted in writing any of the following options for volunteer service?
	Non-paid time off
×	Paid time off
	20 hours or more a year of paid time off
	Workers offered incentives for volunteerism (office parties, competitions with prizes, etc.)
	Do not offer paid or unpaid time off
% of Em	ployees Volunteer Service Points Earned: 0.2631575 of 1.05263
What % of	employees took paid time off for volunteer service last year?
\bigcirc	0%
	1-24%
\bigcirc	25-49%
\circ	50-74%
	>75%
0	Don't know
Tracking	Volunteer Service Points Earned: 0.175422456 of 0.52632
Does your	company monitor and record volunteer hours of company workers?
	We do not currently monitor and record our hours contributed
	Our company monitors and records hours contributed (no increase targets)
	Our company monitors hours contributed and has specific increase targets
0	Our company monitors hours contributed and has met specific increase targets during the reporting period
Total Am	ount of Volunteer Service Hours Points Earned: 0 of 0
	hours volunteered by full-time and part-time employees of the organization during the last fiscal year. de both paid and unpaid time spent volunteering during traditional work hours, either for company-organized events or for employee-initiated activities.
Voluntee	er Service Per Capita Points Earned: 0.350946842 of 1.05263
	the % of per capita worker volunteer, community service, or pro bono time donated in the reporting period? I volunteer hours / total hours worked, generally 2000 hours per FTE.
	0%
	1-2.4% of time
	2.5-5% of time
0	>5% of time
	Don't know / not monitored

Total Amount of Charitable Donations Points Earned: 0 of 0

	unt (in currency terms) donated to registered charities in the last fiscal year. currency specified in "Reporting currency" for this metric.
% of Rev	renue Donated Points Earned: 0.842106 of 4.21053
	the equivalent % of revenue donated to charity during the last fiscal year? x deductible in-kind donations but do not include pro bono time.
	No donations last FY
	0.1-0.4% of revenues
	0.5-1% of revenues
	1.1-2.4% of revenues
	2.5-5% of revenues
	5%+ of revenues
0	Don't know
	y for Social and Environmental Standards Points Earned: 0 of 0.52632
	company worked with policymakers and/or stakeholders (including competitors) to develop or advocate for increased if social and environmental standards or voluntary practices in your industry in the past two years? Poly.
	Yes, company has offered support in name and/or signed petitions
	Yes, company has provided active staff time or financial support
	Yes, company has directly introduced, testified, made recommendations or provided expertise to advance standards
	Yes, company has worked with other industry players on a cooperative initiative
	Yes, and efforts resulted in a specific institutional, industry or regulatory reform
	Other (please describe)
×	None of the above
Local Inv	volvement
Local Pu	rchasing and Hiring Policies Points Earned: 0 of 2
Does your	company have the following written local purchasing or hiring policies in place?
×	No written local purchasing strategy in place
	Written preference at each facility to purchase from local suppliers
	Ready-to-use lists of preferred local suppliers/vendors for specific facilities
	Written preference for hiring and recruiting local managers with equitable compensation
	Preference for hiring and recruiting local staff (management and non-management) with training for employees
	Incentives for staff to live within 40 km of local company facility
	Other (please describe)
Spendin	g on Local Suppliers Points Earned: 1.3334 of 2
What % of	g on Local Suppliers Points Earned: 1.3334 of 2 your company's expenses (excluding labor) was spent with independent suppliers local to the company's headquarters to production facilities?
What % of	your company's expenses (excluding labor) was spent with independent suppliers local to the company's headquarters
What % of	your company's expenses (excluding labor) was spent with independent suppliers local to the company's headquarters t production facilities?
What % of	your company's expenses (excluding labor) was spent with independent suppliers local to the company's headquarters t production facilities? <20%
What % of	your company's expenses (excluding labor) was spent with independent suppliers local to the company's headquarters to production facilities? <20% 20-39%

Focus or	Local Customers Points Earned: 2 of 2
Do a majo	rity of your customers live locally to your company's headquarters or production facilities?
	Yes
0	No
In Count	rry Management Points Earned: 2 of 2
	senior management is native to the country of operations? s are born and/or raised in the country.
	<49%
	50-74%
	75-94%
	95%+
Supplier	s, Distributors & Product
Significa	ant Supplier Descriptions Points Earned: 0 of 0
Please sele	ect the types of companies that represent your Significant Suppliers:
All companies ha	eve significant suppliers, which are defined as the largest suppliers of the company amounting to approximately 80% of non-labor costs. Select all that apply.
	Product Manufacturers
×	Professional Service Firms (Consulting, Legal, Accounting)
	Independent Contractors
	Marketing/Advertising
×	Office Supplies
×	Benefits Providers
×	Technology
	Raw materials
	Farms
×	Other
Social or	Environmental Screening of Suppliers Points Earned: 0 of 0
-	company screen and/or evaluate Significant Suppliers for social and environmental impact? termines the set of supplier-focused questions your company will respond to. The answer to this question affects questions you'll encounter further on in your assessment.
	Yes
	No
Indepen	dent Contractor Practices Points Earned: 2.2 of 2.2
Which of tl	he following describe your relationships with all your company's independent contractors?
×	Formal routine process for independent contractors to receive post-project/contract performance feedback
×	Formal routine process for independent contractors to communicate post-project or post-contract feedback to the con-
×	Independent contractors are verified to either work on a time-bound basis, or else split their time with work for other contractors not meeting either criteria have been offered employment.
	Independent contractors are paid a living wage (when calculated as hourly wage when living wage data is available)
	We have independent contractors, but have not engaged in any of these practices
	N/A - We haven't used independent contractors in the last year

Supplier Certifications Points Earned: 0.55 of 2.2

During the certificatio	last fiscal year, what % of your Significant Suppliers (on currency basis) had internationally-recognized product ns?
Select 0% if you	do not know whether your Significant Suppliers are certified.
	0%
	1-24%
	25-49%
	50-74%
	75%+
0	Don't know
Revenue	from Certified Products Points Earned: 0 of 2.2
	our services have been reviewed and certified by an accreditation body? Select N/A if industry or service relevant on does not exist.
	0%
	1-9%
	10-24%
	25-74%
	75-99%
	100%
	Don't know
	N/A
Commur	nity Business Models Introduction
Commun	nity Oriented Business Models Points Earned: 0 of 0
-	npany structured to benefit community stakeholders in any of the following ways? is question affects questions you'll encounter further on in your assessment.
	A producer-owned cooperative structure in which suppliers share control and benefits of company operations (e.g. farmer cooperative, artisanal cooperative)
	Purchasing fair/direct trade to improve livelihoods for underserved groups in your supply chain
	A micro-distribution or micro-franchising model that provides economic opportunities to underserved groups
	A formal standing commitment to donate a significant portion of sales/profits/ownership to charitable causes (>2% sales, >20% profits/ownership)
	Providing high quality jobs and/or professional development for individuals with chronic barriers to employment (workford development programs)
	Our company was created as a result of a government privatization scheme (within the past 5 years) or to produce a product in and for the local economy that previously had only been available through import (import substitution model)
×	None of the above
Envir	onment
Land. Of	fice, Plant

Previ	ous	ly Constructed Buildings Points Earned: 1.23077 of 1.23077	26
What 9	% of	the square footage or metric of all company facilities is located in previously constructed buildings?	
		0%	
	\bigcirc	1-24%	
	\bigcirc	25-49%	
	\bigcirc	50-74%	
	\bigcirc	75-99%	
		100%	
	-	Environmental Efficiency Points Earned: 1.23077 of 1.23077 describes a majority of the company's offices and plant facilities' environmental efficiency?	
vviiicii	×	Buildings employ energy saving strategies (e.g. energy use monitoring, efficient appliances and lighting, r	enewable ener
	×	use) Buildings use systems for increasing water efficiency (e.g. water efficient appliances, fixtures, and landsca	ıping)
	×	Buildings use systems to monitor and improve air quality (e.g. increased ventilation)	
	×	Building construction and/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 ecosyster waterways)	ns and
	×	Buildings are LEED certified or LEED equivalent certified	

convenient location with easy access by public transport, extensive infrastructure and facilities for cyclists and a large

Recycling Programs Points Earned: 1.23077 of 1.23077

Does your company have any of the following recycle/reduce/reuse programs?

city bike station, of which our company shares the costs

- Company recycles and reuses materials on premises, with clearly-marked bins for use
- A written recycle/reduce/reuse policy that is posted at plant facilities with clearly-marked bins
- Other (describe)

× Other (describe)

None

None

Environmentally Efficient Equipment Points Earned: 0.410273846 of 0.61538

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	equi	pment)
----	-----	------	--------

<50% (some equipment)

50%+ (majority of equipment)

100% (all equipment)

N/A - No new equipment purchased

Environmental Management Systems Points Earned: 0.738462 of 1.23077

Does your Please check all t	company have an environmental management system that includes any of the following?
	No environmental management system
×	Policy statement documenting the company's commitment to the environment
×	Internal or external assessment undertaken of the environmental impact of your company's business activities
	Stated objectives and targets exist for environmental aspects of your company operations
	Programming designed, with allocated resources, to achieve these targets
	Periodic compliance and auditing to evaluate impact of activities
×	Other (describe)
	Our company obtained ZIELONE BIURO (Green Office) Certificate awarded by the Polish Environment Partnership Foundation
Environn	nental Reviews or Audits Points Earned: 0.3076925 of 1.23077
-	ompany gone through an environmental review or audit during the last 24 months? at type of audit or review was conducted; if no, select no.
	No
	Internal Review
	3rd party-conducted review
	3rd party-conducted audit
	Other (describe)
	Our company obtained ZIELONE BIURO (Green Office) Certificate awarded by the Polish Environment Partnership Foundation
Indoor A	ir Quality Audits Points Earned: 1.23077 of 1.23077
Do you cor Select all options	nduct an annual indoor air quality audit of your facilities that includes the following?
×	No smoking within 25 feet of building entrances
x	Compliance with the following criteria in ASHRAE Standard 62.1 1010, Ventilation for Acceptable Indoor Air Quality: Ventilation rates for applicable spaces meeting combined outdoor air rate in cfm per person shown in Table 6.1 (Complia may be shown through CO2 measurement, BMS data or volumetric measurements.)
×	Compliance with Table 5.1, Air Intake Minimum Separation Distances
×	Compliance with Operations and Maintenance Section 8 via documented O&M records
×	HVAC Filters - ASHRAE 52.1 2007 MERV rating of at least 8, with no air by pass
	Temperature and relative humidity levels in compliance with ASHRAE Standard 55
	Written IAQ Compliant response policy
	None of the above
Inputs	
Monitori	ng Energy Usage Points Earned: 0.39996 of 1.2
Does your	company monitor, record and/or report its energy usage?
	We do not currently monitor and record usage
	We monitor and record usage (no reduction targets)
	We monitor and record usage, and have specific reduction targets
0	We monitor usage and have met specific reduction targets during the last fiscal year

Monitori	ing Water Usage Points Earned: 0.39996 of 1.2	28
Does your	company monitor, record and/or report its water usage?	
	We do not currently monitor and record our usage	
	We monitor and record usage (no reduction targets)	
	We monitor and record usage, and have specific reduction targets	
\bigcirc	We monitor usage and have met specific reduction targets during the last fiscal year	
Water Co	onservation Practices Points Earned: 0.6 of 1.2	
Has your c	company implemented any of the following water conservation methods at your corporate office or plant faci	lities?
×	Low-flow faucets/taps, toilets/urinals, showerheads	
	Water recycling/reuse during the production process	
	Harvest rainwater	
	Other (describe)	
	None of the above	
Electrici	ty Sources Points Earned: 1.2 of 1.2	
	sources does your company get its electricity?	
	Diesel-generators	
×	Municipal power grid (sources unknown/not renewable)	
	Municipal power grid (at least 10% of municipal power is generated from renewable sources such as solar, scale hydropower)	wind or smal
	Bio-fuel or other clean/renewable based generators	
×	Renewable energy sources (including on-site renewable)	
	Other (describe)	
During the	e last fiscal year, what % of energy used by your company came from low-impact renewable sources? enewable generation. If none, or if you don't know, enter 0.	
	0%	
	1-9%	
	10-24%	
	25-49%	
	50%+	
Outputs		
Hazardo	ous Waste Disposal Points Earned: 2.4 of 2.4	
_	e last fiscal year, what % of non-reusable hazardous waste was disposed of responsibly, with a documented 3 e includes batteries, paint, electronic equipment, etc. Select N/A if your company does not generate any hazardous waste.	rd party?
	<90%	
	90-99%	
	100%	
	N/A	
	Don't know	

Hazardous Materials On-Site Points Earned: 0 of 2.4

-	npany uses any hazardous materials on site, check all of the procedures that your company follows.
	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 busine activities
	All containers with hazardous materials are labeled, with instructions for proper storage, use and disposal
	None of these procedures
x	N/A
Types of	Carbon Credits Purchased Points Earned: 0 of 1.2
Has your c	ompany purchased any of the following types of carbon credits during the last fiscal year?
	Voluntary Carbon Credits
	Certified Carbon Credits
x	None
Environn	nental Models Introduction
Environn	nental Business Model Points Earned: 0 of 0
-	ompany's products or process structured to restore or preserve the environment in any of the following ways? is question affects questions you'll encounter further on in your assessment.
	Through a manufacturing, wholesale or agriculture process which is designed to significantly reduce environmental impactompared to typical practices for the industry
	Through a product or service that preserves, conserves, or restores the environment or resources
x	None of the above
Custo	omers
Custome	er Models Introduction
Custome	er Impact Business Model Introduction Points Earned: 0 of 0
	product/service address a social or economic problem for or through your customers? is question affects questions you'll encounter further on in your assessment.
	Yes
0	No
Custome	er Products & Services Introduction
Positive	Impact of Product/Service Points Earned: of 0
How would	you describe the positive outcome for customers created by your product/service?
which provi	promote healthy lifestyle and access to quality fitness clubs and swimming pool among the employees of the companies h are our clients. We also facilitate rental city bike programs, hence more people can use bikes instead of cars. We ided access to cultural facilities (cinemas, theater), as our users can buy tickets at reduced rates. All that contributes to well being and improved work-life balance.

Beneficial Product Type Points Earned: 0 of 0

	DNE most relevant option for each product line. This will guide you to a series of questions specific to the type of impact you indicate you are creating. The answer to this question affects encounter further on in your assessment.
	Access to products/services that fulfill basic human needs for individuals without prior access (e.g. providers of electricity clean drinking water to rural poor communities, affordable housing projects, waste and sanitation systems or disposal)
×	Improved or Maintained Health/Wellness (e.g. medical equipment, medical services and medicines, preventative health services or products, healthy living products, exercise and sporting products, prescription eyeglasses)
	Improved Education or Skills Development (e.g. schools, textbooks, tutoring services, career leadership training, education tools, games and software)
	Increased economic opportunity for underserved groups (e.g. financial or insurance services or benefits consulting for the underserved, new mechanisms to connect products to market)
	Increased operational success or capital for purpose driven or underserved enterprises (e.g. impact investing or fundraisi platforms, non-profit accounting services)
	Increased social and/or environmental impact for businesses or other organizations (e.g. sustainability consulting)
	Increased Access to Arts, Media, or Culture (e.g. independent media, artisanal crafts, photography, information services)
	Improves market access through physical or technological infrastructure (e.g. mobile telecommunications, business technologies or software, roads, bridges, railways, ports, building and construction materials not previously available)
	None of the above
Total Cu	stomer Individuals Points Earned: 0 of 0
Total Num Individuals	ber of Customers s:
8000	000
Health &	Wellness Improvement
Health F	Product Description Points Earned: 0 of 0
	he following best describes your health related product or service? is question affects questions you'll encounter further on in your assessment.
\circ	Our product reduces health risk, such as by producing healthy alternatives to products that are traditionally unhealthy or toxic to consumers (healthy food alternatives that meet rigorous government standards, BPA free, etc.)
	Our product/service contributes to the positive development of individual health and well-being (wellness programs, sporting equipment)
	Our product/service supports healthcare through improving the efficiency or access to healthcare systems (health insurance, drug tracking, hospital equipment, etc.)
\circ	Our product/service directly provides healthcare that cures or prevents illness/disability
0	None of the above
Severity	Of Health Issue Addressed Points Earned: 0 of 0
	e severity of the health issue or issues addressed by your product/service? the Help Text icon for instructions The answer to this question affects questions you'll encounter further on in your assessment.
	Low
	Mid
	High
	My product/service enables healthcare that cures or prevents illnesses/disabilities of all kinds
	My product/service does not address a particular ailment, it contributes to overall positive health outcomes
	Don't know

Which of the following most closely matches the outcome and/or problem solved for your customers as defined above?

Which of the following best describes the extent to which your product/service contributes to the positive health outcome?

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

My product/service has been demonstrated to effectively and substantially address the stated health problem, independe of other factors

My product contributes to the stated positive health outcome, but does so dependent upon other resources/circumstance outside of our control

Revenue from Health Product/Service Points Earned: 0 of 0

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

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

Individuals Served Points Earned: 0 of 0

How many customers/clients/beneficiaries were served through the provision of the previous products or services during the last 12 months? Please provide figures that are as accurate as possible. Estimates within +/- 5% acceptable. Do not double count. Individuals

800000

Households Served Points Earned: of 0

How many customers/clients/beneficiaries were served through the provision of the previous products or services during the last 12 months? Please provide figures that are as accurate as possible. Estimates within +/- 5% acceptable. Do not double count. Households

Communities Served Points Earned: of 0

How many customers/clients/beneficiaries were served through the provision of the previous products or services during the last 12 months? Please provide figures that are as accurate as possible. Estimates within +/- 5% acceptable. Do not double count. Communities

Organizations Served Points Earned: 0 of 0

How many customers/clients/beneficiaries were served through the provision of the previous products or services during the last 12 months? Please provide figures that are as accurate as possible. Estimates within +/- 5% acceptable. Do not double count. Businesses/Non-Profits

7700

Governments Served Points Earned: of 0

How many customers/clients/beneficiaries were served through the provision of the previous products or services during the last 12 months? Please provide figures that are as accurate as possible. Estimates within +/- 5% acceptable. Do not double count. Governments

Client Tracking Methods Points Earned: of 0

Please provide a brief description of how you track your customer/client/beneficiary figures.

Every visit to fitness clubs or swimming pools is registered in our systems, as this links to the payments of serves provided by the sports facilities. We also monitor the sales of the cinema and theater tickets.

Verification of Health Outcomes Points Earned: 1.66667 of 1.66667

How do yo	u verify that your product contributes to the outcome previously selected?
×	We have a track record of successful verified positive outcomes and have created case studies based on these.
×	There is secondary research that supports the link between our type of product and the stated outcome.
×	We conduct our own direct research to track the outcomes produced for all our customers, such as impact-related survey
	We have third party certifications or verifications that verify the efficacy of our product/service in delivering outcomes
×	We have performed, commissioned, or partnered with scientifically designed impact or outcome assessments to systematically learn about our product's impact
	Our product is too early stage to have research or studies that link our product to positive outcomes
	We cannot provide verification of our outcomes at this time.
Efficacy	of Health Product/Service Points Earned: 1.66667 of 1.66667
If direct re	search on your product/service has been performed, did the results confirm that a desired outcome is being achieved?
	Yes
0	No
<u> </u>	NA
Innovati	ve Health Products Points Earned: of 0
	mething different or innovative about the company's health product/service that has changed the industry? Is this that is replicable, unique at the time that it was created, and that has been emulated by other organizations?
the I	services and products the company provides were first on the Polish market and contributed in a way to the increase in Polish society's physical activity. The product became one of the top most wanted perks among Polish employees. The d name "mutisports card" became an unofficial eponym of sports subscription card perk in the Polish companies.
Negative	e Impact Management Points Earned: 1.66667 of 1.66667
Does your	company also measure and manage the negative or unintended outcomes generated by this business model?
	Yes
	No
Serving	In Need Populations
Impact o	on Underserved Populations Points Earned: 0 of 0
Does your	product/service benefit underserved populations, either directly or by supporting organizations that directly serve them?
	Yes
	No
Underse	rved Beneficiaries Overview Points Available: 0
Describe t	he beneficiaries or end-users of your products or services and how you characterize them as underserved.
Underse	rved Beneficiary Types Points Available: 0
organizatio	neficiaries are underserved individuals, which of the following underserved populations do they belong to? If you serve ons that serve the underserved, which of the following populations are your client's beneficiaries? I that most accurately reflects the majority of underserved beneficiaries. The answer to this question affects questions you'll encounter further on in your assessment.
	Low income, poor, or very poor

Other populations underserved in your product/service category, which can include minorities, veterans, disabled

Individuals who are not underserved in your product/service category (do not continue)

individuals

Impact on Underserved Populations Description Points Available: 0

Which of the following best describes how your product/service benefits underserved populations previously described?

The answer to th	nis question affects questions you'll encounter further on in your assessment.
\bigcirc	My product/service helps the financial viability of purpose-driven enterprises, which in turn allows them to continue to se their underserved target population (ex. marketing or accounting services for a social service agency)
\bigcirc	My product/service directly helps purpose driven enterprises improve positive impact for their underserved beneficiaries but is not designed specifically for that underserved population (e.g. teaching curriculum sold to low income schools)
\circ	My product/service directly helps purpose driven enterprises improve positive impact for their underserved beneficiaries and is specifically designed to benefit that underserved population (e.g. teacher training/curriculum specifically designed address challenges of teaching low income students)
0	My product/service is directly used by the previous underserved populations (e.g. products marketed to or designed for t underserved)
Low-Inc	ome Communities Served Points Available: 0
If relevant Low Incom	, select which of the following impoverished communities your company serves: ne
	Urban
	Rural
	Peri-urban
Poor Co	mmunities Served Points Available: 0
lf relevant Poor	, select which of the following impoverished communities your company serves:
	Urban
	Rural
	Peri-urban
	or Communities Served Points Available: 0 , select which of the following impoverished communities your company serves:
Very poor	
	Urban
	Rural
	Peri-urban
Underse	erved Group Demographics Points Available: 0
	, which of the following beneficiary groups is your product/service targeting? ry populations are themselves under-served groups.
	Young children (younger than 5 years old)
	Children and adolescents (5 years of age or older but younger than 18)
	Adults
	Elderly/older adults
	Persons with disabilities
	Minority/previously excluded populations
	Women
	Pregnant women
	Other at risk populations
	None of the above

Underserved Client Tracking Points Available: 0

Which of the following statements are true about your in-need customers/ clients?

\bigcirc	Most customers/clients continue with us year by year and latest figures for the year roughly reflect the total number of beneficiaries to date
\bigcirc	Customers/clients we reach each year are in addition to previous customers/clients and total number served should be calculated by adding together the numbers for each year
	Don't know - we don't sell direct to customers/clients

Revenue from Serving In Need Populations Points Available: 0

How much revenue is generated through sale to the previously selected beneficiary group(s) or nonprofit(s)?

% of Customers In-need Points Available: 0

What % of customers/end beneficiaries of your product or service are from an underserved population identified previously? If you serve purpose driven enterprises, please respond with the % of your revenues generated from services provided that benefited the previously selected underserved in the last fiscal year.

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

In-Need Individuals Served Points Available: 0

How many customers/clients served qualify in the previously selected underserved populations during the last 12 months? Do not duplicate individuals and households. Estimates within +/- 5% are acceptable.

Underserved Households Points Available: 0

How many customers/clients served qualify in the previously selected underserved populations during the last 12 months? Do not duplicate individuals and households. Estimates within +/- 5% are acceptable. Households

In-Need Communities Served Points Available: 0

How many customers/clients served qualify in the previously selected underserved populations during the last 12 months? Do not duplicate individuals and households. Estimates within +/- 5% are acceptable.

Communities

In-need Organizations Served Points Available: 0

How many customers/clients served qualify in the previously selected underserved populations during the last 12 months? Do not duplicate individuals and households. Estimates within +/- 5% are acceptable. Businesses/Non-Profits

Underserved Government Entities Points Available: 0

How many customers/clients served qualify in the previously selected underserved populations during the last 12 months? Do not duplicate individuals and households. Estimates within +/- 5% are acceptable. Governments

Client Tracking Methods Points Available: 0

Please provide a brief description of how you track your customer/client/beneficiary figures.

Increasing Accessibility for Underserved Groups Points Available: 1.8

Which of the following products/services attributes assist in targeting the previously selected underserved communities:
Product/service is accompanied by a zero-interest or below-market financing option (directly from company or through finance partner) with small repayment amounts to provide the poor access to purchase
Company utilizes a cross-subsidization model whereby higher pricing for middle and high-income clients facilitates offer lower/subsidized pricing for low income clients/customers
Product/service pricing model includes transparent pricing for all customers
Vendor provides training on safe use and/or maintenance of the product/service
These product/service attributes do not apply to our company (Skip the remainder of this section)
Innovative Practices to Increase Accesssibiltiy Points Available: 0
Use the field below to describe any innovative technology, distribution or pricing models selected previously.
Poor Clients Served Points Available: 0
If relevant, how many customers/clients served in the last 12 months qualify as poor or very poor, with incomes below \$2/day? Do not double-count (e.g. if you report 5 households, do not also report the number of individuals in those 5 households). Estimates within +/- 5% acceptable. Individuals
Low-Income Households Served Points Available: 0
If relevant, how many customers/clients served in the last 12 months qualify as poor or very poor, with incomes below \$2/day? Do not double-count (e.g. if you report 5 households, do not also report the number of individuals in those 5 households). Estimates within +/- 5% acceptable. Households
Percent of Beneficiaries Poor or Very Poor Points Available: 14.4 What % of customers/beneficiaries qualify as poor or very poor with incomes below \$2.00 per day? Estimates within +/- 5% are acceptable. See currency converter in help text to get local currency terms.
Revenue Products Benefiting Bottom of Pyramid Points Available: 0
How much revenue is generated through sale to clients/customers that live on less than \$2/day?
Disclosure Questionnaire
Disclosure Industries
Illegal Product/Activity Points Earned: 0 of 0
Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply. Any product or activity deemed illegal under host country laws or regulations or international conventions and agreements
Yes
● No
Gambling Points Earned: 0 of 0
Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply. Gambling
Yes
● No

Internati	onally Banned Pharmaceuticals Points Earned: 0 of 0	36
Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply. Pharmaceuticals subject to international phase-outs or bans		
	Yes	
	No	
Involved	In Payday Lending Points Earned: 0 of 0	
Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply. Payday lending		
	Yes	
•	No	
Disclosure Pornography Points Earned: 0 of 0		
Please indi Pornograph	cate if the company is involved in production of or trade in any the following. Select Yes for all options that a ny	pply.
0	Yes	
	No	
Disclosure Wildlife Regulated Under CITES Points Earned: 0 of 0 Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply. Wildlife or wildlife products regulated under the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES)		
\circ	Yes	
	No	
Company Explanation Of Disclosure Item Flags Points Earned: of 0		
	cted "Yes" previously, please provide a detailed explanation of the company's involvement here. pply to you, please enter "Does not apply" in the text area below.	
Does	not apply	
Disclosu	re Practices	
No forma	al Registration Under Domestic Regulations Points Earned: 0 of 0	
Check all t	cate if the following statements are true regarding whether or not the company engages in the following pra nat apply. If the statement is true, select "Yes." If false, select "No." s not formally registered in accordance with domestic regulations	ctices.
	Yes	
	No	
Tax Reduction Through Corporate Shells Points Earned: 0 of 0		
Please indi	cate if the following statements are true regarding whether or not the company engages in the following pra	ctices.

Check all that apply. If the statement is true, select "Yes." If false, select "No."

Company has reduced or minimized taxes through the use of corporate shells or structural means

Yes

No

Does not transparently report corporate financials to government $\mbox{\sc Points}$ $\mbox{\sc Earned: 0 of 0}$

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No." Company does not transparently report corporate financials to government

Yes

No

Facilities located in sensitive ecosystems Points Earned: 0 of 0

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No." Company facilities are located adjacent to or in sensitive ecosystems
Yes
● No
Workers not Provided Clean Drinking Water Points Earned: 0 of 0
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No." Company does not provide clean drinking water to employees at all times
Yes
● No
Workers paid below minimum wage Points Earned: 0 of 0
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No." A portion of workers, contractors, subcontractors or day-workers are paid below minimum wage
Yes
● No
No signed employment contracts for all workers Points Earned: 0 of 0
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No." Company does not have a signed contract of employment with each worker
○ Yes
● No
Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age) Points Earned: 0 of 0
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No." Company employs workers under the age of 15 (or other minimum work age covered by the International Labour Organization Convention No. 138) and/or company does not keep personnel records that include evidence of the date of birth of each
Yes
No
Overtime For Hourly Workers Is Compulsory Points Earned: 0 of 0
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No." Overtime work for hourly workers is compulsory
Yes
● No
Payslips not provided to show wage calculation and deductions Points Earned: 0 of 0
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No." Company does not provide payslips or equivalent to all workers to show how wages are calculated and any deductions made
○ Yes
No

Company workers are prisoners Points Earned: 0 of 0

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No." Company uses workers who are prisoners
Yes
No
Company prohibits freedom of association/collective bargaining Points Earned: 0 of 0
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No." Company prohibits workers from freely associating and bargaining collectively for the terms of one's employment
Yes
No
Workers cannot leave site during non-working hours Points Earned: 0 of 0 Please indicate if the following statements are true regarding whether or not the company engages in the following practices.
Check all that apply. If the statement is true, select "Yes." If false, select "No." Company prohibits workers from freely leaving the site during non-working hours or at the end of their shift This includes workers who live on site.
Yes
No
Worker ID cards kept by company Points Earned: 0 of 0
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No." Company keeps workers' original Id Cards/Passports
Yes
No
Conduct Business in Conflict Zones Points Earned: 0 of 0
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No." Company exploitatively operates in conflict zones
Yes
No
Employs Individuals on Zero-Hour Contracts Points Earned: 0 of 0
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No." Company employs individuals on zero-hour contracts
Yes
No
Company Explanation Of Disclosure Item Flags Points Earned: of 0
If you selected "Yes" previously, please provide a detailed explanation of the company's engagement in these practices here. If this does not apply to you, please enter "Does not apply" in the text area below. Does not apply
Disclosure Outcomes

On-Site Fatality Points Earned: 0 of 0

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No". Company has had an operational or on-the-job fatality
○ Yes
No
Hazardous Discharges Into Air/Land/Water (Past 5 Yrs) Points Earned: 0 of 0
Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No". Company sites have experienced accidental discharges to air, land or water of hazardous substances
Yes
● No
Forced Relocation Of People Due To Company Operations Points Earned: 0 of 0
Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No". Construction or operation of company facilities resulted in physical resettlement or economic displacement involving 5,000 or more people near your facility
Yes
● No
Material Litigation Points Earned: 0 of 0
Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No". Material litigation or arbitration against company
Yes
No
Company has filed for bankruptcy Points Earned: 0 of 0
Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No". Company has filed for bankruptcy
Yes
No
Material Breaches of Confidential Information Points Earned: 0 of 0
Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No". Company has had material breaches of individual's confidential information
Yes
No
Company Explanation Of Disclosure Item Flags Points Earned: of 0
If you selected "Yes" previously, please provide a detailed explanation of the company's experience related to the previous statement here.
If this does not apply to you, please enter "Does not apply" in the text area below.
Does not apply
Disclosure Penalties

Penalties Assessed Regarding Diversity/Equal Opportunity Points Earned: 0 of 0

past five yea	ate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the ars for any of the following practices or policies. Check all that apply. d equal opportunity	
	○ Yes	
	No	
Penalties	Assessed Regarding Company's Employee Safety Points Earned: 0 of 0	
past five yea	ate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the ars for any of the following practices or policies. Check all that apply. Afety or workplace conditions	
	Yes	
	No	
Penalties	Assessed For Environmental Issues Points Earned: 0 of 0	
	ate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the ars for any of the following practices or policies. Check all that apply. tal issues	
	Yes	
	No	
Penalties	Assessed Regarding Financial Reporting Points Earned: 0 of 0	
	ate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the ars for any of the following practices or policies. Check all that apply. Norting	
	Yes	
	No	
Internatio	onal Affairs Penalties Points Earned: 0 of 0	
past five yea	ate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the ars for any of the following practices or policies. Check all that apply. Operations or international affairs	
	Yes	
	No	
Penalties	Assessed Regarding Investments Or Loans Points Earned: 0 of 0	
	ate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the ars for any of the following practices or policies. Check all that apply. or Loans	
	Yes	
•	No	
Penalties	Regarding Labor Issues (Including Supply Chain) Points Earned: 0 of 0	
past five yea	ate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the ars for any of the following practices or policies. Check all that apply. (internal and supply chain)	
	Yes	
	No	

Penalties Assessed Regarding Company's Marketing Points Earned: 0 of 0 $\,$

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply. Marketing	
Yes	
● No	
Penalties Assessed Regarding Political Contributions Points Earned: 0 of 0	
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply. Political contributions	
Yes	
● No	
Penalties Assessed Pertaining To Company Taxes Points Earned: 0 of 0	
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply. Taxes	
Yes	
● No	
Bribery, Fraud Or Corruption Penalties Assessed Points Earned: 0 of 0	
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply. Bribery, fraud or corruption	
Yes	
No	
Company Explanation Of Disclosure Item Flags Points Earned: of 0	
If you selected "Yes" previously, please provide a detailed explanation of the complaint/fine/sanction here. If this does not apply to you, please enter "Does not apply" in the text area below.	
Does not apply	
Supplier Disclosure	
Workers Under the Age of 15 Points Earned: 0 of 0	
Please indicate if any of the following statements are true regarding your company's significant suppliers. Significant Suppliers employ workers under the age of 15 (or other minimum work age covered by the International Labour Organization Convention No. 138)	
Yes	
No	
On't Know	
Workers Who are Prisoners Points Earned: 0 of 0	
Please indicate if any of the following statements are true regarding your company's significant suppliers. Significant suppliers use any workers who are prisoners	
Yes	
○ No	
● Don't Know	

Operatio	enal Fatality Points Earned: 0 of 0	42
	cate if any of the following statements are true regarding your company's significant suppliers. Suppliers have had an operational or on-the-job fatality	
	Yes	
	No	
	Don't Know	
Accident	ral Hazardous Substances Points Earned: 0 of 0	
	cate if any of the following statements are true regarding your company's significant suppliers. Suppliers' sites have experienced accidental discharges to air, land or water of hazardous substances	
	Yes	
	No	
0	Don't Know	
Resettle	ment or Economic Displacement Points Earned: 0 of 0	
Construction	cate if any of the following statements are true regarding your company's significant suppliers. on or operation of Significant Suppliers' facilities resulted in physical resettlement or economic displacement ore people near their facility	involving
	Yes	
	No	
0	Don't Know	
Land Acc	quisition Points Earned: 0 of 0	
	cate if any of the following statements are true regarding your company's significant suppliers. on or operation of Significant Suppliers involved large scale land acquisition	
	Yes	
	No	
	Don't Know	
Land Coi	nversion or Degradation Points Earned: 0 of 0	
	cate if any of the following statements are true regarding your company's significant suppliers. on or operation of Significant Suppliers involved large scale land conversion and/or degradation	
	Yes	
	No	
•	Don't Know	
Constru	tion or Refurbishment of Dams Points Earned: 0 of 0	
	CLON OF REPUBLISHMENT OF DAMES FORMS Lamed, U 01 0	

Please indicate if any of the following statements are true regarding your company's significant suppliers. Construction or operation of Significant Suppliers involved the construction or refurbishment of dams

Yes

No

On't Know

Material Fines or Sanctions Points Earned: 0 of 0

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

Significant Suppliers have had material fines or sanctions in the last five years regarding the issues indicated in the goal Disclosure Penalties.

Yes

O No

Don't Know

Business in Conflict Zones Points Earned: 0 of 0

	icate if any of the following statements are true regarding your company's significant suppliers. E Suppliers exploitatively operate in conflict zones
	True
	False
	Don't Know
Other Di	isclosures
Other D	isclosures Points Earned: of 0
	any other sensitive aspects of the business that are necessary to disclose? upply to you, please type "does not apply" in the area below.
Doe.	s not apply

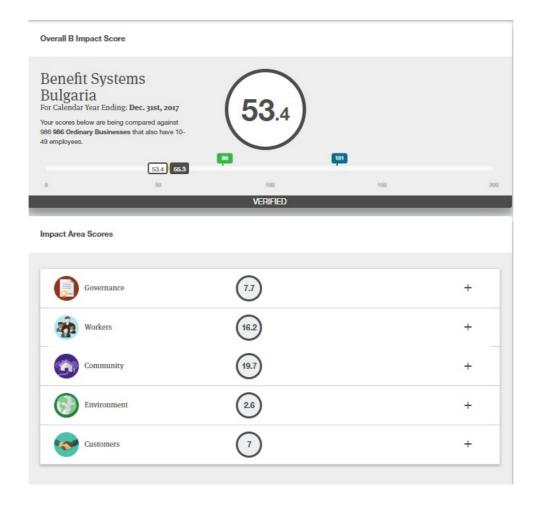


Benefit Systems Bulgaria

Service with Minor Environmental Footprint

10-49 Employees

2018-03-26



Gove	rnance
Mission	& Engagement
Level of	Impact Focus Points Earned: 0 of 0
	description that best describes your business. ghted question that will not impact your score and is asked only for research/benchmarking purposes.
•	Positive social/environmental impact is desirable but not a particular focus for our business.
	Social and environmental impact is frequently considered but it isn't a high priority.
O	We consider social and environmental impact in some aspects of our business but infrequently.
\circ	We consistently incorporate social and environmental impact into decision-making because we consider it important to the success and profitability of our business.
0	We treat our social/environmental impact as a primary measure of success for our business and prioritize it even in cases where it may not drive profitability.
Mission	Statement Points Earned: of 0
Please typ <i>N/A</i>	e or paste your mission statement here.
Mission	Statement Characteristics Points Earned: 0 of 0.5
Does your	company have a corporate mission statement, and does it include any of the following? that apply.
×	No written statement
	A written corporate mission statement that does not include a social or environmental commitment
	A general commitment to social and/or environmental responsibility and stewardship
	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 to landfill with upcycled products)
	A commitment to serve a target in-need beneficiary group (e.g. low income customers, smallholder farmers)
Social &	Environmental Internal Engagement Points Earned: 0 of 1
your comp	company have any of the following internal engagement practices that focus on the social or environmental mission of pany? The poly. If your company does not have a written social or environmental mission, select "No social or environmental mission."
×	No social or environmental mission
	Company has a social or environmental mission, but there is no training of employees on that mission
	Only informal inclusion of the company's social and environmental goals in orientation, training or instruction, and/or performance evaluation
	All workers receive orientation, training, or instruction that explicitly covers the company's social and/or environmental mission and goals
	Managers' performance evaluation includes how the manager executed on the company's social or environmental missio and goals
	Non-managers' performance evaluation includes execution of company's social or environmental mission and goals
Social/E	nvironmental Key Performance Indicators Points Earned: 0 of 1
	key performance indicators (KPIs) or metrics that your company tracks at least annually to determine if you are meeting I or environmental objectives?
×	We don't track key social or environmental performance indicators
	We measure KPIs/metrics or outputs that we have identified and defined in order to determine if we are achieving our sociand environmental objectives
	We measure social and environmental outcomes over time (e.g. 3rd-party studies, customer or household surveys, progresout of poverty index, etc.)

Stakeholder Engagement Points Earned: 0 of 0.5

	year, how did the company solicit specific feedback from its external stakeholders (excluding employees and investors) the company's social and environmental performance?
×	No formal stakeholder engagement
	Annual stakeholder meeting
	Online stakeholder forum to provide/report social or environmental concerns or feedback
	Meetings or other engagement mechanisms with local community members
	Meetings or other engagement mechanisms with social or environmental advocacy groups
	Community/environmental representation on an advisory board.
	Third party or anonymous surveys about social/environmental performance
	Other (please describe)
Corporat	te Accountability
Governa	nce Structures Points Earned: 0.6 of 0.6
	e company's highest level of corporate oversight? is question affects questions you'll encounter further on in your assessment.
	Owner/Manager only
	Non-Fiduciary Advisory Board
	Board of Directors or Equivalent
	ng Body Characteristics Points Earned: 0 of 1.2 he following apply to your company's Board of Directors or equivalent governing body?
Please check all	
	Includes at least one independent member
	Includes at least 50% independent members
	Meets at least twice annually (2x per year)
	Our company is a cooperative and elects its board from membership
×	None of the above
	N/A - no Board of Directors or equivalent
Governi	ng Body Responsibilities Points Earned: 0 of 1.2
Does your Please check all	Board of Directors have written responsibility for the following issues? that apply.
	Guiding corporate strategy, setting strategic goals and major plans of action
	Approving annual budgets, overseeing major capital expenditures and general risk management
	Overseeing executive compensation
	Overseeing the company's social and environmental mission, with specific goals and targets (if no mission statement, do not select this option)
	Other
×	None of the above
	N/A - no Board of Directors or other governing body
Ethics	

Financia	I Controls Points Earned: 0.8 of 2
Does the o	company maintain any of the following financial controls? that apply.
	None
×	Access to accounting software systems is limited to appropriate personnel only
×	Access to credit/ATM cards is limited to appropriate personnel only
	Segregation of Accounts Receivable (A/R) and Accounts Payable (A/P) duties (duties assigned to different employees)
	Segregation of check writing and check signing privileges
	IT systems have different password protection systems that are changed periodically with different access levels according to the position of the staff member accessing the data
Work Co	nduct Policy Points Earned: 0 of 1
Does your Check only one.	company have one of the following policies regarding work conduct?
	None
	A written Code of Business Conduct that explicitly establishes behavioral expectations for the organization
0	A written Code of Business Conduct that explicitly establishes behavioral expectations for the organization and that include statement against bribery and corruption.
Whistlek	plower Policy Points Earned: 0 of 1
Does the c	company have a written whistleblower policy?
	Yes
	No
_	
Transpar	ency
Financia	I Reporting Standards Points Earned: 1.81818 of 1.81818
During the	last fiscal year, with which financial reporting standards did your company comply?
	IFRS (International Financial Reporting Standards, via the International Accounting Standards Board)
	GAAP (Generally Accepted Accounting Principles, via independent U.S. standards body)
	Local accounting standard (via local independent standard setting body) Other (describe)
	None of the above
	N/A - Our company is pre-revenue
Reviewe	d / Audited Financials Points Earned: 0.227275 of 0.45455
If your con	npany's financial statements were audited or reviewed, what type of individual or entity conducted that review?
	None/ Neither Audited nor Reviewed
	Locally-accredited auditing firm or CPA/CFA
0	Internationally-accredited auditing firm or CPA/CFA
Accessib	ple Financial Data Points Earned: 0.90909 of 0.90909
-	company maintain financial data from last fiscal year that can be accessed or viewed by the following? sation data. Please check all that apply.
×	Shared with all managers
×	Shared with all non-managers
×	Shared publicly (e.g. posted on website)

None

Impact Reporting Points Earned: 0 of 0.90909

× 1	npany publicly share information on its social and/or environmental performance? If so, how?
i	lo public reporting on social or environmental performance
	pecific quantifiable social and/or environmental indicators or outcomes are made public
	Company sets public targets and shares progress to those targets
	nformation is shared/updated annually
	nformation is presented in a formal report that allows comparison to previous time periods
	nformation adheres to a comprehensive third party standard (ex. GRI or B Impact Assessment)
	third party has validated the information shared
	mpact reporting is integrated with financial reporting
Public Fee	dback Channel Points Earned: 0.45455 of 0.45455
Is there a pu	olicly-known mechanism through which customers can provide product feedback, ask questions or file complaints?
	res control of the co
1	lo
Client Pro	tection Warranty Points Earned: 0.45455 of 0.45455
	t or service made or sold by your company covered by a warranty or a client protection policy for consumers?
	res
0 1	lo
1	IA .
Governan	e Metrics
Last Fisca	Year Points Earned: of 0
On what date	e did your last fiscal year end?
2017-1	
2017 1	
Reporting	Currency Points Earned: 0 of 0
	Currency Points Earned: 0 of 0
Reporting cu	
Bulgar	rrency
Bulgar	rrency ian Lev - BGN ast Year Points Earned: 0 of 0
Bulgar Revenue I Total Earned From the last	rrency an Lev - BGN ast Year Points Earned: 0 of 0 Revenue fiscal year
Bulgar Revenue I Total Earned From the last This question will be	rrency an Lev - BGN ast Year Points Earned: 0 of 0 Revenue
Revenue L Total Earned From the last This question will be assessment.	rrency an Lev - BGN ast Year Points Earned: 0 of 0 Revenue fiscal year
Revenue L Total Earned From the last This question will be assessment. Revenue	rency an Lev - BGN ast Year Points Earned: 0 of 0 Revenue fiscal year used for scored calculation questions later in the assessment. Please complete for accurate scoring. The answer to this question affects questions you'll encounter further on in your Year Before Last Points Earned: 0 of 0
Revenue L Total Earned From the last This question will be assessment. Revenue \(\)	rency an Lev - BGN ast Year Points Earned: 0 of 0 Revenue fiscal year used for scored calculation questions later in the assessment. Please complete for accurate scoring. The answer to this question affects questions you'll encounter further on in your Year Before Last Points Earned: 0 of 0
Revenue L Total Earned From the last This question will be assessment. Revenue \(\) Total Earned From the fisc	rency an Lev - BGN ast Year Points Earned: 0 of 0 Revenue If iscal year used for scored calculation questions later in the assessment. Please complete for accurate scoring. The answer to this question affects questions you'll encounter further on in your Year Before Last Points Earned: 0 of 0 Revenue
Revenue L Total Earned From the last This question will be assessment. Revenue \(\) Total Earned From the fisc Earnings L EBIT (Earning	ast Year Points Earned: 0 of 0 Revenue Ifiscal year used for scored calculation questions later in the assessment. Please complete for accurate scoring. The answer to this question affects questions you'll encounter further on in your Fear Before Last Points Earned: 0 of 0 Revenue all year before last Sefore Interest & Taxes Last Year Points Earned: 0 of 0 gs Before Interest & Taxes)
Revenue L Total Earned From the last This question will be assessment. Revenue \(\) Total Earned From the fisc	ast Year Points Earned: 0 of 0 Revenue Ifiscal year used for scored calculation questions later in the assessment. Please complete for accurate scoring. The answer to this question affects questions you'll encounter further on in your Fear Before Last Points Earned: 0 of 0 Revenue al year before last Sefore Interest & Taxes Last Year Points Earned: 0 of 0 gs Before Interest & Taxes)

49 Earnings Before Interest & Taxes Year Before Last Points Earned: 0 of 0 EBIT (Earnings Before Interest & Taxes) From the fiscal year before last Net Income Last Year Points Earned: 0 of 0 Net Income From the last fiscal year Net Income Year Before Last Points Earned: 0 of 0 Net Income From the fiscal year before last Payments to Government Points Earned: 0 of 0 Payments to government in the last fiscal year. Select N/A if company is pre-revenue. Mission Locked Mission Lock Points Earned: 2.5 of 10 Separate from a mission statement, has your company done any of the following to legally ensure that its social or environmental mission will be maintained over time, regardless of company ownership? Signed a contract or board resolution to amend or adopt a legal form that requires consideration of employees, communiand the environment (i.e. Signed B Corp Term sheet but have not yet adopted stakeholder consideration) Amended corporate governing documents to require the consideration of employees, community and the environment (e Amended Articles of Incorporation) Has a specific legal entity/governance structure that preserves mission (i.e. cooperative) Legal entity/governance structure preserves mission and requires stakeholder consideration (i.e. Benefit Corp or cooperative that has amended governing documents to include stakeholder consideration) Other - Please describe None of the above Workers Worker Metrics Majority Hourly vs. Salaried Workers Points Earned: 0 of 0 Are the majority of your employees paid on a fixed salary or a daily/hourly wage? This is a REQUIRED question that determines the set of additional questions your company will respond to regarding your employee impact. The answer to this question affects questions you'll encounter further on in your assessment.

"

Fixed Salary

Daily/Hourly Wage

of Full Time Workers Points Earned: 0 of 0

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

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

48

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

Number of Total Full-Time Workers Total Full-Time Workers 12 months ago

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

34

of Part Time Workers Points Earned: 0 of 0

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

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

0

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

Number of Total Part-Time Workers Total Part-Time Workers 12 months ago

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

0

of Temporary Workers Points Earned: 0 of 0

Number of Total Temporary Workers Current Total Temporary Workers

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

4

of Temporary Workers Last Year Points Earned: 0 of 0

Number of Total Temporary Workers Total Temporary Workers 12 months ago

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

7

Compensation & Wages

Total Wages Points Earned: 0 of 0

Total Wages (including bonuses)

Lowest Paid Wage Points Earned: 0 of 0

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

Please exclude students and interns in this calculation.

8.88

Inflation Rate Compensation Adjustments Points Earned: 0 of 5.4

During the last fiscal year, did all full-time and part-time workers receive an increase to their salary/wages (excluding bonuses) that at least meets the inflation rate in your country?

Do not include commissions paid to commission-based workers in this response. Click on ? to link to an inflation table.



Yes

No

(excluding	g for inflation increase, what was the average % increase in wage/salary paid to all full-time and part-time workers bonuses, commissions) in the last fiscal year? age increase was at or below inflation rate.
	0%
	0.1-1.9%
	2.0-4.9%
	5%+
	Low Pay Ratio Points Earned: 5.4 of 5.4
What mult	iple 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
Compen	sation & Wages (Salaried)
Bonus P	lan Characteristics Points Earned: 1.5 of 1.5
	fiscal year, the company's bonus plan for non-executives represented what % of the company's salary base? If your company did not have bonuses issued.
	0%
	<1%
	1-5%
	6-15%
	>15%
Benefits	
	nentary Benefits Points Earned: 0 of 2.85714
	the following benefits provided to employees to supplement government programs?
Are dily of	
	Disability coverage/ accident insurance
	Life insurance
	Financial services (credit or savings programs)
	Private dental insurance
	Private supplemental health insurance
	Other (describe)
×	None of the above
Paid Sec	ondary Caregiver Leave Points Earned: 0 of 2.85714
What is the	e minimum paid secondary caregiver leave offered to full-time workers either through the company or the government?
	None
	Up to 2 weeks
	2 to 5 weeks
	6+ weeks

Healthcare Eligibility for Part Time Workers Points Earned: 0 of 1.42857 How many hours per week must a part-time employee work in order to qualify for the previously-selected benefits? No benefits beyond what is provided under national law 30+ hours per week 25-30 hours per week 20-24 hours per week <20 hours per week

N/A - No part-time workers Supplementary Benefits Points Earned: 1.857141 of 2.85714 Which supplementary benefits are provided to a majority of full-time and part-time workers? Please check all that apply. × Free transportation or transit subsidy Free or subsidized meals Health benefits extend to immediate family (spouse and children) Child-care (On-site or subsidized) Access to local medical services/clinic (on-site or subsidized) Free or subsidized housing X Other free or subsidized benefits (describe) sport membership None Worker Benefits (Salaried) Number of Paid Days Off Points Earned: 1 of 1 How many paid days off (including holidays) do full-time employees receive annually? 0-15 days 16-22 days 23-29 days

Paid Primary Caregiver Leave for Salary Workers Points Earned: 1 of 1

What is the minimum number of weeks salaried workers receive paid primary caregiver leave, either through the company or the government?

\bigcirc	0-5 weeks
	6-11 weeks
\bigcirc	12-17 weeks
	18-23 weeks
	24+ weeks

30-35 days 36+ work days

Training & Education

Intern Hiring Practices Points Earned: 0.2375 of 0.95

	ply. If there is no third party living wage calculated for your country of operations, please do not select "payment of a living wage."
	There is a formalized policy/program outlining the objectives of internships or internship programs for participants
	Company partners with education institutions to provide internship opportunities
	Interns are paid a living wage
	Interns receive formal performance reviews
	Interns have a formal opportunity to provide feedback on experience
×	Interns have been hired on as full time permanent employees in the past two years
	Intern tenures are restricted to not exceed 1 year if interns are not currently enrolled in school
	None of the above apply to my intern programs
	N/A - Company does not employ interns
Amount	of Training for New Hires Points Earned: 0.316635 of 0.95
_	e last 12 months, what was the average amount of training that a newly hired worker received?
	No training
	On-the-job training (1-day to 1 week)
	On-the-job training (1 week to 1 month)
	Apprenticeship/technical training (1 month+)
0	N/A - No new hires during the last 12 months
Training	& Education (Salaried)
Excluding last 12 mo	nsed Training Participation Points Earned: 0 of 0.94 newly hired workers, what % of full-time and part-time workers received the following types of formal training during the onths? Indicate the description of the content of the
	0%
	1-24%
	25-49%
	50-74%
	75%+
0	Don't know
Providin	g Cross-Job Skills Training Points Earned: 0 of 0.94
last 12 mo Skills-base	newly hired workers, what % of full-time and part-time workers received the following types of formal training during the inths? Id training on cross-job functions (i.e. training beyond regular job responsibilities, e.g. public speaking training or ent training for non-managers)
	0%
	1-24%
	25-49%
	50-74%
	750/
\bigcirc	75%+

Life Skill Training Participation Points Earned: 0 of 0.94

last 12 mo	
Training on	life skills for personal development (i.e. literacy, personal financial planning, etc.)
	0%
	1-24%
	25-49%
	50-74%
	75%+
0	Don't know
External	Professional Development Participation Points Earned: 0.47 of 1.88
in the past	full-time workers have participated in external professional development opportunities or lifelong learning opportunities fiscal year?
Only include prof	essional development paid for in advance, reimbursed or subsidized by the company.
	None
	1-24%
0	25-49%
0	50-74%
<u> </u>	75%+
Worker C	Ownership
% Partic	pation in Employee Ownership Points Earned: 0 of 4.5
participate	all full-time employees (including founders and executives) own stocks, stock equivalents and stock options, or in an ESOP or other qualified ownership plans in the company? 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
	N/A
% of Con	npany Owned by Non-Executive Employees Points Earned: 0 of 4.5
	the company is owned by non-executive, non-founder, full-time workers? of the workers own the business. Select N/A if your company is a consumer/shared services cooperative, a producer cooperative or a nonprofit.
	0%
	1-24%
	25-49%
\bigcirc	50%+
$\tilde{\bigcirc}$	N/A
Manager	ment & Worker Communication

Please describe your formal, written evaluation process for providing feedback to all workers on their performance here.

The process of performance evaluation used to be very much dependent on the decision of the supervisor of the team. The goal setting was a process of aligning company's strategy into and the personal targets for the year in a one-to-one meetigns between manager and associate. the process is now being mainstreamed to set timeframes and templates valid for every associate in the company with business related goals (what) and attitude/behavior related goals (how) Main steps of the process: Setting the yearly/half year goals by edn of Jan; mid year review in June-Jul and appraisal for the H1; setting the goals for H2 by mid Jul Full year apprasal by end of January. Sales positions (sales representatives and account managers) and positions in Partners dpt have monthly/quarterly targets and bonus schemes that match them

Worker S	Satisfaction Surveys Points Earned: 0.6 of 0.8
Does the c	ompany do any of the following regarding worker satisfaction / engagement?
×	Company conducts anonymous surveys at least biannually
	Company separates survey results by gender and/or by other underrepresented groups
×	Company shares results with employees
	None of the above
Employe	e Satisfaction Points Earned: 0.4 of 0.8
•	ent of your employees are 'Satisfied' or 'Engaged'?
	N/A
	<65%
	65-80%
	81-90%
0	>90%
Which of th	ne following is included in your company's termination policy? s requiring immediate dismissal / with cause. No required written notice prior to termination Written notice of worker performance only
	Written notice of worker performance and a stated probationary period
	N/Ano written termination policy
Worker /	Management Conflict Mediation Points Earned: 0 of 0.8
Has the co manageme	mpany identified one of the following designated agents to mediate complaints / issues between workers or workers and ent?
	Informally-designated worker who passes information to other workers
	Union representative
	Human Resources-designated representative
	Employee Representative mutually-designated by company management and employees
	3rd party Ombudsman
	Other (describe)
x	None of the above
Manager	ment & Worker Communication (Salaried)

56 Performance Reviews Points Earned: 1 of 1 Is there a written performance review for any of the following workers? Check the box if all workers in that category receive a formal performance review on an annual basis. No written performance review × Managers × Full-time non-managerial workers Part-time non-managerial workers Temporary workers **Human Rights & Labor Policy** Employee Handbook Information Points Earned: 0 of 0.6 Does your company have a written employee handbook that workers have access to and includes the following information? No written employee handbook A non-discrimination statement An anti-harassment policy Statement on work hours Pay and performance issues Policies on benefits, training and leave Grievance resolution Disciplinary procedures and possible sanctions Statement regarding workers' right to bargain collectively and freedom of association Prohibition of child labor and forced/compulsory labor Non-Discrimination Policy Points Earned: 0 of 0.6 If you have a written non-discrimination policy, which of the following are covered in hiring and in the workplace? × No written policy Gender Race Color Disability Political opinion Sexual orientation Age Religion HIV status Occupational Health & Safety Worker Safety Practices Points Earned: 0.6666 of 2 Which of the following are true of your occupational health and safety policies?

There are written policies and practices to minimize on-the-job employee accidents and injuries

A worker health and safety committee helps monitor and advise on health and safety programs.

Injury/accident/lost /absentee days are measured and transparent

Worker Business Models Introduction

None of the above

Impact Business Model: Worker Ownership Points Earned: 0 of 0
Is your company structured to benefit its employees in the following way? The answer to this question affects questions you'll encounter further on in your assessment.
Ownership structures that provide significant equity (>40%) and empowerment to all employees (i.e. employee-owned companies/cooperative) No
Community
Job Creation
New Jobs Added Last Year Points Earned: 0 of 0
Number of net full-time and part-time jobs that have been added to your company's payroll. Enter 0 if none or if your company ha no workers. Last 12 months:
New Jobs Added Year Before Last Points Earned: 0 of 0
Number of net full-time and part-time jobs that have been added to your company's payroll. Enter 0 if none or if your company ha no workers. Prior 12 months: 28
Job Growth Rate Points Earned: 4.33333 of 4.33333
What % of full-time and part-time jobs were newly created at your company during the last 12 months? This does not include existing positions that were filled due to vacancy.
0% (Has not grown on a net basis)
1-14%
15-24%
25% +
Promoting Employees Points Earned: 2.166665 of 4.33333
What % of positions above entry level have been filled through internal promotion during the last 12 months? If there have been no job openings above an entry level, enter 0.
O%
1-24%
25-49%
50%+
Departed Employees Points Earned: 0 of 0
Number of full-time and part-time workers that departed/left the company during the last 12 months. Enter 0 if None. Select N/A only if there are no workers.
Attrition Rate Points Earned: 2.88599778 of 4.33333
What % of full-time and part-time workers have left the company during the last 12 months? Calculation should include voluntary and involuntary separation, but exclude workers dismissed with cause.

58 **Diversity & Inclusion** Female Employees Points Earned: 0 of 0 Number of total full-time and part-time female employees. Enter 0 if None. Select N/A only if there are no workers. Ownership Diversity Points Earned: 0 of 2.36364 What % of the company is owned by: Women and/or individuals from chronically-underemployed communities 0% 1-9% 10-24% 25-39% 40-49% 50%+ Don't know Workers from Underemployed Groups Points Earned: 2.36364 of 2.36364 What % of your workforce (both full-time and part-time) are women or from chronically underemployed communities? Women 0% 1-9% 10-24% 25-39% 40-49% 50%+ Don't know Workers from Underemployed Groups Points Earned: 0 of 2.36364 What % of your workforce (both full-time and part-time) are women or from chronically underemployed communities? Chronically-underemployed

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

Nonprofi	it Ownership Points Earned: 0 of 1.18182	59
	the company is owned by: organization	
	0%	
	1-9%	
	10-24%	
	25-39%	
	40-49%	
	50%+	
0	Don't know	
Female (Ownership Points Earned: of 0	
Optional u Women	nweighted metrics: Approximately what % of the company's ownership is held by the following groups?	
Ownersh	nip by Individuals from Underemployed Groups Points Earned: of 0	
	nweighted metrics: Approximately what % of the company's ownership is held by the following groups? from chronically underemployed communities	
Board of	Directors Diversity Points Earned: 0 of 2.36364	
communiti		nployed
Select N/A only if	f your company is governed by an owner/manager structure and does not have a Board of Directors or governing body.	
	0%	
	1-9%	
	10-24%	
	25-39%	
	40-49%	
	50%+	
	N/A - No board of directors or equivalent	
	Don't know	
Supplier	Ownership Diversity Points Earned: 0 of 2.36364	
What % of	your Significant Suppliers are majority owned by women or individuals from underrepresented populations	?
	0%	
$\tilde{\bigcirc}$	1-9%	
$\tilde{\bigcirc}$	10-19%	
$\tilde{\bigcirc}$	20-29%	
$\tilde{\bigcirc}$	30%+	
	Don't Know	

Civic Engagement & Giving

Corporate Citizenship Program Points Earned: 0 of 1.05263	60
Does your company have the following charitable giving practices implemented in practice or written in policy?	
Statement on the intended social or environmental impact of company's charitable contributions	
Cash and in-kind donations (excluding political causes)	
Volunteer and pro bono service	
Formal donations commitment (e.g. 1% for the planet)	
Matching individual workers' charitable donations	
Allowing workers and/or customers to select charities to receive company's donations	
Other (please describe)	
X None of the above	
Civic Memberships and Partnerships Points Earned: 0 of 0.52632 Does your company have membership or a civic partnership with any of the following types of organizations? Check all that apply.	
x None	
Business or Trade Associations	
Chamber of Commerce	
Governmental Institutions	
Local academic institutions	
Cooperatives	

Volunteer Service Policies Points Earned: 0 of 1.05263

Other (describe)

Are full-time employees granted in writing any of the following options for volunteer service?

	Non-paid time off
	Paid time off
	20 hours or more a year of paid time off
	Workers offered incentives for volunteerism (office parties, competitions with prizes, etc.
×	Do not offer paid or unpaid time off

% of Employees Volunteer Service Points Earned: 0 of 1.05263

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

	0%
\bigcirc	1-24%
\bigcirc	25-49%
\bigcirc	50-74%
\bigcirc	>75%
\bigcirc	Don't know

Tracking Volunteer Service Points Earned: 0 of 0.52632

Does your company monitor and record volunteer hours of company workers?

	We do not currently monitor and record our hours contributed
\bigcirc	Our company monitors and records hours contributed (no increase targets)
\bigcirc	Our company monitors hours contributed and has specific increase targets
	Our company monitors hours contributed and has met specific increase targets during the reporting perio

Total Amount of Volunteer Service Hours Points Earned: of 0

	f hours volunteered by full-time and part-time employees of the organization during the last fiscal year. de both paid and unpaid time spent volunteering during traditional work hours, either for company-organized events or for employee-initiated activities.
Volunte	er Service Per Capita Points Earned: 0 of 1.05263
	the % of per capita worker volunteer, community service, or pro bono time donated in the reporting period? al volunteer hours / total hours worked, generally 2000 hours per FTE.
	0%
	1-2.4% of time
	2.5-5% of time
	>5% of time
	Don't know / not monitored
Total Am	nount of Charitable Donations Points Earned: of 0
	unt (in currency terms) donated to registered charities in the last fiscal year. currency specified in "Reporting currency" for this metric.
% of Rev	venue Donated Points Earned: 0 of 4.21053
	the equivalent % of revenue donated to charity during the last fiscal year? ax deductible in-kind donations but do not include pro bono time.
	No donations last FY
	0.1-0.4% of revenues
	0.5-1% of revenues
	1.1-2.4% of revenues
	2.5-5% of revenues
	5%+ of revenues
	Don't know
Advocac	ry for Social and Environmental Standards Points Earned: 0 of 0.52632
	company worked with policymakers and/or stakeholders (including competitors) to develop or advocate for increased of social and environmental standards or voluntary practices in your industry in the past two years?
	Yes, company has offered support in name and/or signed petitions
	Yes, company has provided active staff time or financial support
	Yes, company has directly introduced, testified, made recommendations or provided expertise to advance standards
	Yes, company has worked with other industry players on a cooperative initiative
	Yes, and efforts resulted in a specific institutional, industry or regulatory reform
	Other (please describe)
×	None of the above
Local Inv	volvement
Spendin	g on Local Suppliers Points Earned: 4 of 4
	your company's expenses (excluding labor) was spent with independent suppliers local to the company's headquarters t production facilities?
	<20%
	20-39%
0	20-39% 40-59%
	
	40-59%

Do a majority of your customers live locally to your company's headquarters or production facilities? Yes No Suppliers, Distributors & Product Significant Supplier Descriptions Points Earned: 0 of 0 Please select the types of companies that represent your Significant Suppliers: All companies have significant suppliers, which are defined as the largest suppliers of the company amounting to approximately 80% of non-labor costs. Select all that apply.
Suppliers, Distributors & Product Significant Supplier Descriptions Points Earned: 0 of 0 Please select the types of companies that represent your Significant Suppliers:
Suppliers, Distributors & Product Significant Supplier Descriptions Points Earned: 0 of 0 Please select the types of companies that represent your Significant Suppliers:
Significant Supplier Descriptions Points Earned: 0 of 0 Please select the types of companies that represent your Significant Suppliers:
Significant Supplier Descriptions Points Earned: 0 of 0 Please select the types of companies that represent your Significant Suppliers:
Please select the types of companies that represent your Significant Suppliers:
× Product Manufacturers
× Professional Service Firms (Consulting, Legal, Accounting)
Independent Contractors
X Marketing/Advertising
× Office Supplies
Benefits Providers
x Technology
Raw materials
Farms
Other
YesNo
Independent Contractor Practices Points Farned: 0 of 2.2
Independent contractors are verified to either work on a time-bound basis, or else split their time with work for other clie Contractors not meeting either criteria have been offered employment.
Independent contractors are paid a living wage (when calculated as hourly wage when living wage data is available)
We have independent contractors, but have not engaged in any of these practices
N/A - We haven't used independent contractors in the last year
Supplier Certifications Points Earned: 0 of 2.2
During the last fiscal year, what % 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%
Which of the following describe your relationships with all your company's independent contractors? Formal routine process for independent contractors to receive post-project/contract performance feedback
Formal routine process for independent contractors to receive post-project/contract performance feedback
Formal routine process for independent contractors to communicate post-project or post-contract feedback to the compa
Independent contractors are verified to either work on a time-bound basis, or else split their time with work for other clie
Independent contractors are verified to either work on a time-bound basis, or else split their time with work for other clie
Independent contractors are paid a living wage (when calculated as hourly wage when living wage data is available)
N/A - We haven't used independent contractors in the last year
Supplier Certifications Points Earned: 0 of 2.2
We have independent contractors, but have not engaged in any of these practices N/A - We haven't used independent contractors in the last year
N/A - We haven't used independent contractors in the last year
N/A - We haven't used independent contractors in the last year
Contractors not meeting either criteria have been offered employment.
Independent contractors are paid a living wage (when calculated as hourly wage when living wage data is available)
N/A - We haven't used independent contractors in the last year
N/A - We haven't used independent contractors in the last year
We have independent contractors, but have not engaged in any of these practices
Independent contractors are paid a living wage (when calculated as hourly wage when living wage data is available)
Independent contractors are paid a living wage (when calculated as hourly wage when living wage data is available)
Independent contractors are paid a living wage (when calculated as hourly wage when living wage data is available)
Formal routine process for independent contractors to communicate post-project or post-contract feedback to the compa
Formal routine process for independent contractors to receive post-project/contract performance feedback
Formal routine process for independent contractors to receive post-project/contract performance feedback
Formal routine process for independent contractors to receive post-project/contract performance feedback
Formal routine process for independent contractors to receive post-project/contract performance feedback
Formal routine process for independent contractors to receive post-project/contract performance feedback
Which of the following describe your relationships with all your company's independent contractors?
Which of the following describe your relationships with all your company's independent contractors?
Which of the following describe your relationships with all your company's independent contractors?
Which of the following describe your relationships with all your company's independent contractors?
Independent Contractor Practices Points Earned: 0 of 2.2
Independent Contractor Practices Points Earned: 0 of 2.2
NO
Yes

Don't know

Revenue from Certified Products Points Earned: 0 of 2.2

-	r services have been reviewed and certified by an accreditation body? Select N/A if industry or service relevant n does not exist.
	0%
	1-9%
	10-24%
	25-74%
	75-99%
	100%
	Don't know
0	N/A
Communi	ty Business Models Introduction
Communi	ty Oriented Business Models Points Earned: 0 of 0
-	pany structured to benefit community stakeholders in any of the following ways? question affects questions you'll encounter further on in your assessment.
	A producer-owned cooperative structure in which suppliers share control and benefits of company operations (e.g. farmer cooperative, artisanal cooperative)
	Purchasing fair/direct trade to improve livelihoods for underserved groups in your supply chain
	A micro-distribution or micro-franchising model that provides economic opportunities to underserved groups
	A formal standing commitment to donate a significant portion of sales/profits/ownership to charitable causes (>2% sales, >20% profits/ownership)
	Providing high quality jobs and/or professional development for individuals with chronic barriers to employment (workford development programs)
	Our company was created as a result of a government privatization scheme (within the past 5 years) or to produce a product in and for the local economy that previously had only been available through import (import substitution model)
×	None of the above
Enviro	onment
Environm	ent Introduction
Type of Fa	acilities Points Earned: 0 of 0
	of facilities does your business primarily operate in? question affects questions you'll encounter further on in your assessment.
	Company owned office space
	Leased office space
	Co-working Space
0	Virtual/ Home Offices
Land, Off	ice, Plant

Facility Environmental Efficiency Points Earned: 0 of 1.23077

Which be	st describes a majority of the company's offices and plant facilities' environmental efficiency?
	Buildings employ energy saving strategies (e.g. energy use monitoring, efficient appliances and lighting, renewable energuse)
	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)
	Building construction and/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 (describe)
×	None
Recycli	ng Programs Points Earned: 0 of 1.23077
Does you	r company have any of the following recycle/reduce/reuse programs?
	Company recycles and reuses materials on premises, with clearly-marked bins for use
	A written recycle/reduce/reuse policy that is posted at plant facilities with clearly-marked bins
	Other (describe)
×	None
Environ	mentally Efficient Equipment Points Earned: 0 of 0.61538
	f 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
	mental Management Systems Points Earned: 0 of 1.23077
Does you Please check a	r company have an environmental management system that includes any of the following? I that apply.
×	No environmental management system
	Policy statement documenting the company's commitment to the environment
	Internal or external assessment undertaken of the environmental impact of your company's business activities
	Stated objectives and targets exist for environmental aspects of your company operations
	Programming designed, with allocated resources, to achieve these targets
	Periodic compliance and auditing to evaluate impact of activities
	Other (describe)
Environ	mental Reviews or Audits Points Earned: 0 of 1.23077
_	company gone through an environmental review or audit during the last 24 months?
ıı yes, seiect w	hat type of audit or review was conducted; if no, select no. No
	Internal Review
	3rd party-conducted review
	3rd party-conducted audit
	Other (describe)
	one (accente)

Virtual Office Stewardship Points Earned: 0 of 2.46154

virtual offi	ces?
	There is a written policy encouraging environmentally preferred products and practices in employee virtual offices (recycling, etc.)
	Company shares resources with employees regarding environmental stewardship in home offices (i.e. energy efficiency, recycling, etc.)
	Policy in place for the safe disposal of e-waste and other hazardous materials purchased for employee home offices.
	Employees are provided with a list of environmentally preferred vendors for office supplies
	None of the above
×	N/A
Inputs	
Monitori	ing Energy Usage Points Earned: 0.39996 of 1.2
Does your	company monitor, record and/or report its energy usage?
	We do not currently monitor and record usage
	We monitor and record usage (no reduction targets)
	We monitor and record usage, and have specific reduction targets
0	We monitor usage and have met specific reduction targets during the last fiscal year
Monitori	ing Water Usage Points Earned: 0.39996 of 1.2
Does your	company monitor, record and/or report its water usage?
	We do not currently monitor and record our usage
	We monitor and record usage (no reduction targets)
	We monitor and record usage, and have specific reduction targets
	We monitor usage and have met specific reduction targets during the last fiscal year
Water C	onservation Practices Points Earned: 0 of 1.2
Has your o	company implemented any of the following water conservation methods at your corporate office or plant facilities?
	Low-flow faucets/taps, toilets/urinals, showerheads
	Water recycling/reuse during the production process
	Harvest rainwater
	Other (describe)
×	None of the above
Electrici	ty Sources Points Earned: 0 of 1.2
From what	sources does your company get its electricity? that apply.
	Diesel-generators
×	Municipal power grid (sources unknown/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/renewable based generators
	Renewable energy sources (including on-site renewable)
	Other (describe)

Which of the following are true of how your company encourages good environmental stewardship in how employees manage their

Low Impact Renewable Energy Use Points Earned: 0 of 1.2

_	last fiscal year, what % of energy used by your company came from low-impact renewable sources? enewable generation. If none, or if you don't know, enter 0.
	0%
	1-9%
	10-24%
	25-49%
0	50%+
Outputs	
Waste D	isposal Methods Points Earned: 0.5 of 2
How does	your company dispose of a majority of non-hazardous waste/garbage?
	Incinerate/burn/on-site disposal (uncertified)
	3rd party garbage collection, no certification for disposal
×	Municipal garbage collection
	Composting garbage
	Private 3rd party disposal (that had been certified and can provide documentation for responsible disposal)
	On-site disposal that is compliant with internationally-accepted methods (3rd party reviewed or audited)
	Waste is separated and recycled/reused for company's own production or donated/provided to other facilities
	Other (describe)
Hazardo	us Waste Disposal Points Earned: 1 of 2
_	last fiscal year, what % of non-reusable hazardous waste was disposed of responsibly, with a documented 3rd party? Includes batteries, paint, electronic equipment, etc. Select N/A if your company does not generate any hazardous waste.
	<90%
	90-99%
	100%
\bigcirc	N/A
Ö	Don't know
Hazardo	us Materials On-Site Points Earned: 0 of 2
-	npany uses any hazardous materials on site, check all of the procedures that your company follows.
Hazardous mater	rials 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 busing activities
	All containers with hazardous materials are labeled, with instructions for proper storage, use and disposal
×	None of these procedures
	N/A
Environr	nental Models Introduction
Environr	mental Business Model Points Earned: 0 of 0
-	ompany's products or process structured to restore or preserve the environment in any of the following ways? is question affects questions you'll encounter further on in your assessment.
	Through a manufacturing, wholesale or agriculture process which is designed to significantly reduce environmental impactompared to typical practices for the industry
	Through a product or service that preserves, conserves, or restores the environment or resources
×	None of the above

Customers 67

Customer Models Introduction
Customer Impact Business Model Introduction Points Earned: 0 of 0
Does your product/service address a social or economic problem for or through your customers? The answer to this question affects questions you'll encounter further on in your assessment.
Yes
O No
Customer Products & Services Introduction
Positive Impact of Product/Service Points Earned: of 0
How would you describe the positive outcome for customers created by your product/service?
We promote healthy lifestyle and access to quality fitness clubs and swimming pool among the employees of the companies.
Beneficial Product Type Points Earned: 0 of 0
Which of the following most closely matches the outcome and/or problem solved for your customers as defined above? Only select the ONE most relevant option for each product line. This will guide you to a series of questions specific to the type of impact you indicate you are creating. The answer to this question affects questions you'll encounter further on in your assessment.
Access to products/services that fulfill basic human needs for individuals without prior access (e.g. providers of electricit clean drinking water to rural poor communities, affordable housing projects, waste and sanitation systems or disposal)
Improved or Maintained Health/Wellness (e.g. medical equipment, medical services and medicines, preventative health services or products, healthy living products, exercise and sporting products, prescription eyeglasses)
Improved Education or Skills Development (e.g. schools, textbooks, tutoring services, career leadership training, educati tools, games and software)
Increased economic opportunity for underserved groups (e.g. financial or insurance services or benefits consulting for the underserved, new mechanisms to connect products to market)
Increased operational success or capital for purpose driven or underserved enterprises (e.g. impact investing or fundrais platforms, non-profit accounting services)
Increased social and/or environmental impact for businesses or other organizations (e.g. sustainability consulting)
Increased Access to Arts, Media, or Culture (e.g. independent media, artisanal crafts, photography, information services)
Improves market access through physical or technological infrastructure (e.g. mobile telecommunications, business technologies or software, roads, bridges, railways, ports, building and construction materials not previously available)
None of the above
Total Customer Individuals Points Earned: 0 of 0
Total Number of Customers
Individuals:
Total Customer Organizations Points Earned: 0 of 0
Total Number of Customers Organizations:

Health & Wellness Improvement

Health Product Description Points Earned: 0 of 0

Which of the following best describes your health related product or service? The answer to this question affects questions you'll encounter further on in your assessment.	
Our product reduces health risk, such as by producing healthy alternatives to products that are traditionally unheal	thy or
toxic to consumers (healthy food alternatives that meet rigorous government standards, BPA free, etc.)	-
 Our product/service contributes to the positive development of individual health and well-being (wellness programs sporting equipment) 	š,
Our product/service supports healthcare through improving the efficiency or access to healthcare systems (health insurance, drug tracking, hospital equipment, etc.)	
Our product/service directly provides healthcare that cures or prevents illness/disability	
None of the above	
Severity Of Health Issue Addressed Points Earned: 0 of 0	
What is the severity of the health issue or issues addressed by your product/service? Please click on the Help Text icon for instructions The answer to this question affects questions you'll encounter further on in your assessment.	
○ Low	
Mid	
High	
My product/service enables healthcare that cures or prevents illnesses/disabilities of all kinds	
My product/service does not address a particular ailment, it contributes to overall positive health outcomes	
Don't know	
Extent of Positive Health Outcomes Points Earned: 0 of 0	
Which of the following best describes the extent to which your product/service contributes to the positive health outcome? The answer to this question affects questions you'll encounter further on in your assessment.	
My product/service has been demonstrated to effectively and substantially address the stated health problem, inde	epende
of other factors	
 My product contributes to the stated positive health outcome, but does so dependent upon other resources/circum outside of our control 	stance
Revenue from Health Product/Service Points Earned: 0 of 0	
Revenue from Health Product/Service Points Earned: 0 of 0	
What were your total revenues last fiscal year from the previous products or services?	
The answer to this question affects questions you'll encounter further on in your assessment.	
Individuals Served Points Earned: of 0	
How many customers/clients/beneficiaries were served through the provision of the previous products or services during the la 12 months? Please provide figures that are as accurate as possible. Estimates within +/- 5% acceptable. Do not double count. Individuals	st
Households Served Points Earned: of 0	
How many customers/clients/beneficiaries were served through the provision of the previous products or services during the la 12 months? Please provide figures that are as accurate as possible. Estimates within +/- 5% acceptable. Do not double count. Households	st
Communities Served Points Earned: of 0	
How many customers/clients/beneficiaries were served through the provision of the previous products or services during the la 12 months? Please provide figures that are as accurate as possible. Estimates within +/- 5% acceptable. Do not double count. Communities	st
Organizations Served Points Earned: of 0	

How many customers/clients/beneficiaries were served through the provision of the previous products or services during the last 12 months? Please provide figures that are as accurate as possible. Estimates within +/- 5% acceptable. Do not double count.

Businesses/Non-Profits

How many customers/clients/beneficiaries were served through the provision of the previous products or services during the last 12 months? Please provide figures that are as accurate as possible. Estimates within +/- 5% acceptable. Do not double count. Governments	t
Client Tracking Methods Points Earned: of 0	
Please provide a brief description of how you track your customer/client/beneficiary figures.	
We have an internal systems where all the client information is administrated.	
Verification of Health Outcomes Points Earned: 0.833335 of 1.66667	
How do you verify that your product contributes to the outcome previously selected? Select all that apply.	
We have a track record of successful verified positive outcomes and have created case studies based on these.	
X There is secondary research that supports the link between our type of product and the stated outcome.	
We conduct our own direct research to track the outcomes produced for all our customers, such as impact-related s	urvey
We have third party certifications or verifications that verify the efficacy of our product/service in delivering outcom	es
We have performed, commissioned, or partnered with scientifically designed impact or outcome assessments to systematically learn about our product's impact	
Our product is too early stage to have research or studies that link our product to positive outcomes	
We cannot provide verification of our outcomes at this time.	
Efficacy of Health Product/Service Points Earned: 0 of 1.66667	
If direct research on your product/service has been performed, did the results confirm that a desired outcome is being achieved	?
○ Yes	
O No	
● NA	
Innovative Health Products Points Earned: of 0	
Is there something different or innovative about the company's health product/service that has changed the industry? Is this something that is replicable, unique at the time that it was created, and that has been emulated by other organizations?	
The services and products the company provides were first on the Bulgarian market and improves the accessibility and affordability to sport facilities.	
Negative Impact Management Points Earned: 0 of 1.66667	
Does your company also measure and manage the negative or unintended outcomes generated by this business model?	
Yes	
● No	
Serving In Need Populations	
Impact on Underserved Populations Points Earned: 0 of 0	
Does your product/service benefit underserved populations, either directly or by supporting organizations that directly serve th	am2
	:1111:
Yes	
■ No	
Underserved Beneficiaries Overview Points Earned: of 0	
Describe the beneficiaries or end-users of your products or services and how you characterize them as underserved.	
N/A	

Underserved Beneficiary Types Points Earned: 0 of 0

organizatio	ons that serve the underserved, which of the following populations are your client's beneficiaries?
Select the option	that most accurately reflects the majority of underserved beneficiaries. The answer to this question affects questions you'll encounter further on in your assessment.
	Low income, poor, or very poor Other populations underserved in your product/service category, which can include minorities, veterans, disabled
\bigcirc	individuals
	Individuals who are not underserved in your product/service category (do not continue)
Impact o	on Underserved Populations Description Points Earned: 0 of 0
	he following best describes how your product/service benefits underserved populations previously described? is question affects questions you'll encounter further on in your assessment.
•	My product/service helps the financial viability of purpose-driven enterprises, which in turn allows them to continue to set their underserved target population (ex. marketing or accounting services for a social service agency)
\bigcirc	My product/service directly helps purpose driven enterprises improve positive impact for their underserved beneficiaries, but is not designed specifically for that underserved population (e.g. teaching curriculum sold to low income schools)
\circ	My product/service directly helps purpose driven enterprises improve positive impact for their underserved beneficiaries, and is specifically designed to benefit that underserved population (e.g. teacher training/curriculum specifically designed address challenges of teaching low income students)
\circ	My product/service is directly used by the previous underserved populations (e.g. products marketed to or designed for the underserved)
If relevant, Low Incom	, select which of the following impoverished communities your company serves: e Urban Rural Peri-urban
Poor Cor	mmunities Served Points Available: 0
lf relevant, Poor	, select which of the following impoverished communities your company serves:
	Urban
	Rural
	Peri-urban
Very Poo	or Communities Served Points Available: 0
If relevant, Very poor	, select which of the following impoverished communities your company serves:
	Urban
	Rural
	Peri-urban Peri-urban

Underserved Group Demographics Points Earned: 0 of 0

 Young children (younger than 5 years old) Children and adolescents (5 years of age or older but younger than 18) Adults Elderly/older adults Persons with disabilities Minority/previously excluded populations Women Pregnant women Other at risk populations None of the above Underserved Client Tracking Points Earned: 0 of 0 Which of the following statements are true about your in-need customers/ clients? Most customers/clients continue with us year by year and latest figures for the year roughly reflect the total number of
 Adults Elderly/older adults Persons with disabilities Minority/previously excluded populations Women Pregnant women Other at risk populations None of the above Underserved Client Tracking Points Earned: 0 of 0 Which of the following statements are true about your in-need customers/ clients?
Elderly/older adults Persons with disabilities Minority/previously excluded populations Women Pregnant women Other at risk populations None of the above Underserved Client Tracking Points Earned: 0 of 0 Which of the following statements are true about your in-need customers/ clients?
Persons with disabilities Minority/previously excluded populations Women Pregnant women Other at risk populations None of the above Underserved Client Tracking Points Earned: 0 of 0 Which of the following statements are true about your in-need customers/ clients?
Minority/previously excluded populations Women Pregnant women Other at risk populations None of the above Underserved Client Tracking Points Earned: 0 of 0 Which of the following statements are true about your in-need customers/ clients?
Women Pregnant women Other at risk populations None of the above Underserved Client Tracking Points Earned: 0 of 0 Which of the following statements are true about your in-need customers/ clients?
Pregnant women Other at risk populations None of the above Underserved Client Tracking Points Earned: 0 of 0 Which of the following statements are true about your in-need customers/ clients?
Other at risk populations None of the above Underserved Client Tracking Points Earned: 0 of 0 Which of the following statements are true about your in-need customers/ clients?
Underserved Client Tracking Points Earned: 0 of 0 Which of the following statements are true about your in-need customers/ clients?
Underserved Client Tracking Points Earned: 0 of 0 Which of the following statements are true about your in-need customers/ clients?
Which of the following statements are true about your in-need customers/ clients?
Most customers/clients continue with us year by year and latest figures for the year roughly reflect the total number of
beneficiaries to date
Customers/clients we reach each year are in addition to previous customers/clients and total number served should be calculated by adding together the numbers for each year
Don't know - we don't sell direct to customers/clients
How much revenue is generated through sale to the previously selected beneficiary group(s) or nonprofit(s)? 0 % of Customers In-need Points Earned: 0 of 0
What % of customers/end beneficiaries of your product or service are from an underserved population identified previously? If you serve purpose driven enterprises, please respond with the % of your revenues generated from services provided that benefited the previously selected underserved in the last fiscal year. The answer to this question affects questions you'll encounter further on in your assessment.
In-Need Individuals Served Points Earned: 0 of 0
How many customers/clients served qualify in the previously selected underserved populations during the last 12 months? Do not duplicate individuals and households. Estimates within +/- 5% are acceptable. Individuals
Underserved Households Points Earned: 0 of 0
How many customers/clients served qualify in the previously selected underserved populations during the last 12 months? Do not duplicate individuals and households. Estimates within +/- 5% are acceptable. Households
In-Need Communities Served Points Earned: 0 of 0
In-Need Communities Served Points Earned: 0 of 0 How many customers/clients served qualify in the previously selected underserved populations during the last 12 months? Do not duplicate individuals and households. Estimates within +/- 5% are acceptable. Communities

In-need Organizations Served Points Earned: 0 of 0

How many customers/clients served qualify in the previously selected underserved populations during the last 12 months? Do not duplicate individuals and households. Estimates within +/- 5% are acceptable. Businesses/Non-Profits 0
Underserved Government Entities Points Earned: 0 of 0
How many customers/clients served qualify in the previously selected underserved populations during the last 12 months? Do not duplicate individuals and households. Estimates within +/- 5% are acceptable. Governments
Client Tracking Methods Points Earned: of 0
Please provide a brief description of how you track your customer/client/beneficiary figures. Our internal systems
Increasing Accessibility for Underserved Groups Points Earned: 0 of 1.8
Which of the following products/services attributes assist in targeting the previously selected underserved communities:
Product/service is accompanied by a zero-interest or below-market financing option (directly from company or through finance partner) with small repayment amounts to provide the poor access to purchase Company utilizes a cross-subsidization model whereby higher pricing for middle and high-income clients facilitates offerillower/subsidized pricing for low income clients/customers
Product/service pricing model includes transparent pricing for all customers
Vendor provides training on safe use and/or maintenance of the product/service
 These product/service attributes do not apply to our company (Skip the remainder of this section)
Innovative Practices to Increase Accesssibiltiy Points Earned: of 0
Use the field below to describe any innovative technology, distribution or pricing models selected previously. N/A
Poor Clients Served Points Earned: of 0
If relevant, how many customers/clients served in the last 12 months qualify as poor or very poor, with incomes below \$2/day? Do not double-count (e.g. if you report 5 households, do not also report the number of individuals in those 5 households). Estimates within +/- 5% acceptable. Individuals
Low-Income Households Served Points Earned: of 0
If relevant, how many customers/clients served in the last 12 months qualify as poor or very poor, with incomes below \$2/day? Do not double-count (e.g. if you report 5 households, do not also report the number of individuals in those 5 households). Estimates within +/- 5% acceptable. Households
Percent of Beneficiaries Poor or Very Poor Points Earned: of 14.4
What % of customers/beneficiaries qualify as poor or very poor with incomes below \$2.00 per day? Estimates within +/- 5% are acceptable. See currency converter in help text to get local currency terms.
Revenue Products Benefiting Bottom of Pyramid Points Earned: of 0
How much revenue is generated through sale to clients/customers that live on less than \$2/day?
Disclosure Questionnaire
Disclosure Industries

Illegal P	roduct/Activity Points Earned: 0 of 0	73
	icate if the company is involved in production of or trade in any the following. Select Yes for all options that a ct or activity deemed illegal under host country laws or regulations or international conventions and agreem	
	Yes	
	No	
Gamblin	g Points Earned: 0 of 0	
Please ind Gambling	icate if the company is involved in production of or trade in any the following. Select Yes for all options that a	apply.
	Yes	
	No	
Internat	ionally Banned Pharmaceuticals Points Earned: 0 of 0	
	icate if the company is involved in production of or trade in any the following. Select Yes for all options that a uticals subject to international phase-outs or bans	apply.
\bigcirc	Yes	
	No	
Involved	In Payday Lending Points Earned: 0 of 0	
Please ind Payday ler	icate if the company is involved in production of or trade in any the following. Select Yes for all options that a nding	apply.
\bigcirc	Yes	
	No	
Disclosu	re Pornography Points Earned: 0 of 0	
Please ind Pornograp	icate if the company is involved in production of or trade in any the following. Select Yes for all options that a hy	apply.
	Yes	
	No	
Disclosu	re Wildlife Regulated Under CITES Points Earned: 0 of 0	
	icate if the company is involved in production of or trade in any the following. Select Yes for all options that a wildlife products regulated under the Convention on International Trade in Endangered Species of Wild Fauna	
	Yes	
	No	

Company Explanation Of Disclosure Item Flags Points Earned: of 0

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

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

Does not apply

Disclosure Practices

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

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

O Yes

No

Tax Reduction Through Corporate Shells Points Earned: 0 of 0 $\,$

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No." Company has reduced or minimized taxes through the use of corporate shells or structural means
Yes
● No
Does not transparently report corporate financials to government Points Earned: 0 of 0
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No." Company does not transparently report corporate financials to government
Yes
● No
Facilities located in sensitive ecosystems Points Earned: 0 of 0
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No." Company facilities are located adjacent to or in sensitive ecosystems
Yes
● No
Workers not Provided Clean Drinking Water Points Earned: 0 of 0
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No." Company does not provide clean drinking water to employees at all times
Yes
● No
Workers paid below minimum wage Points Earned: 0 of 0
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No." A portion of workers, contractors, subcontractors or day-workers are paid below minimum wage
Yes
● No
No signed employment contracts for all workers Points Earned: 0 of 0
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No." Company does not have a signed contract of employment with each worker
○ Yes
● No
Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age) Points Earned: 0 of 0
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No." Company employs workers under the age of 15 (or other minimum work age covered by the International Labour Organization Convention No. 138) and/or company does not keep personnel records that include evidence of the date of birth of each
Yes
● No

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

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No." Overtime work for hourly workers is compulsory
Yes
No
NO NO
Payslips not provided to show wage calculation and deductions Points Earned: 0 of 0
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No." Company does not provide payslips or equivalent to all workers to show how wages are calculated and any deductions made
Yes
● No
Company workers are prisoners Points Earned: 0 of 0
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No." Company uses workers who are prisoners
Yes
● No
Company prohibits freedom of association/collective bargaining Points Earned: 0 of 0
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No." Company prohibits workers from freely associating and bargaining collectively for the terms of one's employment
Yes
● No
Workers cannot leave site during non-working hours Points Earned: 0 of 0
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No." Company prohibits workers from freely leaving the site during non-working hours or at the end of their shift This includes workers who live on site.
Yes
● No
Worker ID cards kept by company Points Earned: 0 of 0
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No." Company keeps workers' original Id Cards/Passports
Yes
No
Conduct Business in Conflict Zones Points Earned: 0 of 0
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No." Company exploitatively operates in conflict zones
Yes
No
• NO

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

Check all t	cate if the following statements are true regarding whether or not the company engages in the following practices. nat apply. If the statement is true, select "Yes." If false, select "No." employs individuals on zero-hour contracts
	Yes
	No
Company	/ Explanation Of Disclosure Item Flags Points Earned: of 0
	cted "Yes" previously, please provide a detailed explanation of the company's engagement in these practices here. oply to you, please enter "Does not apply" in the text area below.
Does	not apply
Disclosu	re Outcomes
On-Site I	Fatality Points Earned: 0 of 0
years. Che	cate if the following statements are true regarding if the company has experienced any of the following in the past 5 ck all that apply. If the statement is true, select "Yes" If false, select "No". has had an operational or on-the-job fatality
	Yes
	No
Hazardo	us Discharges Into Air/Land/Water (Past 5 Yrs) Points Earned: 0 of 0
years. Che	cate if the following statements are true regarding if the company has experienced any of the following in the past 5 ck all that apply. If the statement is true, select "Yes" If false, select "No". sites have experienced accidental discharges to air, land or water of hazardous substances
	Yes
	No
Forced R	elocation Of People Due To Company Operations Points Earned: 0 of 0
years. Che Construction	cate if the following statements are true regarding if the company has experienced any of the following in the past 5 ck all that apply. If the statement is true, select "Yes" If false, select "No". on or operation of company facilities resulted in physical resettlement or economic displacement involving 5,000 or more or your facility
	Yes
	No
Material	Litigation Points Earned: 0 of 0
years. Che	cate if the following statements are true regarding if the company has experienced any of the following in the past 5 ck all that apply. If the statement is true, select "Yes" If false, select "No". igation or arbitration against company
	Yes
	No
Company	has filed for bankruptcy Points Earned: 0 of 0
years. Che	cate if the following statements are true regarding if the company has experienced any of the following in the past 5 ck all that apply. If the statement is true, select "Yes" If false, select "No". nas filed for bankruptcy
	Yes
	No

Material Breaches of Confidential Information Points Earned: 0 of 0

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No". Company has had material breaches of individual's confidential information
Yes
● No
Company Explanation Of Disclosure Item Flags Points Earned: of 0
If you selected "Yes" previously, please provide a detailed explanation of the company's experience related to the previous statement here. If this does not apply to you, please enter "Does not apply" in the text area below.
Does not apply
Disclosure Penalties
Penalties Assessed Regarding Diversity/Equal Opportunity Points Earned: 0 of 0
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply. Diversity and equal opportunity
Yes
● No
Penalties Assessed Regarding Company's Employee Safety Points Earned: 0 of 0
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply. Employee safety or workplace conditions
Yes
● No
Penalties Assessed For Environmental Issues Points Earned: 0 of 0
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply. Environmental issues
Yes
● No
Penalties Assessed Regarding Financial Reporting Points Earned: 0 of 0
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply. Financial reporting
Yes
● No
International Affairs Penalties Points Earned: 0 of 0
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply. Geographic operations or international affairs
Yes
● No

Penalties Assessed Regarding Investments Or Loans Points Earned: 0 of 0

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply. Investments or Loans
○ Yes
No
Penalties Regarding Labor Issues (Including Supply Chain) Points Earned: 0 of 0
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply. Labor issues (internal and supply chain)
Yes
● No
Penalties Assessed Regarding Company's Marketing Points Earned: 0 of 0
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply. Marketing
Yes
No
Penalties Assessed Regarding Political Contributions Points Earned: 0 of 0
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply. Political contributions
Yes
● No
Penalties Assessed Pertaining To Company Taxes Points Earned: 0 of 0
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply. Taxes
Yes
● No
Bribery, Fraud Or Corruption Penalties Assessed Points Earned: 0 of 0
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply. Bribery, fraud or corruption
Yes
● No
Company Explanation Of Disclosure Item Flags Points Earned: of 0
If you selected "Yes" previously, please provide a detailed explanation of the complaint/fine/sanction here.
If this does not apply to you, please enter "Does not apply" in the text area below. **Does not apply**
Supplier Disclosure

Workers Under the Age of 15 Points Earned: 0 of 0

Significant	cate if any of the following statements are true regarding your company's significant suppliers. Suppliers employ workers under the age of 15 (or other minimum work age covered by the International Labour on Convention No. 138)
	Yes
	No
	Don't Know
Workers	Who are Prisoners Points Earned: 0 of 0
	cate if any of the following statements are true regarding your company's significant suppliers. suppliers use any workers who are prisoners
	Yes
	No
•	Don't Know
Operatio	onal Fatality Points Earned: 0 of 0
	cate if any of the following statements are true regarding your company's significant suppliers. Suppliers have had an operational or on-the-job fatality
	Yes
	No
	Don't Know
Accident	tal Hazardous Substances Points Earned: 0 of 0
	cate if any of the following statements are true regarding your company's significant suppliers. Suppliers' sites have experienced accidental discharges to air, land or water of hazardous substances
	Yes
	No
	Don't Know
Resettle	ment or Economic Displacement Points Earned: 0 of 0
Construction	cate if any of the following statements are true regarding your company's significant suppliers. on or operation of Significant Suppliers' facilities resulted in physical resettlement or economic displacement involving ore people near their facility
	Yes
	No
	Don't Know
Land Acc	quisition Points Earned: 0 of 0
	cate if any of the following statements are true regarding your company's significant suppliers. on or operation of Significant Suppliers involved large scale land acquisition
	Yes
	No
	Don't Know
Land Co	nversion or Degradation Points Earned: 0 of 0
	cate if any of the following statements are true regarding your company's significant suppliers. on or operation of Significant Suppliers involved large scale land conversion and/or degradation
	Yes
$\tilde{\Box}$	No
	Don't Know

Construction or Refurbishment of Dams Points Earned: 0 of 0

	cate if any of the following statements are true regarding your company's significant suppliers. on or operation of Significant Suppliers involved the construction or refurbishment of dams
	Yes
	No
	Don't Know
Material	Fines or Sanctions Points Earned: 0 of 0
	cate if any of the following statements are true regarding your company's significant suppliers. Suppliers have had material fines or sanctions in the last five years regarding the issues indicated in the goal Disclosure
	Yes
	No
	Don't Know
Business	s in Conflict Zones Points Earned: 0 of 0
	cate if any of the following statements are true regarding your company's significant suppliers. Suppliers exploitatively operate in conflict zones
	True
	False
0	Don't Know
Other Di	sclosures
Other Di	sclosures Points Earned: of 0
	any other sensitive aspects of the business that are necessary to disclose? pply to you, please type "does not apply" in the area below.
NA	

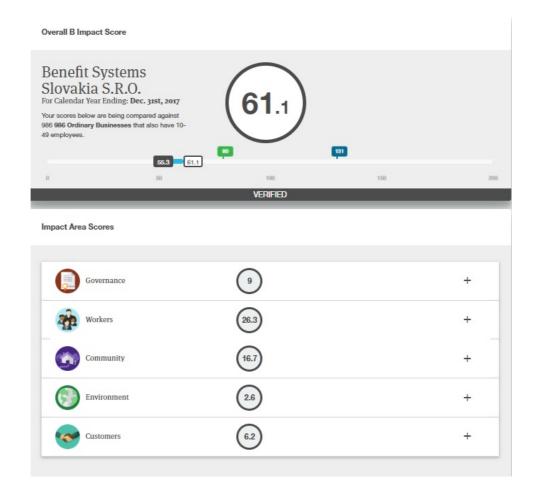


Benefit Systems Slovakia s.r.o.

Service with Minor Environmental Footprint

10-49 Employees

2018-05-14



Gove	Governance	
Mission	& Engagement	
Level of	Impact Focus Points Earned: 0 of 0	
	description that best describes your business. ghted question that will not impact your score and is asked only for research/benchmarking purposes.	
	Positive social/environmental impact is desirable but not a particular focus for our business.	
O	Social and environmental impact is frequently considered but it isn't a high priority.	
	We consider social and environmental impact in some aspects of our business but infrequently.	
\bigcirc	We consistently incorporate social and environmental impact into decision-making because we consider it important to the success and profitability of our business.	
0	We treat our social/environmental impact as a primary measure of success for our business and prioritize it even in cases where it may not drive profitability.	
Mission	Statement Points Earned: of 0	
Please typ	e or paste your mission statement here.	
We I	help employees to feel better	
Mission	Statement Characteristics Points Earned: 0.375 of 0.5	
Does your	company have a corporate mission statement, and does it include any of the following? that apply.	
	No written statement	
	A written corporate mission statement that does not include a social or environmental commitment	
	A general commitment to social and/or environmental responsibility and stewardship	
×	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 to landfill with upcycled products)	
	A commitment to serve a target in-need beneficiary group (e.g. low income customers, smallholder farmers)	
Social &	Environmental Internal Engagement Points Earned: 0.3334 of 1	
Does your	company have any of the following internal engagement practices that focus on the social or environmental mission of	
-	oply. If your company does not have a written social or environmental mission, select "No social or environmental mission."	
	No social or environmental mission	
	Company has a social or environmental mission, but there is no training of employees on that mission	
	Only informal inclusion of the company's social and environmental goals in orientation, training or instruction, and/or performance evaluation	
×	All workers receive orientation, training, or instruction that explicitly covers the company's social and/or environmental mission and goals	
	Managers' performance evaluation includes how the manager executed on the company's social or environmental missio and goals	
	Non-managers' performance evaluation includes execution of company's social or environmental mission and goals	
Social/E	nvironmental Key Performance Indicators Points Earned: 0 of 1	
	key performance indicators (KPIs) or metrics that your company tracks at least annually to determine if you are meeting I or environmental objectives?	
×	We don't track key social or environmental performance indicators	
	We measure KPIs/metrics or outputs that we have identified and defined in order to determine if we are achieving our sociand environmental objectives	
	We measure social and environmental outcomes over time (e.g. 3rd-party studies, customer or household surveys, progresout of poverty index, etc.)	

Stakeholder Engagement Points Earned: 0 of 0.5

	year, how did the company solicit specific feedback from its external stakeholders (excluding employees and investors) the company's social and environmental performance?
×	No formal stakeholder engagement
	Annual stakeholder meeting
	Online stakeholder forum to provide/report social or environmental concerns or feedback
	Meetings or other engagement mechanisms with local community members
	Meetings or other engagement mechanisms with social or environmental advocacy groups
	Community/environmental representation on an advisory board.
	Third party or anonymous surveys about social/environmental performance
	Other (please describe)
Corporat	e Accountability
Governa	nce Structures Points Earned: 0.6 of 0.6
	e company's highest level of corporate oversight? is question affects questions you'll encounter further on in your assessment.
	Owner/Manager only
	Non-Fiduciary Advisory Board
	Board of Directors or Equivalent
Governi	ng Body Characteristics Points Earned: 1.2 of 1.2
Which of t	ne following apply to your company's Board of Directors or equivalent governing body?
×	Includes at least one independent member
×	Includes at least 50% independent members
×	Meets at least twice annually (2x per year)
	Our company is a cooperative and elects its board from membership
	None of the above
	N/A - no Board of Directors or equivalent
Governi	ng Body Responsibilities Points Earned: 0.9 of 1.2
Does your Please check all	Board of Directors have written responsibility for the following issues? that apply.
×	Guiding corporate strategy, setting strategic goals and major plans of action
×	Approving annual budgets, overseeing major capital expenditures and general risk management
×	Overseeing executive compensation
	Overseeing the company's social and environmental mission, with specific goals and targets (if no mission statement, do not select this option)
	Other
	None of the above
	N/A - no Board of Directors or other governing body
Ethics	

84 Financial Controls Points Earned: 0.4 of 2 Does the company maintain any of the following financial controls? Please check all that apply. None Access to accounting software systems is limited to appropriate personnel only Access to credit/ATM cards is limited to appropriate personnel only Segregation of Accounts Receivable (A/R) and Accounts Payable (A/P) duties (duties assigned to different employees) Segregation of check writing and check signing privileges IT systems have different password protection systems that are changed periodically with different access levels accordir to the position of the staff member accessing the data Work Conduct Policy Points Earned: 0 of 1 Does your company have one of the following policies regarding work conduct? Check only one. A written Code of Business Conduct that explicitly establishes behavioral expectations for the organization A written Code of Business Conduct that explicitly establishes behavioral expectations for the organization and that inclua statement against bribery and corruption. Whistleblower Policy Points Earned: 0 of 1 Does the company have a written whistleblower policy? Yes No Transparency Financial Reporting Standards Points Earned: 0.90909 of 1.81818 During the last fiscal year, with which financial reporting standards did your company comply? IFRS (International Financial Reporting Standards, via the International Accounting Standards Board) GAAP (Generally Accepted Accounting Principles, via independent U.S. standards body) Local accounting standard (via local independent standard setting body) Other (describe) None of the above N/A - Our company is pre-revenue Reviewed / Audited Financials Points Earned: 0 of 0.45455 If your company's financial statements were audited or reviewed, what type of individual or entity conducted that review?

None/ Neither Audited nor Reviewed
Locally-accredited auditing firm or CPA/CFA
Internationally-accredited auditing firm or CPA/CFA

Accessible Financial Data Points Earned: 0.90909 of 0.90909

Does your company maintain financial data from last fiscal year that can be accessed or viewed by the following? Exclude compensation data. Please check all that apply.

×	Shared with all managers
×	Shared with all non-managers
×	Shared publicly (e.g. posted on website)
	None

Impact Reporting Points Earned: 0 of 0.90909

Does the o	company publicly share information on its social and/or environmental performance? If so, how?
×	No public reporting on social or environmental performance
	Specific quantifiable social and/or environmental indicators or outcomes are made public
	Company sets public targets and shares progress to those targets
	Information is shared/updated annually
	Information is presented in a formal report that allows comparison to previous time periods
	Information adheres to a comprehensive third party standard (ex. GRI or B Impact Assessment)
	A third party has validated the information shared
	Impact reporting is integrated with financial reporting
Public F	eedback Channel Points Earned: 0.45455 of 0.45455
Is there a	publicly-known mechanism through which customers can provide product feedback, ask questions or file complaints?
	Yes
0	No
Client P	rotection Warranty Points Earned: 0.45455 of 0.45455
	duct or service made or sold by your company covered by a warranty or a client protection policy for consumers?
	f your company provides consulting services.
	Yes
	No
	NA
C	Makei
Governa	ance Metrics
Last Fise	cal Year Points Earned: of 0
On what d	ate did your last fiscal year end?
201	7-01-31
Reportir	ng Currency Points Earned: 0 of 0
Reporting	currency
Euro	o - EUR
Revenue	Last Year Points Earned: 0 of 0
Total Farne	ed Revenue
	ast fiscal year
This question will assessment.	Il be used for scored calculation questions later in the assessment. Please complete for accurate scoring. The answer to this question affects questions you'll encounter further on in your
Revenue	e Year Before Last Points Earned: 0 of 0
Total Farne	ed Revenue
	iscal year before last
Earnings	s Before Interest & Taxes Last Year Points Earned: 0 of 0
EBIT (Earn	nings Before Interest & Taxes)
	ast fiscal year

86 Earnings Before Interest & Taxes Year Before Last Points Earned: 0 of 0 EBIT (Earnings Before Interest & Taxes) From the fiscal year before last Net Income Last Year Points Earned: 0 of 0 Net Income From the last fiscal year Net Income Year Before Last Points Earned: 0 of 0 Net Income From the fiscal year before last Payments to Government Points Earned: of 0 Payments to government in the last fiscal year. Select N/A if company is pre-revenue. Mission Locked Mission Lock Points Earned: 2.5 of 10 Separate from a mission statement, has your company done any of the following to legally ensure that its social or environmental mission will be maintained over time, regardless of company ownership? Signed a contract or board resolution to amend or adopt a legal form that requires consideration of employees, communiand the environment (i.e. Signed B Corp Term sheet but have not yet adopted stakeholder consideration) Amended corporate governing documents to require the consideration of employees, community and the environment (e Amended Articles of Incorporation) Has a specific legal entity/governance structure that preserves mission (i.e. cooperative) Legal entity/governance structure preserves mission and requires stakeholder consideration (i.e. Benefit Corp or cooperative that has amended governing documents to include stakeholder consideration)

Workers

Worker Metrics

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

Are the majority of your employees paid on a fixed salary or a daily/hourly wage?

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

Fixed Salary

Daily/Hourly Wage

of Full Time Workers Points Earned: 0 of 0

Other - Please describe

None of the above

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

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

22

of Full Time Workers Last Year Points Earned: 0 of 0 Number of Total Full-Time Workers Total Full-Time Workers 12 months ago The answer to this question affects questions you'll encounter further on in your assessment. 10

of Part Time Workers Points Earned: 0 of 0

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

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

2

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

Number of Total Part-Time Workers Total Part-Time Workers 12 months ago

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

0

of Temporary Workers Points Earned: 0 of 0

Number of Total Temporary Workers Current Total Temporary Workers

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

2

of Temporary Workers Last Year Points Earned: 0 of 0

Number of Total Temporary Workers Total Temporary Workers 12 months ago

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

0

Compensation & Wages

Total Wages Points Earned: 0 of 0

Total Wages (including bonuses)

Lowest Paid Wage Points Earned: 0 of 0

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

Please exclude students and interns in this calculation.

625

Inflation Rate Compensation Adjustments Points Earned: 5.4 of 5.4

During the last fiscal year, did all full-time and part-time workers receive an increase to their salary/wages (excluding bonuses) that at least meets the inflation rate in your country?

Do not include commissions paid to commission-based workers in this response. Click on ? to link to an inflation table.



Yes No

% Increase in Wages Points Earned: 2.7 of 2.7

(excluding	g for inflation increase, what was the average % increase in wage/salary paid to all full-time and part-time workers bonuses, commissions) in the last fiscal year? age increase was at or below inflation rate.
\bigcirc	0%
	0.1-1.9%
	2.0-4.9%
	5%+
High to I	Low Pay Ratio Points Earned: 5.4 of 5.4
What mult	ple 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
Compen	sation & Wages (Salaried)
Bonus P	an Characteristics Points Earned: 1.5 of 1.5
	fiscal year, the company's bonus plan for non-executives represented what % of the company's salary base? If your company did not have bonuses issued.
	0%
	<1%
	1-5%
	6-15%
	>15%
Benefits	
Supplem	entary Benefits Points Earned: 0 of 2.85714
Are any of	the following benefits provided to employees to supplement government programs?
	Disability coverage/ accident insurance
	Life insurance
	Financial services (credit or savings programs)
	Private dental insurance
	Private supplemental health insurance
	Other (describe)
×	None of the above
Paid Sec	ondary Caregiver Leave Points Earned: 2.85714 of 2.85714
What is the	e minimum paid secondary caregiver leave offered to full-time workers either through the company or the government?
	None
	Up to 2 weeks
	2 to 5 weeks
	6+ weeks

Healthcare Eligibility for Part Time Workers Points Earned: 1.0714275 of 1.42857

How many	hours per week must a part-time employee work in order to qualify for the previously-selected benefits?
	No benefits beyond what is provided under national law
	30+ hours per week
	25-30 hours per week
	20-24 hours per week
	<20 hours per week
0	N/A - No part-time workers
Supplem	entary Benefits Points Earned: 0.714285 of 2.85714
Which supp Please check all t	plementary benefits are provided to a majority of full-time and part-time workers?
	Free transportation or transit subsidy
	Free or subsidized meals
	Health benefits extend to immediate family (spouse and children)
	Child-care (On-site or subsidized)
	Access to local medical services/clinic (on-site or subsidized)
	Free or subsidized housing
×	Other free or subsidized benefits (describe)
	English lesson, MultiSport Card, Coffee, Fruit
	None
Worker B	enefits (Salaried)
Number	of Paid Days Off Points Earned: 0.9 of 1
How many	paid days off (including holidays) do full-time employees receive annually?
	0-15 days
	16-22 days
	23-29 days
	30-35 days
	36+ work days
Paid Prin	nary Caregiver Leave for Salary Workers Points Earned: 1 of 1
What is the governmer	e minimum number of weeks salaried workers receive paid primary caregiver leave, either through the company or the ot?
	0-5 weeks
	6-11 weeks
	12-17 weeks
	18-23 weeks
	24+ weeks
Training	& Education

Intern Hiring Practices Points Earned: 0 of 0.95

	he following is true of intern hiring practices? ply. If there is no third party living wage calculated for your country of operations, please do not select "payment of a living wage."
	There is a formalized policy/program outlining the objectives of internships or internship programs for participants
	Company partners with education institutions to provide internship opportunities
	Interns are paid a living wage
	Interns receive formal performance reviews
	Interns have a formal opportunity to provide feedback on experience
	Interns have been hired on as full time permanent employees in the past two years
	Intern tenures are restricted to not exceed 1 year if interns are not currently enrolled in school
	None of the above apply to my intern programs
x	N/A - Company does not employ interns
Amount	of Training for New Hires Points Earned: 0.316635 of 0.95
_	last 12 months, what was the average amount of training that a newly hired worker received? ooth full-time and part-time employees.
	No training
	On-the-job training (1-day to 1 week)
	On-the-job training (1 week to 1 month)
	Apprenticeship/technical training (1 month+)
	N/A - No new hires during the last 12 months
	& Education (Salaried) sed Training Participation Points Earned: 0.94 of 0.94
Excluding last 12 mo	newly hired workers, what % of full-time and part-time workers received the following types of formal training during the
	0%
\circ	1-24%
O	25-49%
	50-74%
	75%+
	Don't know
Providin	g Cross-Job Skills Training Points Earned: 0.94 of 0.94
last 12 mo Skills-base	newly hired workers, what % of full-time and part-time workers received the following types of formal training during the nths? In training on cross-job functions (i.e. training beyond regular job responsibilities, e.g. public speaking training or ent training for non-managers)
	0%
	1-24%
	25-49%
	50-74%
	75%+
	Don't know

Life Skill Training Participation Points Earned: 0.235 of 0.94

last 12 mo	newly hired workers, what % of full-time and part-time workers received the following types of formal training during the nths? life skills for personal development (i.e. literacy, personal financial planning, etc.)
	0%
	1-24%
	25-49%
	50-74%
	75%+
0	Don't know
External	Professional Development Participation Points Earned: 0.47 of 1.88
in the past	full-time workers have participated in external professional development opportunities or lifelong learning opportunities fiscal year? essional development paid for in advance, reimbursed or subsidized by the company.
Only include plot	
	None 1-24%
	25-49%
	50-74%
	75%+
Worker C	Ownership
% Partic	ipation in Employee Ownership Points Earned: 0 of 4.5
participate	all full-time employees (including founders and executives) own stocks, stock equivalents and stock options, or in an ESOP or other qualified ownership plans in the company? company is a consumer/shared services cooperative, a producer cooperative or a nonprofit.
	0%
	1-24%
	25-49%
	50-74%
	75-99%
	100%
Ö	N/A
% of Con	npany Owned by Non-Executive Employees Points Earned: 0 of 4.5
	the company is owned by non-executive, non-founder, full-time workers? of the workers own the business. Select N/A if your company is a consumer/shared services cooperative, a producer cooperative or a nonprofit.
	0%
	1-24%
	25-49%
	50%+
0	N/A
Manager	ment & Worker Communication
Employe	e Review Process Points Earned: of 0
	cribe your formal, written evaluation process for providing feedback to all workers on their performance here.
	have very onen communication on common meetings and also we have one on one meetings, where our employees are

free to give us any feedback and we give feedback on their performance.

Worker S	Satisfaction Surveys Points Earned: 0.6 of 0.8	92
Does the c	ompany do any of the following regarding worker satisfaction / engagement?	
×	Company conducts anonymous surveys at least biannually	
	Company separates survey results by gender and/or by other underrepresented groups	
×	Company shares results with employees	
	None of the above	
Employe	ee Satisfaction Points Earned: 0 of 0.8	
	ent of your employees are 'Satisfied' or 'Engaged'? faction or engagement is not formally surveyed.	
	N/A	
	<65%	
	65-80%	
	81-90%	
0	>90%	
Terminat	tion Policy Points Earned: 0 of 0.8	
	ne following is included in your company's termination policy? s requiring immediate dismissal / with cause.	
	No required written notice prior to termination	
	Written notice of worker performance only	
	Written notice of worker performance and a stated probationary period	
	N/Ano written termination policy	
Worker /	Management Conflict Mediation Points Earned: 0 of 0.8	
Has the co	mpany identified one of the following designated agents to mediate complaints / issues between workers or went?	orkers and
	Informally-designated worker who passes information to other workers	
	Union representative	
	Human Resources-designated representative	
	Employee Representative mutually-designated by company management and employees	
	3rd party Ombudsman	
	Other (describe)	
×	None of the above	
Manager	nent & Worker Communication (Salaried)	
Performa	ance Reviews Points Earned: 0 of 1	
	written performance review for any of the following workers? all workers in that category receive a formal performance review on an annual basis.	
×	No written performance review	
	Managers	
	Full-time non-managerial workers	
	Part-time non-managerial workers	
	Temporary workers	

Human Rights & Labor Policy

Employee Handbook Information Points Earned: 0 of 0.6

Does your cor	mpany have a written employee handbook that workers have access to and includes the following information?
× N	o written employee handbook
A	non-discrimination statement
A	n anti-harassment policy
St	tatement on work hours
Pa	ay and performance issues
Po	olicies on benefits, training and leave
G	rievance resolution
D	isciplinary procedures and possible sanctions
St	tatement regarding workers' right to bargain collectively and freedom of association
Pi	rohibition of child labor and forced/compulsory labor
Non-Discri	mination Policy Points Earned: 0 of 0.6
If you have a	written non-discrimination policy, which of the following are covered in hiring and in the workplace? apply.
× N	o written policy
G	ender
R	ace
C	olor
D	isability
Po	olitical opinion
_ Se	exual orientation
A	ge
R	eligion
П	IV status
Occupation	nal Health & Safety
Worker Sat	fety Practices Points Earned: 1.3332 of 2
Which of the f	following are true of your occupational health and safety policies?
× TI	here are written policies and practices to minimize on-the-job employee accidents and injuries
× In	njury/accident/lost /absentee days are measured and transparent
A	worker health and safety committee helps monitor and advise on health and safety programs.
N	one of the above
Worker Bus	siness Models Introduction
Impact Rus	siness Model: Worker Ownership Points Earned: 0 of 0
inipact bus	siness Ploder. Worker Ownership Folics Lamed. 0 of 0
-	any structured to benefit its employees in the following way? Testion affects questions you'll encounter further on in your assessment.
	whership structures that provide significant equity (>40%) and empowerment to all employees (i.e. employee-owned
	ompanies/cooperative)
× N	0
Commu	ınitv
Commit	AIIILY
Iob Creatio	

New	lobs	Added	Last	Year	Points	Farned:	0 of	r

Number of no workers Last 12 mo	
14	
New Jobs	s Added Year Before Last Points Earned: 0 of 0
Number of no workers Prior 12 mo	
lob Grow	rth Rate Points Earned: 4.33333 of 4.33333
What % of	full-time and part-time jobs were newly created at your company during the last 12 months?
	0% (Has not grown on a net basis) 1-14% 15-24% 25%+
Promotir	ng Employees Points Earned: 2.166665 of 4.33333
	positions above entry level have been filled through internal promotion during the last 12 months?
•	0% 1-24% 25-49%
·····	50%+
Number of	d Employees Points Earned: 0 of 0 full-time and part-time workers that departed/left the company during the last 12 months. Select N/A only if there are no workers.
Attrition	Rate Points Earned: 0 of 4.33333
	full-time and part-time workers have left the company during the last 12 months?
D: "	
	& Inclusion
Number of	total full-time and part-time female employees. elect N/A only if there are no workers.
14	

Ownersh	in Divorcity Paints Farnadi 0 of 2 26264	95
	ip Diversity Points Earned: 0 of 2.36364	
What % of Women an	the company is owned by: d/or individuals from chronically-underemployed communities	
	0%	
	1-9%	
	10-24%	
	25-39%	
	40-49%	
	50%+	
	Don't know	
Workers	from Underemployed Groups Points Earned: 2.36364 of 2.36364	
Women	your workforce (both full-time and part-time) are women or from chronically underemployed communities?	
\bigcirc	0%	
	1-9%	
\bigcirc	10-24%	
	25-39%	
	40-49%	
	50%+	
\circ	Don't know	
Workers	from Underemployed Groups Points Earned: 0 of 2.36364	
	your workforce (both full-time and part-time) are women or from chronically underemployed communities? -underemployed	
	0%	
	1-9%	
	10-24%	
	25-39%	
	40-49%	
	50%+	
	Don't know	
Nonprofi	t Ownership Points Earned: 0 of 1.18182	
	the company is owned by: organization	
	0%	
	1-9%	
	10-24%	
	25-39%	
	40-49%	
$\overline{\bigcirc}$	50%+	

Female Ownership Points Earned: 0 of 0

Don't know

Optional unweighted metrics: Approximately what % of the company's ownership is held by the following groups? Women

10

Ownership by Individuals from Underemployed Groups Points Earned: $0\ \text{of}\ 0$

Board of Directors Diversity Points Earned: 0.788037576 of 2.36364 What % of the members of your Board of Directors (or equivalent) are women or individuals from chronically underemployed communities? 3dect May of your company is governed by an owner/manager structure and one and have a Board of Directors or governing body 1.9% 1.0-24% 25-39% 40-49% 50%+ N/A - No board of directors or equivalent Don't know Supplier Ownership Diversity Points Earned: 0 of 2.36364 What % of your Significant Suppliers are majority owned by women or individuals from underrepresented populations? 0% 1.9% 10-19% 20-29% 30%+ Don't Know Civic Engagement & Giving Corporate Citizenship Program Points Earned: 0 of 1.05263 Does your company have the following charitable giving practices implemented in practice or written in policy? Statement on the intended social or environmental impact of company's charitable contributions Cash and in-kind donations (excluding political causes) Volunteer and pro bono service Formal donations commitment (e.g., 1% for the planet) Matching individual workers' charitable donations Allowing workers and/or customers to select charities to receive company's donations Other (please describe)	Individuals	nweighted metrics: Approximately what % of the company's ownership is held by the following groups? from chronically underemployed communities
What % of the members of your Board of Directors (or equivalent) are women or individuals from chronically underemployed communities? 0%	0	
Civic Engagement & Giving Corporate Citizenship Program Points Earned: 0 of 1.05263 Does your company have the following charitable giving practices implemented in practice or written in policy? Statement on the intended social or environmental impact of company's charitable contributions Cash and in-kind donations (excluding political causes) Volunteer and pro bono service Formal donations commitment (e.g. 1% for the planet) Matching individual workers' charitable donations Allowing workers and/or customers to select charities to receive company's donations Other (please describe)	Board of	Directors Diversity Points Earned: 0.788037576 of 2.36364
0%		
1-9% 10-24% 25-39% 40-49% 50%+ N/A - No board of directors or equivalent Don't know Supplier Ownership Diversity Points Earned: 0 of 2.36364 What % of your Significant Suppliers are majority owned by women or individuals from underrepresented populations? 0% 1-9% 10-19% 20-29% 30%+ Don't Know Civic Engagement & Giving Corporate Citizenship Program Points Earned: 0 of 1.05263 Does your company have the following charitable giving practices implemented in practice or written in policy? Statement on the intended social or environmental impact of company's charitable contributions Cash and in-kind donations (excluding political causes) Volunteer and pro bono service Formal donations commitment (e.g. 1% for the planet) Matching individual workers' charitable donations Allowing workers and/or customers to select charities to receive company's donations Other (please describe)	Select N/A only if	your company is governed by an owner/manager structure and does not have a Board of Directors or governing body.
10-24% 25-39% 40-49% 50%+ N/A - No board of directors or equivalent Don't know Supplier Ownership Diversity Points Earned: 0 of 2.36364 What % of your Significant Suppliers are majority owned by women or individuals from underrepresented populations? 0% 1-9% 10-19% 20-29% 30%+ Don't Know Civic Engagement & Giving Corporate Citizenship Program Points Earned: 0 of 1.05263 Does your company have the following charitable giving practices implemented in practice or written in policy? Statement on the intended social or environmental impact of company's charitable contributions Cash and in-kind donations (excluding political causes) Volunteer and pro bono service Formal donations commitment (e.g. 1% for the planet) Matching individual workers' charitable donations Allowing workers and/or customers to select charities to receive company's donations Other (please describe)	\bigcirc	0%
25-39% 40-49% 50%+ N/A - No board of directors or equivalent Don't know Supplier Ownership Diversity Points Earned: 0 of 2.36364 What % of your Significant Suppliers are majority owned by women or individuals from underrepresented populations? 0% 1-9% 10-19% 20-29% 30%+ Don't Know Civic Engagement & Giving Corporate Citizenship Program Points Earned: 0 of 1.05263 Does your company have the following charitable giving practices implemented in practice or written in policy? Statement on the intended social or environmental impact of company's charitable contributions Cash and in-kind donations (excluding political causes) Volunteer and pro bono service Formal donations commitment (e.g. 1% for the planet) Matching individual workers' charitable donations Allowing workers and/or customers to select charities to receive company's donations Other (please describe)	0	1-9%
40-49% 50%+ N/A - No board of directors or equivalent Don't know Supplier Ownership Diversity Points Earned: 0 of 2.36364 What % of your Significant Suppliers are majority owned by women or individuals from underrepresented populations? 0% 1-9% 10-19% 20-29% 30%+ Don't Know Civic Engagement & Giving Corporate Citizenship Program Points Earned: 0 of 1.05263 Does your company have the following charitable giving practices implemented in practice or written in policy? Statement on the intended social or environmental impact of company's charitable contributions Cash and in-kind donations (excluding political causes) Volunteer and pro bono service Formal donations commitment (e.g. 1% for the planet) Matching individual workers' charitable donations Allowing workers and/or customers to select charities to receive company's donations Other (please describe)		10-24%
S0%+ N/A - No board of directors or equivalent Don't know	\bigcirc	25-39%
N/A - No board of directors or equivalent Don't know Supplier Ownership Diversity Points Earned: 0 of 2.36364 What % of your Significant Suppliers are majority owned by women or individuals from underrepresented populations? 0% 1-9% 10-19% 20-29% 30%+ Don't Know Civic Engagement & Giving Corporate Citizenship Program Points Earned: 0 of 1.05263 Does your company have the following charitable giving practices implemented in practice or written in policy? Statement on the intended social or environmental impact of company's charitable contributions Cash and in-kind donations (excluding political causes) Volunteer and pro bono service Formal donations commitment (e.g. 1% for the planet) Matching individual workers' charitable donations Allowing workers and/or customers to select charities to receive company's donations Other (please describe)		40-49%
Supplier Ownership Diversity Points Earned: 0 of 2.36364 What % of your Significant Suppliers are majority owned by women or individuals from underrepresented populations?		50%+
Supplier Ownership Diversity Points Earned: 0 of 2.36364 What % of your Significant Suppliers are majority owned by women or individuals from underrepresented populations? 0% 1-9% 10-19% 20-29% 30%+ Don't Know Civic Engagement & Giving Corporate Citizenship Program Points Earned: 0 of 1.05263 Does your company have the following charitable giving practices implemented in practice or written in policy? Statement on the intended social or environmental impact of company's charitable contributions Cash and in-kind donations (excluding political causes) Volunteer and pro bono service Formal donations commitment (e.g. 1% for the planet) Matching individual workers' charitable donations Allowing workers and/or customers to select charities to receive company's donations Other (please describe)		N/A - No board of directors or equivalent
What % of your Significant Suppliers are majority owned by women or individuals from underrepresented populations? 0% 1-9% 10-19% 20-29% 30%+ Don't Know Civic Engagement & Giving Corporate Citizenship Program Points Earned: 0 of 1.05263 Does your company have the following charitable giving practices implemented in practice or written in policy? Statement on the intended social or environmental impact of company's charitable contributions Cash and in-kind donations (excluding political causes) Volunteer and pro bono service Formal donations commitment (e.g. 1% for the planet) Matching individual workers' charitable donations Allowing workers and/or customers to select charities to receive company's donations Other (please describe)	0	Don't know
0% 1-9% 10-19% 20-29% 30%+ ■ Don't Know Civic Engagement & Giving Corporate Citizenship Program Points Earned: 0 of 1.05263 Does your company have the following charitable giving practices implemented in practice or written in policy? Statement on the intended social or environmental impact of company's charitable contributions Cash and in-kind donations (excluding political causes) Volunteer and pro bono service Formal donations commitment (e.g. 1% for the planet) Matching individual workers' charitable donations Allowing workers and/or customers to select charities to receive company's donations Other (please describe)		
1-9% 10-19% 20-29% 30%+ ■ Don't Know Civic Engagement & Giving Corporate Citizenship Program Points Earned: 0 of 1.05263 Does your company have the following charitable giving practices implemented in practice or written in policy? Statement on the intended social or environmental impact of company's charitable contributions Cash and in-kind donations (excluding political causes) Volunteer and pro bono service Formal donations commitment (e.g. 1% for the planet) Matching individual workers' charitable donations Allowing workers and/or customers to select charities to receive company's donations Other (please describe)	Wilat % Oi	
10-19% 20-29% 30%+ ■ Don't Know Civic Engagement & Giving Corporate Citizenship Program Points Earned: 0 of 1.05263 Does your company have the following charitable giving practices implemented in practice or written in policy? Statement on the intended social or environmental impact of company's charitable contributions Cash and in-kind donations (excluding political causes) Volunteer and pro bono service Formal donations commitment (e.g. 1% for the planet) Matching individual workers' charitable donations Allowing workers and/or customers to select charities to receive company's donations Other (please describe)		
20-29% 30%+ Don't Know Civic Engagement & Giving Corporate Citizenship Program Points Earned: 0 of 1.05263 Does your company have the following charitable giving practices implemented in practice or written in policy? Statement on the intended social or environmental impact of company's charitable contributions Cash and in-kind donations (excluding political causes) Volunteer and pro bono service Formal donations commitment (e.g. 1% for the planet) Matching individual workers' charitable donations Allowing workers and/or customers to select charities to receive company's donations Other (please describe)		
On't Know Civic Engagement & Giving Corporate Citizenship Program Points Earned: 0 of 1.05263 Does your company have the following charitable giving practices implemented in practice or written in policy? Statement on the intended social or environmental impact of company's charitable contributions Cash and in-kind donations (excluding political causes) Volunteer and pro bono service Formal donations commitment (e.g. 1% for the planet) Matching individual workers' charitable donations Allowing workers and/or customers to select charities to receive company's donations Other (please describe)		
Civic Engagement & Giving Corporate Citizenship Program Points Earned: 0 of 1.05263 Does your company have the following charitable giving practices implemented in practice or written in policy? Statement on the intended social or environmental impact of company's charitable contributions Cash and in-kind donations (excluding political causes) Volunteer and pro bono service Formal donations commitment (e.g. 1% for the planet) Matching individual workers' charitable donations Allowing workers and/or customers to select charities to receive company's donations Other (please describe)		
Civic Engagement & Giving Corporate Citizenship Program Points Earned: 0 of 1.05263 Does your company have the following charitable giving practices implemented in practice or written in policy? Statement on the intended social or environmental impact of company's charitable contributions Cash and in-kind donations (excluding political causes) Volunteer and pro bono service Formal donations commitment (e.g. 1% for the planet) Matching individual workers' charitable donations Allowing workers and/or customers to select charities to receive company's donations Other (please describe)		
Corporate Citizenship Program Points Earned: 0 of 1.05263 Does your company have the following charitable giving practices implemented in practice or written in policy? Statement on the intended social or environmental impact of company's charitable contributions Cash and in-kind donations (excluding political causes) Volunteer and pro bono service Formal donations commitment (e.g. 1% for the planet) Matching individual workers' charitable donations Allowing workers and/or customers to select charities to receive company's donations Other (please describe)		Don't Know
Does your company have the following charitable giving practices implemented in practice or written in policy? Statement on the intended social or environmental impact of company's charitable contributions Cash and in-kind donations (excluding political causes) Volunteer and pro bono service Formal donations commitment (e.g. 1% for the planet) Matching individual workers' charitable donations Allowing workers and/or customers to select charities to receive company's donations Other (please describe)	Civic Eng	agement & Giving
Statement on the intended social or environmental impact of company's charitable contributions Cash and in-kind donations (excluding political causes) Volunteer and pro bono service Formal donations commitment (e.g. 1% for the planet) Matching individual workers' charitable donations Allowing workers and/or customers to select charities to receive company's donations Other (please describe)	Corporat	e Citizenship Program Points Earned: 0 of 1.05263
Cash and in-kind donations (excluding political causes) Volunteer and pro bono service Formal donations commitment (e.g. 1% for the planet) Matching individual workers' charitable donations Allowing workers and/or customers to select charities to receive company's donations Other (please describe)	Does your	company have the following charitable giving practices implemented in practice or written in policy?
Volunteer and pro bono service Formal donations commitment (e.g. 1% for the planet) Matching individual workers' charitable donations Allowing workers and/or customers to select charities to receive company's donations Other (please describe)		Statement on the intended social or environmental impact of company's charitable contributions
Formal donations commitment (e.g. 1% for the planet) Matching individual workers' charitable donations Allowing workers and/or customers to select charities to receive company's donations Other (please describe)		Cash and in-kind donations (excluding political causes)
Matching individual workers' charitable donations Allowing workers and/or customers to select charities to receive company's donations Other (please describe)		Volunteer and pro bono service
Allowing workers and/or customers to select charities to receive company's donations Other (please describe)		Formal donations commitment (e.g. 1% for the planet)
Other (please describe)		Matching individual workers' charitable donations
		Allowing workers and/or customers to select charities to receive company's donations
× None of the above		Other (please describe)
	×	None of the above

Civic Memberships and Partnerships Points Earned: 0.52632 of 0.52632

Does your Check all that ap	company have membership or a civic partnership with any of the following types of organizations?
	None
×	Business or Trade Associations
	Chamber of Commerce
×	Governmental Institutions
×	Local academic institutions
	Cooperatives
	Other (describe)
Voluntee	er Service Policies Points Earned: 0.7894725 of 1.05263
Are full-tim	e employees granted in writing any of the following options for volunteer service?
	Non-paid time off
×	Paid time off
	20 hours or more a year of paid time off
	Workers offered incentives for volunteerism (office parties, competitions with prizes, etc.)
	Do not offer paid or unpaid time off
% of Em _l	ployees Volunteer Service Points Earned: 0 of 1.05263
What % of	employees took paid time off for volunteer service last year?
	0%
\circ	1-24%
	25-49%
0	50-74%
\bigcirc	>75%
	Don't know
Tracking	Volunteer Service Points Earned: 0 of 0.52632
Does your	company monitor and record volunteer hours of company workers?
	We do not currently monitor and record our hours contributed
0	Our company monitors and records hours contributed (no increase targets)
0	Our company monitors hours contributed and has specific increase targets
0	Our company monitors hours contributed and has met specific increase targets during the reporting period
Total Am	ount of Volunteer Service Hours Points Earned: of 0
	hours volunteered by full-time and part-time employees of the organization during the last fiscal year. le both paid and unpaid time spent volunteering during traditional work hours, either for company-organized events or for employee-initiated activities.
Voluntee	er Service Per Capita Points Earned: 0 of 1.05263
	the % of per capita worker volunteer, community service, or pro bono time donated in the reporting period?
	0%
Ö	1-2.4% of time
	2.5-5% of time
	>5% of time
	Don't know / not monitored

Total Amount of Charitable Donations Points Earned: 0 of 0

Report with the currency specified in "Reporting currency" for this metric.		
% of Revo	enue Donated Points Earned: 0 of 4.21053	
	he equivalent % of revenue donated to charity during the last fiscal year? deductible in-kind donations but do not include pro bono time.	
	No donations last FY	
	0.1-0.4% of revenues	
	0.5-1% of revenues	
	1.1-2.4% of revenues	
	2.5-5% of revenues	
	5%+ of revenues	
0	Don't know	
Advocacy	for Social and Environmental Standards Points Earned: 0 of 0.52632	
	empany worked with policymakers and/or stakeholders (including competitors) to develop or advocate for increased social and environmental standards or voluntary practices in your industry in the past two years? y.	
	Yes, company has offered support in name and/or signed petitions	
	Yes, company has provided active staff time or financial support	
	Yes, company has directly introduced, testified, made recommendations or provided expertise to advance standards	
	Yes, company has worked with other industry players on a cooperative initiative	
	Yes, and efforts resulted in a specific institutional, industry or regulatory reform	
	Other (please describe)	
×	None of the above	
Local Inv	olvement	
Spending	on Local Suppliers Points Earned: 0 of 4	
What % of y or relevant	your company's expenses (excluding labor) was spent with independent suppliers local to the company's headquarters production facilities?	
	<20%	
	20-39%	
	40-59%	
	60%+	
	Don't know	
Focus on	Local Customers Points Earned: 4 of 4	
Do a majori	ty of your customers live locally to your company's headquarters or production facilities?	
	Yes	
0	No	
Suppliers	, Distributors & Product	

Significant Supplier Descriptions Points Earned: 0 of 0

	ect the types of companies that represent your Significant Suppliers: ve significant suppliers, which are defined as the largest suppliers of the company amounting to approximately 80% of non-labor costs. Select all that apply.
	Product Manufacturers
×	Professional Service Firms (Consulting, Legal, Accounting)
×	Independent Contractors
	Marketing/Advertising
×	Office Supplies
	Benefits Providers
×	Technology
	Raw materials
	Farms
	Other
Does your	Environmental Screening of Suppliers Points Earned: 0 of 0 company screen and/or evaluate Significant Suppliers for social and environmental impact? ermines the set of supplier-focused questions your company will respond to. The answer to this question affects questions you'll encounter further on in your assessment.
	Yes
	No
	dent Contractor Practices Points Earned: 1.1 of 2.2 ne following describe your relationships with all your company's independent contractors?
	Formal routine process for independent contractors to receive post-project/contract performance feedback
	Formal routine process for independent contractors to communicate post-project or post-contract feedback to the compa
×	Independent contractors are verified to either work on a time-bound basis, or else split their time with work for other clieic Contractors not meeting either criteria have been offered employment.
	Independent contractors are paid a living wage (when calculated as hourly wage when living wage data is available)
	We have independent contractors, but have not engaged in any of these practices
	N/A - We haven't used independent contractors in the last year
	Certifications Points Earned: 0 of 2.2
certificatio	last fiscal year, what % of your Significant Suppliers (on currency basis) had internationally-recognized product ns? do not know whether your Significant Suppliers are certified.
	0%
$\tilde{\bigcirc}$	1-24%
$\tilde{\bigcirc}$	25-49%
$\tilde{\bigcirc}$	50-74%
$\tilde{\bigcirc}$	75%+
	Don't know

Revenue from Certified Products Points Earned: 0 of 2.2

What % your services have been reviewed and certified by an accreditation body? Select N/A if industry or service relevant accreditation does not exist.
O%
O 1-9%
10-24%
25-74%
75-99%
O 100%
On't know
● N/A
Community Business Models Introduction
Community Oriented Business Models Points Earned: 0 of 0
Is your company structured to benefit community stakeholders in any of the following ways? The answer to this question affects questions you'll encounter further on in your assessment.
A producer-owned cooperative structure in which suppliers share control and benefits of company operations (e.g. farme cooperative, artisanal cooperative)
Purchasing fair/direct trade to improve livelihoods for underserved groups in your supply chain
A micro-distribution or micro-franchising model that provides economic opportunities to underserved groups
A formal standing commitment to donate a significant portion of sales/profits/ownership to charitable causes (>2% sales >20% profits/ownership)
Providing high quality jobs and/or professional development for individuals with chronic barriers to employment (workford development programs)
Our company was created as a result of a government privatization scheme (within the past 5 years) or to produce a product in and for the local economy that previously had only been available through import (import substitution model)
X None of the above
Environment
Environment Introduction
Type of Facilities Points Earned: 0 of 0
What kind of facilities does your business primarily operate in? The answer to this question affects questions you'll encounter further on in your assessment.
Company owned office space
Leased office space
Co-working Space
Virtual/ Home Offices
Land, Office, Plant

Facility Environmental Efficiency Points Earned: 0 of 1.23077

Which bes	t describes a majority of the company's offices and plant facilities' environmental efficiency?
	Buildings employ energy saving strategies (e.g. energy use monitoring, efficient appliances and lighting, renewable energuse)
	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)
	Building construction and/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 (describe)
x	None
Recyclin	g Programs Points Earned: 0.615385 of 1.23077
Does your	company have any of the following recycle/reduce/reuse programs?
×	Company recycles and reuses materials on premises, with clearly-marked bins for use
	A written recycle/reduce/reuse policy that is posted at plant facilities with clearly-marked bins
	Other (describe)
	None
Environi	mentally Efficient Equipment Points Earned: 0 of 0.61538
	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)
0	N/A - No new equipment purchased
Environi	mental Management Systems Points Earned: 0 of 1.23077
Does your	company have an environmental management system that includes any of the following?
×	No environmental management system
	Policy statement documenting the company's commitment to the environment
	Internal or external assessment undertaken of the environmental impact of your company's business activities
	Stated objectives and targets exist for environmental aspects of your company operations
	Programming designed, with allocated resources, to achieve these targets
	Periodic compliance and auditing to evaluate impact of activities
	Other (describe)
Environi	mental Reviews or Audits Points Earned: 0 of 1.23077
-	company gone through an environmental review or audit during the last 24 months? at type of audit or review was conducted; if no, select no.
	No
	Internal Review
	3rd party-conducted review
	3rd party-conducted audit
	Other (describe)

Virtual Office Stewardship Points Earned: 0 of 2.46154

Which of the virtual office	he following are true of how your company encourages good environmental stewardship in how employees manage their ces?
	There is a written policy encouraging environmentally preferred products and practices in employee virtual offices (recycling, etc.)
	Company shares resources with employees regarding environmental stewardship in home offices (i.e. energy efficiency, recycling, etc.)
	Policy in place for the safe disposal of e-waste and other hazardous materials purchased for employee home offices.
	Employees are provided with a list of environmentally preferred vendors for office supplies
×	None of the above
	N/A
Inputs	
Monitori	ing Energy Usage Points Earned: 0.39996 of 1.2
Does your	company monitor, record and/or report its energy usage?
	We do not currently monitor and record usage
	We monitor and record usage (no reduction targets)
0	We monitor and record usage, and have specific reduction targets
<u> </u>	We monitor usage and have met specific reduction targets during the last fiscal year
Monitori	ng Water Usage Points Earned: 0.39996 of 1.2
Does your	company monitor, record and/or report its water usage?
	We do not currently monitor and record our usage
	We monitor and record usage (no reduction targets)
	We monitor and record usage, and have specific reduction targets
0	We monitor usage and have met specific reduction targets during the last fiscal year
Water Co	onservation Practices Points Earned: 0 of 1.2
Has your o	company implemented any of the following water conservation methods at your corporate office or plant facilities?
	Low-flow faucets/taps, toilets/urinals, showerheads
	Water recycling/reuse during the production process
	Harvest rainwater
	Other (describe)
×	None of the above
Electrici	ty Sources Points Earned: 0 of 1.2
From what	sources does your company get its electricity? that apply.
	Diesel-generators
×	Municipal power grid (sources unknown/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/renewable based generators
	Renewable energy sources (including on-site renewable)
	Other (describe)

Low Imp	pact Renewable Energy Use Points Earned: 0 of 1.2	103
_	e last fiscal year, what % of energy used by your company came from low-impact renewable sources? enewable generation. If none, or if you don't know, enter 0.	
	0%	
\bigcirc	1-9%	
	10-24%	
	25-49%	
0	50%+	
Outputs		
Waste D	visposal Methods Points Earned: 1 of 2	
How does	your company dispose of a majority of non-hazardous waste/garbage?	
	Incinerate/burn/on-site disposal (uncertified)	
	3rd party garbage collection, no certification for disposal	
	Municipal garbage collection	
	Composting garbage	
	Private 3rd party disposal (that had been certified and can provide documentation for responsible disposa	al)
	On-site disposal that is compliant with internationally-accepted methods (3rd party reviewed or audited)	
×	Waste is separated and recycled/reused for company's own production or donated/provided to other facili	ities
	Other (describe)	
Hazardo	ous Waste Disposal Points Earned: 0 of 2	
_	e last fiscal year, what % of non-reusable hazardous waste was disposed of responsibly, with a documented e includes batteries, paint, electronic equipment, etc. Select N/A if your company does not generate any hazardous waste.	3rd party?
	<90%	
	90-99%	
\bigcirc	100%	
	N/A	
	Don't know	
Hazardo	ous Materials On-Site Points Earned: 0 of 2	
-	npany uses any hazardous materials on site, check all of the procedures that your company follows. rials 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 nationa work	
	All hazardous materials are kept in sealed containers in a locked storeroom located in a separate area from activities	
	All containers with hazardous materials are labeled, with instructions for proper storage, use and disposal	l
	None of these procedures	
×	N/A	

Environmental Models Introduction

Environmental Business Model Points Earned: 0 of 0

Are your company's products or process structured to restore or preserve the environment in any of the following ways? The answer to this question affects questions you'll encounter further on in your assessment.

Through a manufacturing, wholesale or agriculture process which is designed to significantly reduce environmental impact compared to typical practices for the industry Through a product or service that preserves, conserves, or restores the environment or resources

 $\left[\mathbf{x} \right]$ None of the above Customers 104

Customer Models Introduction
Customer Impact Business Model Introduction Points Earned: 0 of 0
Does your product/service address a social or economic problem for or through your customers? The answer to this question affects questions you'll encounter further on in your assessment.
Yes
○ No
Customer Products & Services Introduction
Positive Impact of Product/Service Points Earned: of 0
How would you describe the positive outcome for customers created by your product/service?
We create healthy lifestyle. We help our customers to have healthier and happier employees.
Beneficial Product Type Points Earned: 0 of 0
Which of the following most closely matches the outcome and/or problem solved for your customers as defined above? Only select the ONE most relevant option for each product line. This will guide you to a series of questions specific to the type of impact you indicate you are creating. The answer to this question affects questions you'll encounter further on in your assessment.
Access to products/services that fulfill basic human needs for individuals without prior access (e.g. providers of electricit clean drinking water to rural poor communities, affordable housing projects, waste and sanitation systems or disposal)
Improved or Maintained Health/Wellness (e.g. medical equipment, medical services and medicines, preventative health services or products, healthy living products, exercise and sporting products, prescription eyeglasses)
Improved Education or Skills Development (e.g. schools, textbooks, tutoring services, career leadership training, educations, games and software)
Increased economic opportunity for underserved groups (e.g. financial or insurance services or benefits consulting for the underserved, new mechanisms to connect products to market)
Increased operational success or capital for purpose driven or underserved enterprises (e.g. impact investing or fundrais platforms, non-profit accounting services)
Increased social and/or environmental impact for businesses or other organizations (e.g. sustainability consulting)
Increased Access to Arts, Media, or Culture (e.g. independent media, artisanal crafts, photography, information services)
Improves market access through physical or technological infrastructure (e.g. mobile telecommunications, business technologies or software, roads, bridges, railways, ports, building and construction materials not previously available)
None of the above
Total Customer Individuals Points Earned: 0 of 0
Total Number of Customers Individuals:
13600
Total Customer Organizations Points Earned: 0 of 0
Total Number of Customers Organizations:
550

Health & Wellness Improvement

Health Product Description Points Earned: 0 of 0

	ne following best describes your health related product or service? s question affects questions you'll encounter further on in your assessment.
	Our product reduces health risk, such as by producing healthy alternatives to products that are traditionally unhealthy or toxic to consumers (healthy food alternatives that meet rigorous government standards, BPA free, etc.)
	Our product/service contributes to the positive development of individual health and well-being (wellness programs, sporting equipment)
	Our product/service supports healthcare through improving the efficiency or access to healthcare systems (health insurance, drug tracking, hospital equipment, etc.)
	Our product/service directly provides healthcare that cures or prevents illness/disability
0	None of the above
Severity	Of Health Issue Addressed Points Earned: 0 of 0
	e severity of the health issue or issues addressed by your product/service? Help Text icon for instructions The answer to this question affects questions you'll encounter further on in your assessment.
	Low
	Mid
	High
	My product/service enables healthcare that cures or prevents illnesses/disabilities of all kinds
	My product/service does not address a particular ailment, it contributes to overall positive health outcomes
	Don't know
Which of th	F Positive Health Outcomes Points Earned: 0 of 0 The following best describes the extent to which your product/service contributes to the positive health outcome? Squestion affects questions you'll encounter further on in your assessment.
	My product/service has been demonstrated to effectively and substantially address the stated health problem, independe
	of other factors
•	My product contributes to the stated positive health outcome, but does so dependent upon other resources/circumstance outside of our control
Revenue	from Health Product/Service Points Earned: 0 of 0
	your total revenues last fiscal year from the previous products or services? s question affects questions you'll encounter further on in your assessment.
Individua	als Served Points Earned: 0 of 0
	customers/clients/beneficiaries were served through the provision of the previous products or services during the last? Please provide figures that are as accurate as possible. Estimates within +/- 5% acceptable. Do not double count.
500	
Househo	Ids Served Points Earned: of 0
	customers/clients/beneficiaries were served through the provision of the previous products or services during the last? Please provide figures that are as accurate as possible. Estimates within +/- 5% acceptable. Do not double count.
Commun	ities Served Points Earned: of 0
	customers/clients/beneficiaries were served through the provision of the previous products or services during the last? Please provide figures that are as accurate as possible. Estimates within +/- 5% acceptable. Do not double count.

Organiz	ations Served Points Earned: of 0	106
12 months	y customers/clients/beneficiaries were served through the provision of the previous products s? Please provide figures that are as accurate as possible. Estimates within +/- 5% acceptab s/Non-Profits	
Governr	ments Served Points Earned: of 0	
	y customers/clients/beneficiaries were served through the provision of the previous products s? Please provide figures that are as accurate as possible. Estimates within +/- 5% acceptab ents	
Client Tı	racking Methods Points Earned: of 0	
Please pro	ovide a brief description of how you track your customer/client/beneficiary figures.	
invo	ices, health days	
Verificat	tion of Health Outcomes Points Earned: 0 of 1.66667	
How do yo	ou verify that your product contributes to the outcome previously selected?	
	We have a track record of successful verified positive outcomes and have created case stu	udies based on these.
	There is secondary research that supports the link between our type of product and the st	ated outcome.
	We conduct our own direct research to track the outcomes produced for all our customers	, such as impact-related survey
	We have third party certifications or verifications that verify the efficacy of our product/set	_
	We have performed, commissioned, or partnered with scientifically designed impact or our systematically learn about our product's impact	tcome assessments to
×	Our product is too early stage to have research or studies that link our product to positive	outcomes
	We cannot provide verification of our outcomes at this time.	
Efficacy	of Health Product/Service Points Earned: 0 of 1.66667	
If direct re	esearch on your product/service has been performed, did the results confirm that a desired o	utcome is being achieved?
	Yes	
	No	
	NA	
Innovati	ive Health Products Points Earned: of 0	
	omething different or innovative about the company's health product/service that has chang g that is replicable, unique at the time that it was created, and that has been emulated by ot	
	brought sport and healthy lifestyle to the most of our clients and custimers. We are the first ployees which brings them opportunity to live healthier life.	benefit system for
Negativ	e Impact Management Points Earned: 0 of 1.66667	
Does your	company also measure and manage the negative or unintended outcomes generated by th	is business model?
	Yes	
	No	
Serving	In Need Populations	
Impact o	on Underserved Populations Points Earned: 0 of 0	
	•	

Does your product/service benefit underserved populations, either directly or by supporting organizations that directly serve them?

Yes No

Underserved Beneficiaries Overview Points Earned: of 0

Describe t	he beneficiaries or end-users of your products or services and how you characterize them as underserved.
N/A	
Underse	rved Beneficiary Types Points Earned: 0 of 0
organizatio	neficiaries are underserved individuals, which of the following underserved populations do they belong to? If you serve ons that serve the underserved, which of the following populations are your client's beneficiaries? It that most accurately reflects the majority of underserved beneficiaries. The answer to this question affects questions you'll encounter further on in your assessment.
elect the option	
	Low income, poor, or very poor
	Other populations underserved in your product/service category, which can include minorities, veterans, disabled individuals
•	Individuals who are not underserved in your product/service category (do not continue)
mpact o	on Underserved Populations Description Points Earned: 0 of 0
	he following best describes how your product/service benefits underserved populations previously described? is question affects questions you'll encounter further on in your assessment.
\bigcirc	My product/service helps the financial viability of purpose-driven enterprises, which in turn allows them to continue to set their underserved target population (ex. marketing or accounting services for a social service agency)
•	My product/service directly helps purpose driven enterprises improve positive impact for their underserved beneficiaries but is not designed specifically for that underserved population (e.g. teaching curriculum sold to low income schools)
\circ	My product/service directly helps purpose driven enterprises improve positive impact for their underserved beneficiaries and is specifically designed to benefit that underserved population (e.g. teacher training/curriculum specifically designed address challenges of teaching low income students)
\bigcirc	My product/service is directly used by the previous underserved populations (e.g. products marketed to or designed for underserved)
	ome Communities Served Points Earned: 0 of 0 , select which of the following impoverished communities your company serves: ie Urban
	Rural
	Peri-urban
Poor Co	mmunities Served Points Earned: 0 of 0
f relevant Poor	, select which of the following impoverished communities your company serves:
×	Urban
	Rural
	Peri-urban
Very Poo	or Communities Served Points Earned: 0 of 0
f relevant Very poor	, select which of the following impoverished communities your company serves:
×	Urban
	Rural
	Peri-urban Peri-urban

Underserved Group Demographics Points Earned: 0 of 0

	which of the following beneficiary groups is your product/service targeting? y populations are themselves under-served groups.
	Young children (younger than 5 years old)
	Children and adolescents (5 years of age or older but younger than 18)
×	Adults
	Elderly/older adults
	Persons with disabilities
	Minority/previously excluded populations
	Women
	Pregnant women
	Other at risk populations
	None of the above
	rved Client Tracking Points Earned: 0 of 0 ne following statements are true about your in-need customers/ clients? Most customers/clients continue with us year by year and latest figures for the year roughly reflect the total number of beneficiaries to date Customers/clients we reach each year are in addition to previous customers/clients and total number served should be calculated by adding together the numbers for each year
	Don't know - we don't sell direct to customers/clients
	revenue is generated through sale to the previously selected beneficiary group(s) or nonprofit(s)?
% of Cus	stomers In-need Points Earned: of 0
serve purp previously	customers/end beneficiaries of your product or service are from an underserved population identified previously? If you ose driven enterprises, please respond with the % of your revenues generated from services provided that benefited the selected underserved in the last fiscal year. is question affects questions you'll encounter further on in your assessment.
In-Need	Individuals Served Points Earned: of 0
	customers/clients served qualify in the previously selected underserved populations during the last 12 months? Do not ndividuals and households. Estimates within +/- 5% are acceptable.
Underse	rved Households Points Earned: of 0
	customers/clients served qualify in the previously selected underserved populations during the last 12 months? Do not ndividuals and households. Estimates within +/- 5% are acceptable.
In-Need	Communities Served Points Earned: of 0
	customers/clients served qualify in the previously selected underserved populations during the last 12 months? Do not ndividuals and households. Estimates within +/- 5% are acceptable.
In-need	Organizations Served Points Earned: of 0
duplicate i	customers/clients served qualify in the previously selected underserved populations during the last 12 months? Do not ndividuals and households. Estimates within +/- 5% are acceptable. 5/Non-Profits

ı	Indercerved	Government	Entitios	Dointe Farn	ad. of C

How many customers/clients served qualify in the previously selected underserved populations during the last 12 months? Do not duplicate individuals and households. Estimates within +/- 5% are acceptable. Governments
Client Tracking Methods Points Earned: of 0
Please provide a brief description of how you track your customer/client/beneficiary figures.
we dont track this
Increasing Accessibility for Underserved Groups Points Earned: 0 of 1.8
Which of the following products/services attributes assist in targeting the previously selected underserved communities:
Product/service is accompanied by a zero-interest or below-market financing option (directly from company or through finance partner) with small repayment amounts to provide the poor access to purchase Company utilizes a cross-subsidization model whereby higher pricing for middle and high-income clients facilitates offer lower/subsidized pricing for low income clients/customers
Product/service pricing model includes transparent pricing for all customers
Vendor provides training on safe use and/or maintenance of the product/service
X These product/service attributes do not apply to our company (Skip the remainder of this section)
Innovative Practices to Increase Accesssibiltiy Points Earned: of 0
Use the field below to describe any innovative technology, distribution or pricing models selected previously.
We use our pricing list transparently without any difference.
Poor Clients Served Points Earned: of 0
If relevant, how many customers/clients served in the last 12 months qualify as poor or very poor, with incomes below $2/da$ Do not double-count (e.g. if you report 5 households, do not also report the number of individuals in those 5 households). Estimates within $+/-5\%$ acceptable. Individuals
Low-Income Households Served Points Earned: of 0
If relevant, how many customers/clients served in the last 12 months qualify as poor or very poor, with incomes below \$2/day? Do not double-count (e.g. if you report 5 households, do not also report the number of individuals in those 5 households). Estimates within +/- 5% acceptable. Households
Percent of Beneficiaries Poor or Very Poor Points Earned: of 14.4
What % of customers/beneficiaries qualify as poor or very poor with incomes below \$2.00 per day? Estimates within +/- 5% are acceptable. See currency converter in help text to get local currency terms.
Revenue Products Benefiting Bottom of Pyramid Points Earned: of 0
How much revenue is generated through sale to clients/customers that live on less than \$2/day?
Disclosure Questionnaire
Disclosure Industries
Illegal Product/Activity Points Earned: 0 of 0
Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply. Any product or activity deemed illegal under host country laws or regulations or international conventions and agreements Yes
● No

Gambling	Points Earned: 0 of 0
Please indic Gambling	cate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.
	Yes
	No
Internati	onally Banned Pharmaceuticals Points Earned: 0 of 0
	cate if the company is involved in production of or trade in any the following. Select Yes for all options that apply. ticals subject to international phase-outs or bans
	Yes
	No
Involved	In Payday Lending Points Earned: 0 of 0
Please indic Payday len	cate if the company is involved in production of or trade in any the following. Select Yes for all options that apply. ding
	Yes
	No
Disclosu	re Pornography Points Earned: 0 of 0
Please indic Pornograph	cate if the company is involved in production of or trade in any the following. Select Yes for all options that apply. Y
0	Yes
	No
Disclosu	e Wildlife Regulated Under CITES Points Earned: 0 of 0
	cate if the company is involved in production of or trade in any the following. Select Yes for all options that apply. wildlife products regulated under the Convention on International Trade in Endangered Species of Wild Fauna and Flora
	Yes
	No
Company	Explanation Of Disclosure Item Flags Points Earned: of 0
	ted "Yes" previously, please provide a detailed explanation of the company's involvement here. ply to you, please enter "Does not apply" in the text area below.
does	not apply
Disclosur	e Practices
No forma	I Registration Under Domestic Regulations Points Earned: 0 of 0
Check all th	cate if the following statements are true regarding whether or not the company engages in the following practices. nat apply. If the statement is true, select "Yes." If false, select "No." s not formally registered in accordance with domestic regulations
\bigcirc	Yes
	No
Tax Redu	ction Through Corporate Shells Points Earned: 0 of 0
Check all th	cate if the following statements are true regarding whether or not the company engages in the following practices. nat apply. If the statement is true, select "Yes." If false, select "No." as reduced or minimized taxes through the use of corporate shells or structural means
	Voc

No

Does not transparently report corporate financials to government Points Earned: 0 of 0

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."
Company does not transparently report corporate financials to government
Yes
● No
Facilities located in sensitive ecosystems Points Earned: 0 of 0
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No." Company facilities are located adjacent to or in sensitive ecosystems
Yes
● No
Workers not Provided Clean Drinking Water Points Earned: 0 of 0
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No." Company does not provide clean drinking water to employees at all times
Yes
● No
Workers paid below minimum wage Points Earned: 0 of 0
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No." A portion of workers, contractors, subcontractors or day-workers are paid below minimum wage
Yes
● No
No signed employment contracts for all workers Points Earned: 0 of 0
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No." Company does not have a signed contract of employment with each worker
Yes
● No
Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age) Points Earned: 0 of 0
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No." Company employs workers under the age of 15 (or other minimum work age covered by the International Labour Organization Convention No. 138) and/or company does not keep personnel records that include evidence of the date of birth of each
Yes
● No
Overtime For Hourly Workers Is Compulsory Points Earned: 0 of 0
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No." Overtime work for hourly workers is compulsory
Yes
No

Payslips not provided to show wage calculation and deductions $Points\ Earned:\ 0\ of\ 0$

Check all tl	cate if the following statements are true regarding whether or not the company engages in the following practices. nat apply. If the statement is true, select "Yes." If false, select "No." loes not provide payslips or equivalent to all workers to show how wages are calculated and any deductions made
	Yes
	No
Company	workers are prisoners Points Earned: 0 of 0
Check all the	cate if the following statements are true regarding whether or not the company engages in the following practices. nat apply. If the statement is true, select "Yes." If false, select "No." ises workers who are prisoners
	Yes
	No
Company	prohibits freedom of association/collective bargaining Points Earned: 0 of 0
Check all the	cate if the following statements are true regarding whether or not the company engages in the following practices. nat apply. If the statement is true, select "Yes." If false, select "No." prohibits workers from freely associating and bargaining collectively for the terms of one's employment
\bigcirc	Yes
	No
Workers	cannot leave site during non-working hours Points Earned: 0 of 0
Check all the Company p	cate if the following statements are true regarding whether or not the company engages in the following practices. nat apply. If the statement is true, select "Yes." If false, select "No." prohibits workers from freely leaving the site during non-working hours or at the end of their shift kers who live on site.
	Yes
	No
Worker I	D cards kept by company Points Earned: 0 of 0
Check all the	cate if the following statements are true regarding whether or not the company engages in the following practices. nat apply. If the statement is true, select "Yes." If false, select "No." eeps workers' original Id Cards/Passports
	Yes
	No
Conduct	Business in Conflict Zones Points Earned: 0 of 0
Check all tl	cate if the following statements are true regarding whether or not the company engages in the following practices. nat apply. If the statement is true, select "Yes." If false, select "No." exploitatively operates in conflict zones
	Yes
	No
Employs	Individuals on Zero-Hour Contracts Points Earned: 0 of 0
Check all the	cate if the following statements are true regarding whether or not the company engages in the following practices. nat apply. If the statement is true, select "Yes." If false, select "No." employs individuals on zero-hour contracts
	Yes
	No

Company Explanation Of Disclosure Item Flags Points Earned: of $\mathbf{0}$

If you selected "Yes" previously, please provide a detailed explanation of the company's engagement in these practices here. If this does not apply to you, please enter "Does not apply" in the text area below.
does not apply
Disclosure Outcomes
On-Site Fatality Points Earned: 0 of 0
Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No". Company has had an operational or on-the-job fatality
Yes
● No
Hazardous Discharges Into Air/Land/Water (Past 5 Yrs) Points Earned: 0 of 0
Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No". Company sites have experienced accidental discharges to air, land or water of hazardous substances
Yes
● No
Forced Relocation Of People Due To Company Operations Points Earned: 0 of 0
Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No". Construction or operation of company facilities resulted in physical resettlement or economic displacement involving 5,000 or more people near your facility
Yes
No
Material Litigation Points Earned: 0 of 0
Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No". Material litigation or arbitration against company
Yes
No
Company has filed for bankruptcy Points Earned: 0 of 0
Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No". Company has filed for bankruptcy
Yes
● No
Material Breaches of Confidential Information Points Earned: 0 of 0
Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No". Company has had material breaches of individual's confidential information
Yes
No

Company Explanation Of Disclosure Item Flags Points Earned: of 0	114
If you selected "Yes" previously, please provide a detailed explanation of the company's experience related to statement here.	the previous
If this does not apply to you, please enter "Does not apply" in the text area below.	
does not apply	
Disclosure Penalties	
Penalties Assessed Regarding Diversity/Equal Opportunity Points Earned: 0 of 0	
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fin past five years for any of the following practices or policies. Check all that apply. Diversity and equal opportunity	e or sanction in the
Yes	
● No	
Penalties Assessed Regarding Company's Employee Safety Points Earned: 0 of 0	
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fin past five years for any of the following practices or policies. Check all that apply. Employee safety or workplace conditions	e or sanction in the
Yes	
● No	
Devolting Accessed Fow Environmental Inques Brints Found 0.460	
Penalties Assessed For Environmental Issues Points Earned: 0 of 0	
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fin past five years for any of the following practices or policies. Check all that apply. Environmental issues	e or sanction in the
Yes	
No	
Penalties Assessed Regarding Financial Reporting Points Earned: 0 of 0	
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fin past five years for any of the following practices or policies. Check all that apply. Financial reporting	e or sanction in the
Yes	
● No	
International Affairs Penalties Points Earned: 0 of 0	
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fin past five years for any of the following practices or policies. Check all that apply. Geographic operations or international affairs	e or sanction in the
Yes	
No	
Penalties Assessed Regarding Investments Or Loans Points Earned: 0 of 0	
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fin past five years for any of the following practices or policies. Check all that apply. Investments or Loans	e or sanction in the
Yes	

No

Penalties Regarding Labor Issues (Including Supply Chain) Points Earned: 0 of 0

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply. Labor issues (internal and supply chain)
Yes
● No
Penalties Assessed Regarding Company's Marketing Points Earned: 0 of 0
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply. Marketing
○ Yes
● No
Penalties Assessed Regarding Political Contributions Points Earned: 0 of 0
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply. Political contributions
Yes
● No
Penalties Assessed Pertaining To Company Taxes Points Earned: 0 of 0
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply. Taxes
Yes
● No
Bribery, Fraud Or Corruption Penalties Assessed Points Earned: 0 of 0
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply. Bribery, fraud or corruption
Yes
● No
Company Explanation Of Disclosure Item Flags Points Earned: of 0
If you selected "Yes" previously, please provide a detailed explanation of the complaint/fine/sanction here. If this does not apply to you, please enter "Does not apply" in the text area below.
does not apply
Supplier Disclosure
Workers Under the Age of 15 Points Earned: 0 of 0
Please indicate if any of the following statements are true regarding your company's significant suppliers. Significant Suppliers employ workers under the age of 15 (or other minimum work age covered by the International Labour Organization Convention No. 138)
○ Yes
No
On't Know

Workers	Who are Prisoners Points Earned: 0 of 0	116
Please indi Significant	cate if any of the following statements are true regarding your company's significant suppliers. suppliers use any workers who are prisoners	
	Yes	
	No	
0	Don't Know	
Operatio	onal Fatality Points Earned: 0 of 0	
	cate if any of the following statements are true regarding your company's significant suppliers. Suppliers have had an operational or on-the-job fatality	
	Yes	
	No	
	Don't Know	
Accident	ral Hazardous Substances Points Earned: 0 of 0	
	cate if any of the following statements are true regarding your company's significant suppliers. Suppliers' sites have experienced accidental discharges to air, land or water of hazardous substances	
	Yes	
	No	
\circ	Don't Know	
Resettle	ment or Economic Displacement Points Earned: 0 of 0	
Construction	cate if any of the following statements are true regarding your company's significant suppliers. on or operation of Significant Suppliers' facilities resulted in physical resettlement or economic displacemen ore people near their facility	t involving
	Yes	
	No	
	Don't Know	
Land Acc	quisition Points Earned: 0 of 0	
	cate if any of the following statements are true regarding your company's significant suppliers. on or operation of Significant Suppliers involved large scale land acquisition	
	Yes	
	No	
	Don't Know	
Land Cor	nversion or Degradation Points Earned: 0 of 0	
	cate if any of the following statements are true regarding your company's significant suppliers. on or operation of Significant Suppliers involved large scale land conversion and/or degradation	
	Yes	
	No	
	Don't Know	

Construction or Refurbishment of Dams Points Earned: 0 of 0

Please indicate if any of the following statements are true regarding your company's significant suppliers. Construction or operation of Significant Suppliers involved the construction or refurbishment of dams

Yes	•

No

Don't Know

Material Fines or Sanctions Points Earned: 0 of 0

	Suppliers have had material fines or sanctions in the last five years regarding the issues indicated in the goal Disclosure
	Yes
	No
0	Don't Know
Busines	s in Conflict Zones Points Earned: 0 of 0
	icate if any of the following statements are true regarding your company's significant suppliers. Suppliers exploitatively operate in conflict zones
	True
	False
0	Don't Know
Other Di	sclosures
Other D	sclosures Points Earned: of 0
	any other sensitive aspects of the business that are necessary to disclose? pply to you, please type "does not apply" in the area below.
does	not apply

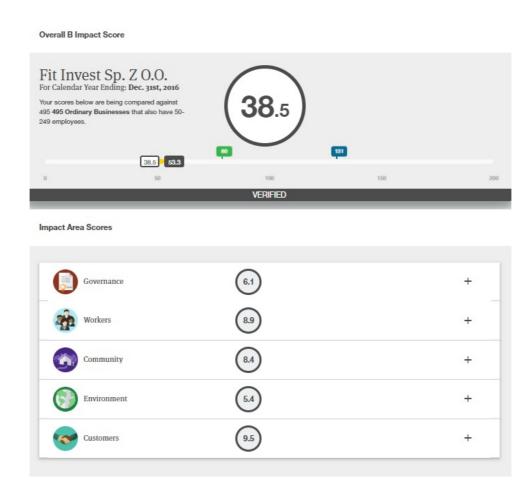


Fit Invest Sp. z o.o.

Service with Significant Environmental Footprint

50-249 Employees

2018-04-23



Gove	rnance
Mission	& Engagement
Level of	Impact Focus Points Earned: 0 of 0
	description that best describes your business. ghted question that will not impact your score and is asked only for research/benchmarking purposes.
	Positive social/environmental impact is desirable but not a particular focus for our business.
Ö	Social and environmental impact is frequently considered but it isn't a high priority.
	We consider social and environmental impact in some aspects of our business but infrequently.
\circ	We consistently incorporate social and environmental impact into decision-making because we consider it important to the success and profitability of our business.
0	We treat our social/environmental impact as a primary measure of success for our business and prioritize it even in cases where it may not drive profitability.
Mission	Statement Points Earned: of 0
Please typ	pe or paste your mission statement here.
To s	upport quality fitness facilities for the Multisport cardholders and by that support people in living a healthy life style.
Mission	Statement Characteristics Points Earned: 0.125 of 0.25
Does your	company have a corporate mission statement, and does it include any of the following?
	No written statement
	A written corporate mission statement that does not include a social or environmental commitment
×	A general commitment to social and/or environmental responsibility and stewardship
	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 to landfill with upcycled products)
	A commitment to serve a target in-need beneficiary group (e.g. low income customers, smallholder farmers)
Social &	Environmental Internal Engagement Points Earned: 0 of 0.5
your comp	company have any of the following internal engagement practices that focus on the social or environmental mission of pany? pply. If your company does not have a written social or environmental mission, select "No social or environmental mission."
×	No social or environmental mission
	Company has a social or environmental mission, but there is no training of employees on that mission Only informal inclusion of the company's social and environmental goals in orientation, training or instruction, and/or
	performance evaluation All workers receive orientation, training, or instruction that explicitly covers the company's social and/or environmental
	mission and goals Managers' performance evaluation includes how the manager executed on the company's social or environmental missio
	and goals Non-managers' performance evaluation includes execution of company's social or environmental mission and goals
Social/E	nvironmental Key Performance Indicators Points Earned: 0 of 0.5
	key performance indicators (KPIs) or metrics that your company tracks at least annually to determine if you are meeting of or environmental objectives?
×	We don't track key social or environmental performance indicators
	We measure KPIs/metrics or outputs that we have identified and defined in order to determine if we are achieving our soc and environmental objectives
	We measure social and environmental outcomes over time (e.g. 3rd-party studies, customer or household surveys, progreout of poverty index, etc.)

Mission-driven Executive Compensation Points Earned: 0 of 0.5

metrics or Please check all	pensation of your CEO and those who directly report to the CEO tied to achieving specific social and environmental objectives? that apply.
×	No
	Yes, CEO/President compensation
	Yes, other senior management team member(s) compensation
Stakeho	Ider Engagement Points Earned: 0 of 0.25
	year, how did the company solicit specific feedback from its external stakeholders (excluding employees and investors) the company's social and environmental performance?
×	No formal stakeholder engagement
	Annual stakeholder meeting
	Online stakeholder forum to provide/report social or environmental concerns or feedback
	Meetings or other engagement mechanisms with local community members
	Meetings or other engagement mechanisms with social or environmental advocacy groups
	Community/environmental representation on an advisory board.
	Third party or anonymous surveys about social/environmental performance
Corporat	Other (please describe)
	Other (please describe) The Accountability T
Governa What is the	te Accountability
Governa What is the	nce Structures Points Earned: 0.4 of 0.4 e company's highest level of corporate oversight?
Governa What is the	nce Structures Points Earned: 0.4 of 0.4 e company's highest level of corporate oversight? is question affects questions you'll encounter further on in your assessment.
Governa What is the	nce Structures Points Earned: 0.4 of 0.4 e company's highest level of corporate oversight? is question affects questions you'll encounter further on in your assessment. Owner/Manager only
Governa What is the	nce Structures Points Earned: 0.4 of 0.4 e company's highest level of corporate oversight? is question affects questions you'll encounter further on in your assessment. Owner/Manager only Non-Fiduciary Advisory Board
Governa What is the The answer to the Governing	nce Structures Points Earned: 0.4 of 0.4 e company's highest level of corporate oversight? is question affects questions you'll encounter further on in your assessment. Owner/Manager only Non-Fiduciary Advisory Board Board of Directors or Equivalent ng Body Responsibilities Points Earned: 0.4 of 0.8 Board of Directors have written responsibility for the following issues?
Governa What is the The answer to the Governing Does your	nce Structures Points Earned: 0.4 of 0.4 e company's highest level of corporate oversight? is question affects questions you'll encounter further on in your assessment. Owner/Manager only Non-Fiduciary Advisory Board Board of Directors or Equivalent ng Body Responsibilities Points Earned: 0.4 of 0.8 Board of Directors have written responsibility for the following issues?
Governa What is the The answer to the Answer to the Governing Does your Please check all	nce Structures Points Earned: 0.4 of 0.4 e company's highest level of corporate oversight? is question affects questions you'll encounter further on in your assessment. Owner/Manager only Non-Fiduciary Advisory Board Board of Directors or Equivalent ng Body Responsibilities Points Earned: 0.4 of 0.8 Board of Directors have written responsibility for the following issues?
Governa What is the The answer to the Answer to the Answer to the Covernia Does your Please check all X	nce Structures Points Earned: 0.4 of 0.4 e company's highest level of corporate oversight? is question affects questions you'll encounter further on in your assessment. Owner/Manager only Non-Fiduciary Advisory Board Board of Directors or Equivalent ng Body Responsibilities Points Earned: 0.4 of 0.8 Board of Directors have written responsibility for the following issues? that apply. Guiding corporate strategy, setting strategic goals and major plans of action
Governa What is the The answer to the Answer to the Answer to the Covernia Does your Please check all X	nce Structures Points Earned: 0.4 of 0.4 e company's highest level of corporate oversight? is question affects questions you'll encounter further on in your assessment. Owner/Manager only Non-Fiduciary Advisory Board Board of Directors or Equivalent ng Body Responsibilities Points Earned: 0.4 of 0.8 Board of Directors have written responsibility for the following issues? that apply. Guiding corporate strategy, setting strategic goals and major plans of action Approving annual budgets, overseeing major capital expenditures and general risk management
Governa What is the The answer to the Answer to the Answer to the Covernia Does your Please check all X	nce Structures Points Earned: 0.4 of 0.4 e company's highest level of corporate oversight? is question affects questions you'll encounter further on in your assessment. Owner/Manager only Non-Fiduciary Advisory Board Board of Directors or Equivalent Ing Body Responsibilities Points Earned: 0.4 of 0.8 Board of Directors have written responsibility for the following issues? that apply. Guiding corporate strategy, setting strategic goals and major plans of action Approving annual budgets, overseeing major capital expenditures and general risk management Overseeing executive compensation Overseeing the company's social and environmental mission, with specific goals and targets (if no mission statement, do
Governa What is the The answer to the Answer to the Answer to the Covernia Does your Please check all X	nce Structures Points Earned: 0.4 of 0.4 e company's highest level of corporate oversight? is question affects questions you'll encounter further on in your assessment. Owner/Manager only Non-Fiduciary Advisory Board Board of Directors or Equivalent Ing Body Responsibilities Points Earned: 0.4 of 0.8 Board of Directors have written responsibility for the following issues? that apply: Guiding corporate strategy, setting strategic goals and major plans of action Approving annual budgets, overseeing major capital expenditures and general risk management Overseeing executive compensation Overseeing the company's social and environmental mission, with specific goals and targets (if no mission statement, do not select this option)

121 Governing Body Characteristics Points Earned: 0.4 of 0.8 Which of the following apply to your company's Board of Directors or equivalent governing body? Please check all that apply. × Meets at least twice annually Includes at least one independent member Includes at least 50% independent members Oversees executive compensation Has an Audit Committee with at least one independent member Has a Compensation Committee with at least one independent member Company is a cooperative and elects Board from membership None of the above N/A - no Board of Directors or equivalent **Ethics** Financial Controls Points Earned: 0.214285 of 0.85714 Does the company maintain any of the following financial controls? Please check all that apply. IT systems have different password protection systems that are changed periodically with different access levels according to the position of the staff member accessing the data Fraud risk assessment is conducted at least annually and any internal control deficiencies identified are communicated to BoD and senior management Lines of financial reporting, responsibilities and limits for the authorization, approval and verification of disbursements are all documented in writing Financial control activities are documented and at a minimum cover controls around cash disbursement, accounts receivable, accounts payable, and inventory management Work Conduct Policy Points Earned: 0 of 0.42857 Does your company have one of the following policies regarding work conduct? Check only one None A written Code of Business Conduct that explicitly establishes behavioral expectations for the organization A written Code of Business Conduct that explicitly establishes behavioral expectations for the organization and that inclua statement against bribery and corruption. Instruction on Code of Ethics Points Earned: 0 of 0.85714 Which of the following describes how your company instructs employees regarding your Code of Ethics about behavioral expectations, bribery and corruption? Please check all that apply. No Code of Business Conduct (or equivalent policy) or training on the Code

We instruct the Board of Directors on the Code at least annually
We instruct all newly hired workers on the Code
We instruct managers on the code on an on-going basis
We instruct all non-managerial workers on the Code on an ongoing basis
We communicate changes to the Code whenever it is updated
Other (please describe)

Whistleblower Policy Points Earned: 0 of 0.42857

Does the company have a written whistleblower policy?

Ye	es
----	----

No

Conflict	of Interest Questionnaire Points Earned: 0 of 0.42857	
	annual conflict of interest questionnaire filled out by all board members and officers?	
Include members	of other governing body if not a Board. Please choose N/A if your company has no governing body.	
0	Yes	
	No	
	N/A - No Board of Directors or equivalent	
Transpar	ency	
Financia	Reporting Standards Points Earned: 1.09091 of 1.09091	
During the	last fiscal year, with which financial reporting standards did your company comply?	
	IFRS (International Financial Reporting Standards, via the International Accounting Standards Board)	
	GAAP (Generally Accepted Accounting Principles, via independent U.S. standards body)	
	Local accounting standard (via local independent standard setting body)	
	Other (describe)	
	None of the above	
0	N/A - Our company is pre-revenue	
Reviewe	d / Audited Financials Points Earned: 0.27273 of 0.27273	
If your com	npany's financial statements were audited or reviewed, what type of individual or entity conducted that review?	
	None/ Neither Audited nor Reviewed	
	Locally-accredited auditing firm or CPA/CFA	
	Internationally-accredited auditing firm or CPA/CFA	
Accessib	le Financial Data Points Earned: 0.18185303 of 0.54545	
-	company maintain financial data from last fiscal year that can be accessed or viewed by the following?	
	Shared with all managers	
	Shared with all non-managers	
×	Shared publicly (e.g. posted on website)	
	None	
Impact R	Reporting Points Earned: 0 of 0.54545	
Does the c	ompany publicly share information on its social and/or environmental performance? If so, how?	
×	No public reporting on social or environmental performance	
	Specific quantifiable social and/or environmental indicators or outcomes are made public	
	Company sets public targets and shares progress to those targets	
	Information is shared/updated annually	
	Information is presented in a formal report that allows comparison to previous time periods	
	Information adheres to a comprehensive third party standard (ex. GRI or B Impact Assessment)	
	A third party has validated the information shared	
	Impact reporting is integrated with financial reporting	

Public Feedback Channel Points Earned: 0.27273 of 0.27273

Is there a publicly-known mechanism through which customers can provide product feedback, ask questions or file complaints?

		 	 	 	 . 4	
	Yes					
\bigcirc	No					

Client Protection Warranty	Points Earned:	0.27273	of 0.27273
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Is the product or service made or sold by your company covered by a warranty or a client protection policy for consumers? Select N/A only if your company provides consulting services.
Yes
O No
○ NA
Governance Metrics
Last Fiscal Year Points Earned: of 0
On what date did your last fiscal year end?
2016-12-31
Reporting Currency Points Earned: 0 of 0
Reporting currency
Zloty - PLN
Revenue Last Year Points Earned: 0 of 0
Total Earned Revenue From the last fiscal year
Tribit critical research year This question will be used for scored calculation questions later in the assessment. Please complete for accurate scoring. The answer to this question affects questions you'll encounter further on in your assessment.
76510000
Revenue Year Before Last Points Earned: 0 of 0
Total Earned Revenue
From the fiscal year before last
43000000
Earnings Before Interest & Taxes Last Year Points Earned: 0 of 0
EBIT (Earnings Before Interest & Taxes) From the last fiscal year
18900000
Earnings Before Interest & Taxes Year Before Last Points Earned: 0 of 0
EBIT (Earnings Before Interest & Taxes) From the fiscal year before last
4500000
Net Income Last Year Points Earned: 0 of 0
Net Income
From the last fiscal year 23200000
Net Income Year Before Last Points Earned: 0 of 0
Net Income From the fiscal year before last
7300000
Payments to Government Points Earned: 0 of 0
Payments to government in the last fiscal year. Select N/A if company is pre-revenue.
2100000

Mission Locked 124

Mission Lock Points Earned: 2.5 of 10

Separate from a mission statement, has your company done any of the following to legally ensure that its social or enviro	nmental
mission will be maintained over time, regardless of company ownership?	

	Signed a contract or board resolution to amend or adopt a legal form that requires consideration of employees, communitand the environment (i.e. Signed B Corp Term sheet but have not yet adopted stakeholder consideration)
	Amended corporate governing documents to require the consideration of employees, community and the environment (e Amended Articles of Incorporation)
(H	las a specific legal entity/governance structure that preserves mission (i.e. cooperative)
	egal entity/governance structure preserves mission and requires stakeholder consideration (i.e. Benefit Corp or coperative that has amended governing documents to include stakeholder consideration)
O 0	Other - Please describe
O N	None of the above
Worke	rs
Worker Me	etrics
Majority H	lourly vs. Salaried Workers Points Earned: 0 of 0
Are the majo	rity of your employees paid on a fixed salary or a daily/hourly wage?
-	question that determines the set of additional questions your company will respond to regarding your employee impact. The answer to this question affects questions you'll encounter further
● F	rixed Salary
	Daily/Hourly Wage
# of Full T	ime Workers Points Earned: 0 of 0
Current Total	otal Full-Time Workers Full-Time Workers uestion affects questions you'll encounter further on in your assessment.
162	
# of Full T	ime Workers Last Year Points Earned: 0 of 0
Total Full-Tim	otal Full-Time Workers e Workers 12 months ago uestion affects questions you'll encounter further on in your assessment.
21	
# of Part 1	Fime Workers Points Earned: of 0
	otal Part-Time Workers Part-Time Workers
The answer to this qu	uestion affects questions you'll encounter further on in your assessment.
# of Part 1	Fime Workers Last Year Points Earned: of 0
	otal Part-Time Workers
	ne Workers 12 months ago uestion affects questions vou'll encounter further on in your assessment.

of Temporary Workers Points Earned: of 0

Number of Total Temporary Workers Current Total Temporary Workers

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

of Temporary Workers Last Year Points Earned: of 0
Number of Total Temporary Workers Total Temporary Workers 12 months ago The answer to this question affects questions you'll encounter further on in your assessment.
Compensation & Wages
Total Wages Points Earned: 0 of 0
Total Wages (including bonuses)
7000000
Lowest Paid Wage Points Earned: 0 of 0
What is the company's lowest wage calculated on an hourly basis? Please exclude students and interns in this calculation. 13
Inflation Rate Compensation Adjustments Points Earned: 0 of 1.81667
During the last fiscal year, did all full-time and part-time workers receive an increase to their salary/wages (excluding bonuses) that at least meets the inflation rate in your country? Do not include commissions paid to commission-based workers in this response.
Yes
● No
Subtracting for inflation increase, what was the average % increase in wage/salary paid to all full-time and part-time workers (excluding bonuses, commissions) in the last fiscal year? Select 0% if average increase was at or below inflation rate.
0%
0.1-1.9%
2.0-4.9%
Bonus Plan Characteristics Points Earned: 0 of 1.81667
Which of the following are true about the company's bonus plan:
X Bonuses are given but there is no formal bonus plan
Formal guidelines on the structure of the bonus plan (e.g. eligibility, profit/revenue target tied to the bonus pool, allocatic criteria) are disseminated and accessible to all workers
All full-time and part-time workers are eligible in the plan
None of the above
Bonus Pool Distribution Points Earned: of 0
Tell us how your bonus pool is distributed.
Non-Cash Bonus Points Earned: of 0
If you provide a non-cash bonus, describe what the bonus is and how you value it. access to sports facilities

Employees Receiving a Bonus Points Earned: 0 of 1.81667	126
What % of full-time and part-time employees, excluding founders and executives, received a bonus in the	e last fiscal year?
O%	
1 -24%	
25-49%	
50-74%	
75-99%	
0 100%	
High to Low Pay Ratio Points Earned: 0 of 3.63333	
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	
Compensation & Wages (Salaried)	
Bonus Plan Characteristics Points Earned: 0 of 1.4	
In the last fiscal year, the company's bonus plan for non-executives represented what % of the company's Please select 0% if your company did not have bonuses issued.	s salary base?
0%	
<1%	
<u> </u>	
6-15%	
>15%	
Benefits	
Supplementary Benefits Points Earned: 0.5928575 of 2.37143	
Are any of the following benefits provided to employees to supplement government programs?	
Disability coverage/ accident insurance	
Life insurance	
Financial services (credit or savings programs)	
Private dental insurance	
Private supplemental health insurance	
X Other (describe)	
sport cards	
None of the above	
Paid Secondary Caregiver Leave Points Earned: 1.5651438 of 2.37143	
What is the minimum paid secondary caregiver leave offered to full-time workers either through the com	pany or the government?
None	
Up to 2 weeks	
2 to 5 weeks	
6+ weeks	

Healthca	re Eligibility for Part Time Workers Points Earned: 0 of 1.18571	127
How many	hours per week must a part-time employee work in order to qualify for the previously-selected benefits?	
	No benefits beyond what is provided under national law	
	30+ hours per week	
	25-30 hours per week	
	20-24 hours per week	
	<20 hours per week	
	N/A - No part-time workers	
Supplem	entary Benefits Points Earned: 0 of 2.37143	
	plementary benefits are provided to a majority of non-managerial workers? e and part time employees. Please check all that apply.	
	Free transportation or transit subsidy	
	Free or subsidized meals	
	Health benefits extend to immediate family (spouse and children)	
	Child-care (On-site or subsidized)	
	Access to local medical services/clinic (on-site or subsidized)	
	Free or subsidized housing	
	Other free or subsidized benefits (describe)	
×	None	
Worker B	enefits (Salaried)	
Number	of Paid Days Off Points Earned: 0.765 of 0.85	
How many	paid days off (including holidays) do full-time employees receive annually?	
	0-15 days	
	16-22 days	
	23-29 days	
	30-35 days	

Paid Primary Caregiver Leave for Salary Workers Points Earned: 0.765 of 0.85

What is the minimum number of weeks salaried workers receive paid primary caregiver leave, either through the company or the government?

\bigcirc	0-5 weeks
\bigcirc	6-11 weeks
\bigcirc	12-17 weeks
	18-23 weeks
\bigcirc	24+ weeks

36+ work days

Training & Education

Intern Hiring Practices Points Earned: 0 of 0.65 Which of the following is true of intern hiring practices?

	The following is true of intern niring practices? Only, if there is no third party living wage calculated for your country of operations, please do not select "payment of a living wage."
	There is a formalized policy/program outlining the objectives of internships or internship programs for participants
	Company partners with education institutions to provide internship opportunities
	Interns are paid a living wage
	Interns receive formal performance reviews
	Interns have a formal opportunity to provide feedback on experience
	Interns have been hired on as full time permanent employees in the past two years
	Intern tenures are restricted to not exceed 1 year if interns are not currently enrolled in school
x	None of the above apply to my intern programs
	N/A - Company does not employ interns
Amount	of Training for New Hires Points Earned: 0.216645 of 0.65
_	last 12 months, what was the average amount of training that a newly hired worker received? oth full-time and part-time employees.
	No training
	On-the-job training (1-day to 1 week)
	On-the-job training (1 week to 1 month)
	Apprenticeship/technical training (1 month+)
	N/A - No new hires during the last 12 months
	& Education (Salaried)
Skills-Ba Excluding last 12 mo	sed Training Participation Points Earned: 0.17 of 0.68 newly hired workers, what % of full-time and part-time workers received the following types of formal training during the
Skills-Ba Excluding last 12 mo	sed Training Participation Points Earned: 0.17 of 0.68 newly hired workers, what % of full-time and part-time workers received the following types of formal training during the nths? d training to advance core job responsibilities
Skills-Ba Excluding last 12 mo	sed Training Participation Points Earned: 0.17 of 0.68 newly hired workers, what % of full-time and part-time workers received the following types of formal training during the nths? d training to advance core job responsibilities 0% 1-24%
Skills-Ba Excluding last 12 mo	sed Training Participation Points Earned: 0.17 of 0.68 newly hired workers, what % of full-time and part-time workers received the following types of formal training during the other of
Skills-Ba Excluding last 12 mo	sed Training Participation Points Earned: 0.17 of 0.68 newly hired workers, what % of full-time and part-time workers received the following types of formal training during the nths? d training to advance core job responsibilities 0% 1-24% 25-49% 50-74%
Skills-Ba Excluding last 12 mo Skills-base	sed Training Participation Points Earned: 0.17 of 0.68 newly hired workers, what % of full-time and part-time workers received the following types of formal training during the other into advance core job responsibilities 0% 1-24% 25-49% 50-74% 75%+ Don't know g Cross-Job Skills Training Points Earned: 0.51 of 0.68
Skills-Ba Excluding last 12 mo Skills-base Providin Excluding last 12 mo Skills-base	sed Training Participation Points Earned: 0.17 of 0.68 newly hired workers, what % of full-time and part-time workers received the following types of formal training during the nths? d training to advance core job responsibilities 0% 1-24% 25-49% 50-74% 75%+ Don't know G Cross-Job Skills Training Points Earned: 0.51 of 0.68 newly hired workers, what % of full-time and part-time workers received the following types of formal training during the
Skills-Ba Excluding last 12 mo Skills-base Providin Excluding last 12 mo Skills-base	sed Training Participation Points Earned: 0.17 of 0.68 newly hired workers, what % of full-time and part-time workers received the following types of formal training during the nths? d training to advance core job responsibilities 0% 1-24% 25-49% 50-74% 75%+ Don't know G Cross-Job Skills Training Points Earned: 0.51 of 0.68 newly hired workers, what % of full-time and part-time workers received the following types of formal training during the nths? d training on cross-job functions (i.e. training beyond regular job responsibilities, e.g. public speaking training or
Skills-Ba Excluding last 12 mo Skills-base Providin Excluding last 12 mo Skills-base	sed Training Participation Points Earned: 0.17 of 0.68 newly hired workers, what % of full-time and part-time workers received the following types of formal training during the nths? d training to advance core job responsibilities 0% 1-24% 25-49% 50-74% 75%+ Don't know g Cross-Job Skills Training Points Earned: 0.51 of 0.68 newly hired workers, what % of full-time and part-time workers received the following types of formal training during the nths? d training on cross-job functions (i.e. training beyond regular job responsibilities, e.g. public speaking training or ent training for non-managers)
Skills-Ba Excluding last 12 mo Skills-base Providin Excluding last 12 mo Skills-base	sed Training Participation Points Earned: 0.17 of 0.68 newly hired workers, what % of full-time and part-time workers received the following types of formal training during the nths? d training to advance core job responsibilities 0% 1-24% 25-49% 50-74% 75%+ Don't know g Cross-Job Skills Training Points Earned: 0.51 of 0.68 newly hired workers, what % of full-time and part-time workers received the following types of formal training during the nths? d training on cross-job functions (i.e. training beyond regular job responsibilities, e.g. public speaking training or ent training for non-managers) 0%
Skills-Ba Excluding last 12 mo Skills-base Providin Excluding last 12 mo Skills-base	sed Training Participation Points Earned: 0.17 of 0.68 newly hired workers, what % of full-time and part-time workers received the following types of formal training during the other inthe straining to advance core job responsibilities 0% 1-24% 25-49% 50-74% 75%+ Don't know g Cross-Job Skills Training Points Earned: 0.51 of 0.68 newly hired workers, what % of full-time and part-time workers received the following types of formal training during the other? d training on cross-job functions (i.e. training beyond regular job responsibilities, e.g. public speaking training or ent training for non-managers) 0% 1-24%
Skills-Ba Excluding last 12 mo Skills-base Providin Excluding last 12 mo Skills-base	sed Training Participation Points Earned: 0.17 of 0.68 newly hired workers, what % of full-time and part-time workers received the following types of formal training during the other of the following to advance core job responsibilities 0% 1-24% 25-49% 50-74% 75%+ Don't know g Cross-Job Skills Training Points Earned: 0.51 of 0.68 newly hired workers, what % of full-time and part-time workers received the following types of formal training during the other of training on cross-job functions (i.e. training beyond regular job responsibilities, e.g. public speaking training or ent training for non-managers) 0% 1-24% 25-49%

Life Skill Training Participation Points Earned: 0 of 0.68

last 12 moi	newly hired workers, what % of full-time and part-time workers received the following types of formal training during the nths? life skills for personal development (i.e. literacy, personal financial planning, etc.)
	0%
	1-24%
	25-49%
	50-74%
	75%+
0	Don't know
External	Professional Development Participation Points Earned: 0.34 of 1.36
in the past	full-time workers have participated in external professional development opportunities or lifelong learning opportunities fiscal year? sssional development paid for in advance, reimbursed or subsidized by the company.
	None
	1-24%
	25-49%
	50-74%
0	75%+
Worker C	Ownership
participate Select N/A if your	all full-time employees (including founders and executives) own stocks, stock equivalents and stock options, or in an ESOP or other qualified ownership plans in the company? 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 Inpany Owned by Non-Executive Employees Points Earned: 0 of 3.5
What % of	the company is owned by non-executive, non-founder, full-time workers?
Select 0% If none	of the workers own the business. Select N/A if your company is a consumer/shared services cooperative, a producer cooperative or a nonprofit. 0%
	1-24%
	25-49%
	50%+
	N/A
Manager	nent & Worker Communication
Employe	e Review Process Points Earned: of 0
Please des	cribe your formal, written evaluation process for providing feedback to all workers on their performance here.
gene	rally in the clubs there are no formal written evaluations

Does the co	ompany do any of the following regarding worker satisfaction / engagement?
×	Company conducts anonymous surveys at least biannually
×	Company separates survey results by gender and/or by other underrepresented groups
×	Company shares results with employees
	None of the above
Employe	e Satisfaction Points Earned: 0 of 0.475
	ent of your employees are 'Satisfied' or 'Engaged'? faction or engagement is not formally surveyed.
	N/A
	<65%
	65-80%
	81-90%
0	>90%
Terminat	ion Policy Points Earned: 0.475 of 0.475
	ne following is included in your company's termination policy? s requiring immediate dismissal / with cause.
	No required written notice prior to termination
	Written notice of worker performance only
	Written notice of worker performance and a stated probationary period
	N/Ano written termination policy
	Management Conflict Mediation Points Earned: 0 of 0.475 mpany identified one of the following designated agents to mediate complaints / issues between workers or workers and ent?
	Informally-designated worker who passes information to other workers
	Union representative
	Human Resources-designated representative
	Employee Representative mutually-designated by company management and employees
	3rd party Ombudsman
	Other (describe)
×	None of the above
Managen	nent & Worker Communication (Salaried)
Mariager	ment & Worker Communication (Salanea)
Performa	ance Reviews Points Earned: 0.125 of 0.5
	written performance review for any of the following workers? Ill workers in that category receive a formal performance review on an annual basis.
	No written performance review
×	Managers
	Full-time non-managerial workers
	Part-time non-managerial workers
	Temporary workers
Human R	lights & Labor Policy

Worker Satisfaction Surveys Points Earned: 0.475 of 0.475

Employee Handbook Information Points Earned: 0.3 of 0.3

Does your	company have a written employee handbook that workers have access to and includes the following information?
	No written employee handbook
×	A non-discrimination statement
×	An anti-harassment policy
×	Statement on work hours
×	Pay and performance issues
×	Policies on benefits, training and leave
×	Grievance resolution
×	Disciplinary procedures and possible sanctions
×	Statement regarding workers' right to bargain collectively and freedom of association
x	Prohibition of child labor and forced/compulsory labor
	erimination Policy Points Earned: 0 of 0.3 a written non-discrimination policy, which of the following are covered in hiring and in the workplace? hat apply.
×	No written policy
	Gender
	Race
	Color
	Disability
	Political opinion
	Sexual orientation
	Age
	Religion
	HIV status
Human F	Rights Reviews/Certifications Points Earned: 0 of 0.6
Have your months?	company's human rights and labor practices been certified or reviewed by an independent third party during the last 12
	Yes
	No
Occupati	onal Health & Safety
Worker S	Safety Practices Points Earned: 0.228550476 of 0.34286
Which of th	ne following are true of your occupational health and safety policies?
×	There are written policies and practices to minimize on-the-job employee accidents and injuries
×	Injury/accident/lost /absentee days are measured and transparent
	A worker health and safety committee helps monitor and advise on health and safety programs. None of the above

Health an	nd Safety Program Points Earned: 0.68571 of 0.68571	132
Does your c	company have a formal safety and health program to engage with workers that includes the following:	
	None - no formal safety and health program	
×	Annual safety and health training for all workers, including at least one emergency drill per year	
×	Injury/accident/illness/lost days data is recorded and made transparent for all workers	
×	Formal safety reporting system for employees to submit their safety concerns	
	A safety position, safety committee or safety program representative reporting to senior level position ('higher)	vice-President or
Handling	Hazardous Materials Points Earned: 0 of 0.68571	
	pany uses any hazardous or dangerous materials on-site, check all that apply. als include chemicals, gasoline or fuel, fertilizer, pesticides, etc.	
	All workers who are in contact with hazardous materials receive initial and on-going ($2x$ per year) training storage, handling, and disposal of materials	
	All workers who handle hazardous materials are required to wear protective gear, including clothing, eye	and foot protect
	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 h	nealth check-ups
	Other (describe)	
	None	
×	N/A	
This includes mach	company do any of the following with regard to equipment or machinery used by workers? hinery, 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 machinery All workers are required to wear appropriate protective gear, including clothing, eye and foot protection, machinery The company regularly inspects whether correct protective gear and operation of machinery is being fol	, when working w
	Machinery is checked at least once per year for necessary maintenance issues	lowed by workers
	Signs regarding hazards and proper use of equipment are posted on or near equipment in the local lang	uage
	Other (describe)	auge
	None	
	N/A	
Worker Bu	usiness Models Introduction	
Impact Bu	usiness Model: Worker Ownership Points Earned: 0 of 0	
-	pany structured to benefit its employees in the following way? question affects questions you'll encounter further on in your assessment.	
	Ownership structures that provide significant equity ($>40\%$) and empowerment to all employees (i.e. er companies/cooperative)	nployee-owned
×	No	
Comm	nunity	
Job Creati	ion	

New Jobs Added Last Year Points Earned: 0 of 0

Number of net 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 12 months:

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New Jobs Added Year Before Last Points Earned: of 0

Number of no workers Prior 12 mo	
Job Grow	rth Rate Points Earned: 2.66667 of 2.66667
	full-time and part-time jobs were newly created at your company during the last 12 months?
	0% (Has not grown on a net basis)
\circ	1-14%
	15-24%
	25%+
Promotii	ng Employees Points Earned: 1.333335 of 2.66667
	positions above entry level have been filled through internal promotion during the last 12 months? n no job openings above an entry level, enter 0.
	0%
	1-24%
	25-49%
0	50%+
Departe	d Employees Points Earned: of 0
Number of	full-time and part-time workers that departed/left the company during the last 12 months.
Enter 0 if None. S	select N/A only if
	full-time and part-time workers have left the company during the last 12 months? d include voluntary and involuntary separation, but exclude workers dismissed with cause.
Diversity	& Inclusion
Female E	Employees Points Earned: 0 of 0
	total full-time and part-time female employees. elect N/A only if there are no workers.
Non-mar	nagerial Worker Diversity Points Earned: 0 of 0.94118
What % of Women	non-managerial full-time and part-time employees are women or from chronically-underemployed communities?
	0%
\circ	1-9%
Ō	10-24%
	25-39%
	40-49%
	50%+
	Don't know

Ownership Diversity Points Earned: 0 of 0.94118		
	the company is owned by: d/or individuals from chronically-underemployed communities	
	0%	
	1-9%	
	10-24%	
	25-39%	
	40-49%	
	50%+	
	Don't know	
	nagerial Worker Diversity Points Earned: 0 of 0.94118 non-managerial full-time and part-time employees are women or from chronically-underemployed communi	ities?
	v-underemployed	
	0%	
0	1-9%	
	10-24%	
	25-39%	
0	40-49%	
	50%+	
0	Don't know	
	Management Points Earned: 0 of 0.94118 management (both full-time and part-time workers) are women, from chronically-underemployed communit 6?	ies or
	0%	
	1-9%	
	10-24%	
	25-39%	
	40-49%	
	50%+	
0	Don't know	
What % of	ment from Underemployed Groups Points Earned: 0 of 0.94118 management (both full-time and part-time workers) are women, from chronically-underemployed communit	ties or
expatriates Chronically	r-underemployed	
\bigcirc	0%	
	1-9%	
	10-24%	
	25-39%	
	40-49%	
	50%+	
	Don't know	

Expatriate Management Points Earned: 0 of 0

What % of expatriates	
	0%
	1-9%
\bigcirc	10-24%
	25-39%
	40-49%
	50%+
	Don't know
	the company is owned by:
	organization
	0%
	1-9%
	10-24%
	25-39%
	40-49%
	50%+ Don't know
	Don't know
Female (Ownership Points Earned: of 0
Optional un Women	nweighted metrics: Approximately what % of the company's ownership is held by the following groups?
Ownersh	pip by Individuals from Underemployed Groups Points Earned: of 0
	nweighted metrics: Approximately what % of the company's ownership is held by the following groups? from chronically underemployed communities
Board of	Directors Diversity Points Earned: 0 of 0.94118
What % of communiti	the members of your Board of Directors (or equivalent) are women or individuals from chronically underemployed es?
Select N/A only if	your company is governed by an owner/manager structure and does not have a Board of Directors or governing body.
	0%
0	1-9%
0	10-24%
0	25-39%
0	40-49%
0	50%+
0	N/A - No board of directors or equivalent
0	N/A - No board of directors or equivalent Don't know

Supplier Ownership Diversity Points Earned: 0.141177 of 0.94118

What % of	your Significant Suppliers are majority owned by women or individuals from underrepresented populations?
	0%
	1-9%
	10-19%
	20-29%
	30%+
\circ	Don't Know
Diversity	and Inclusion Training Points Earned: 0 of 0.94118
	ompany provide specific content in worker training on inclusion and diversity issues related to any of the following derrepresented groups?
	Gender inclusiveness
	Minorities
	LGBT community
	Individuals with disabilities
	Other underrepresented groups (please describe)
×	None of the Above
Civic Eng	gagement & Giving
Corporat	te Citizenship Program Points Earned: 0 of 0.84211
Does your	company have a formal corporate citizenship program (with allocated resources) in place that includes the following:
	Statement on the intended social or environmental impact of company's charitable contributions
	Cash and in-kind donations (excluding political causes)
	Volunteer and pro bono service
	Formal donations commitment (e.g. 1% for the planet)
	Matching individual workers' charitable donations
	Allowing workers and/or customers to select charities to receive company's donations
	Other (please describe)
×	None of the above
Civic Me	mberships and Partnerships Points Earned: 0 of 0.42105
Does your Check all that app	company have membership or a civic partnership with any of the following types of organizations?
×	None
×	Business or Trade Associations
×	
x	Business or Trade Associations
×	Business or Trade Associations Chamber of Commerce
x	Business or Trade Associations Chamber of Commerce Governmental Institutions

Voluntee	er Service Policies Points Earned: 0 of 0.84211	137
Are full-tim	ne employees granted in writing any of the following options for volunteer service?	
	Non-paid time off	
	Paid time off	
	20 hours or more a year of paid time off	
	Workers offered incentives for volunteerism (office parties, competitions with prizes, etc.)	
×	Do not offer paid or unpaid time off	
% of Em	ployees Volunteer Service Points Earned: 0 of 0.84211	
What % of	employees took paid time off for volunteer service last year?	
	0%	
	1-24%	
	25-49%	
	50-74%	
	>75%	
	Don't know	
0	company monitor and record volunteer hours of company workers? We do not currently monitor and record our hours contributed Our company monitors and records hours contributed (no increase targets) Our company monitors hours contributed and has specific increase targets Our company monitors hours contributed and has met specific increase targets during the reporting period	d
	hours volunteered by full-time and part-time employees of the organization during the last fiscal year.	
	de both paid and unpaid time spent volunteering during traditional work hours, either for company-organized events or for employee-initiated activities.	
Voluntee	er Service Per Capita Points Earned: 0 of 0.84211	
	the % of per capita worker volunteer, community service, or pro bono time donated in the reporting period? I volunteer hours / total hours worked, generally 2000 hours per FTE.	,
	0%	
	0.1-0.5% of time	
	0.6-1% of time	
\bigcirc	1.1-2% of time	
\bigcirc	>2% of time	
	Don't know / not monitored	
Total Am	ount of Charitable Donations Points Earned: of 0	

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.

%	of Revenue	Donated	Points Farned: 0	of 3 3684

	the equivalent % of revenue donated to charity during the last fiscal year? x deductible in-kind donations but do not include pro bono time.
	No donations last FY
	Less than 0.1% of revenues
\circ	0.1-0.4% of revenues
\circ	0.5-0.9% of revenues
\bigcirc	1-1.9% of revenues
\bigcirc	2%+ of revenues
Ö	Don't know
Advocac	y for Social and Environmental Standards Points Earned: 0 of 0.42105
	ompany worked with policymakers and/or stakeholders (including competitors) to develop or advocate for increased f social and environmental standards or voluntary practices in your industry in the past two years?
	Yes, company has offered support in name and/or signed petitions
	Yes, company has provided active staff time or financial support
	Yes, company has directly introduced, testified, made recommendations or provided expertise to advance standards
	Yes, company has worked with other industry players on a cooperative initiative
	Yes, and efforts resulted in a specific institutional, industry or regulatory reform
	Other (please describe)
×	None of the above
Local Inv	olvement
Does your x	company have the following written local purchasing or hiring policies in place? No written local purchasing strategy in place Written preference at each facility to purchase from local suppliers Ready-to-use lists of preferred local suppliers/vendors for specific facilities Written preference for hiring and recruiting local managers with equitable compensation Preference for hiring and recruiting local staff (management and non-management) with training for employees Incentives for staff to live within 40 km of local company facility Other (please describe) g on Local Suppliers Points Earned: 0 of 2 your company's expenses (excluding labor) was spent with independent suppliers local to the company's headquarters production facilities? <20% 20-39% 40-59% 60%+ Don't know
Focus on	Local Customers Points Earned: 2 of 2
Do a major	ity of your customers live locally to your company's headquarters or production facilities?
	Yes
	No

Signiti	cant Supplier Descriptions Points Earned: 0 of 0
	elect the types of companies that represent your Significant Suppliers: s have significant suppliers, which are defined as the largest suppliers of the company amounting to approximately 80% of non-labor costs. Select all that apply.
×	
×	
×	
×	
×	
×	
×	
	Raw materials
	Farms
	Other
Does yo	or Environmental Screening of Suppliers Points Earned: 0 of 0 ur company screen and/or evaluate Significant Suppliers for social and environmental impact? determines the set of supplier-focused questions your company will respond to. The answer to this question affects questions you'll encounter further on in your assessment.
	Yes
	No
What is	the average tenure of your relationships with Significant Suppliers?
	Less than 12 months
	13-36 months 37-60 months
	61+ months
	Don't know
S!!	
Does yo	er Code of Conduct Points Earned: 0 of 1.66667 ur company have a formal Code of Conduct policy or contract that specifically holds the suppliers, distributors or retailers
-	r company works with accountable for social and environmental performance? o this question affects questions you'll encounter further on in your assessment.
	Yes
	No
-	endent Contractor Practices Points Earned: 0.833335 of 1.66667 If the following describe your relationships with all your company's independent contractors?
	Formal routine process for independent contractors to receive post-project/contract performance feedback
	Formal routine process for independent contractors to communicate post-project or post-contract feedback to the compa
×	Independent contractors are verified to either work on a time-bound basis, or else split their time with work for other clie
	Contractors not meeting either criteria have been offered employment. Independent contractors are paid a living wage (when calculated as hourly wage when living wage data is available)
	We have independent contractors, but have not engaged in any of these practices
	N/A - We haven't used independent contractors in the last year
	1971 TO Haven's about independent contractors in the labe year

Supplier Certifications Points Earned: 0 of 1.66667

During the certificatio	last fiscal year, what % of your Significant Suppliers (on currency basis) had internationally-recognized product ns?
Select 0% if you	do not know whether your Significant Suppliers are certified.
	0%
	1-24%
	25-49%
	50-74%
	75%+
	Don't know
Revenue	e from Certified Products Points Earned: 0 of 1.66667
	last fiscal year, what % of revenues are generated from products that have a certification that assesses the product or process for the product (including certifications related to social and environmental performance)?
	0%
	1-9%
	10-24%
	25-74%
	75-99%
	100%
	Don't know
	N/A
0	Yes No
	NA NA
Commur	nity Business Models Introduction
Commur	nity Oriented Business Models Points Earned: 0 of 0
-	npany structured to benefit community stakeholders in any of the following ways? is question affects questions you'll encounter further on in your assessment.
	A producer-owned cooperative structure in which suppliers share control and benefits of company operations (e.g. farmer cooperative, artisanal cooperative)
	Purchasing fair/direct trade to improve livelihoods for underserved groups in your supply chain
	A micro-distribution or micro-franchising model that provides economic opportunities to underserved groups
	A formal standing commitment to donate a significant portion of sales/profits/ownership to charitable causes (>2% sales, >20% profits/ownership)
	Providing high quality jobs and/or professional development for individuals with chronic barriers to employment (workforc development programs)
	Our company was created as a result of a government privatization scheme (within the past 5 years) or to produce a product in and for the local economy that previously had only been available through import (import substitution model)
×	None of the above
Envir	onment
nvironr=	nent Introduction

Type of Facilities Points Earned: 0 of 0		141
	of facilities does your business primarily operate in? is question affects questions you'll encounter further on in your assessment.	
	Company owned office space	
	Leased office space	
	Co-working Space	
	Virtual/ Home Offices	
Land, Of	fice, Plant	
Previous	sly Constructed Buildings Points Earned: 0.853336 of 1.06667	
What % of	the square footage or metric of all company facilities is located in previously constructed build	dings?
	0%	
	1-24%	
	25-49%	
	50-74%	
	75-99%	
	100%	
Facility	Environmental Efficiency Points Earned: 0.640002 of 1.06667	
Which bes	t describes a majority of the company's offices and plant facilities' environmental efficiency?	
×	Buildings employ energy saving strategies (e.g. energy use monitoring, efficient appliances ause)	and lighting, renewable ene
×	Buildings use systems for increasing water efficiency (e.g. water efficient appliances, fixtures	s, and landscaping)
×	Buildings use systems to monitor and improve air quality (e.g. increased ventilation)	
	Building construction and/or operations make use of sustainable materials (e.g. reclaimed pr	oducts)
	New building sites are chosen based on sustainability considerations (e.g. minimizing impact waterways)	on ecosystems and
	Buildings are LEED certified or LEED equivalent certified	
	Other (describe)	
	None	
Recyclin	g Programs Points Earned: 0.2666675 of 1.06667	
Does your	company have any of the following recycle/reduce/reuse programs?	
	Company recycles and reuses materials on premises, with clearly-marked bins for use	
	A written recycle/reduce/reuse policy that is posted at plant facilities with clearly-marked bin	IS
×	Other (describe)	
	Printer cartridges, batteries, etc.	
	None	
Environ	nentally Efficient Equipment Points Earned: 0 of 0.53333	
What % of preferred?	new equipment purchased (by total cost) during the last 24 months was energy efficient or ot	:herwise environmentally-
•	apital expenditures were made during the last 24 months.	
	0% (no equipment)	
	<50% (some equipment)	
$\overline{\bigcirc}$	50%+ (majority of equipment)	
$\tilde{\bigcirc}$	100% (all equipment)	
$\tilde{\bigcirc}$	N/A - No new equipment purchased	

Environmental Management Systems Points Earned: 0 of 1.06667

Does your Please check all t	company have an environmental management system that includes any of the following? hat apply.
×	No environmental management system
	Policy statement documenting the company's commitment to the environment
	Internal or external assessment undertaken of the environmental impact of your company's business activities
	Stated objectives and targets exist for environmental aspects of your company operations
	Programming designed, with allocated resources, to achieve these targets
	Periodic compliance and auditing to evaluate impact of activities
	Other (describe)
Environn	nental Reviews or Audits Points Earned: 0 of 1.06667
-	ompany gone through an environmental review or audit during the last 24 months? t type of audit or review was conducted; if no, select no.
	No
	Internal Review
	3rd party-conducted review
	3rd party-conducted audit
	Other (describe)
Which of the virtual office with the virtual office wi	ne following are true of how your company encourages good environmental stewardship in how employees manage their ces? There is a written policy encouraging environmentally preferred products and practices in employee virtual offices (recycling, etc.) Company shares resources with employees regarding environmental stewardship in home offices (i.e. energy efficiency, recycling, etc.) Policy in place for the safe disposal of e-waste and other hazardous materials purchased for employee home offices. Employees are provided with a list of environmentally preferred vendors for office supplies None of the above N/A
During the	nentally Certified Products Points Earned: 0 of 2.125 last fiscal year, what % of your products sold had a product certification that assesses the environmental impacts of the oduction process for that product?
	there is no physical product being sold.
	0%
	1-24%
	25-49%
	50-74%
	75%+
	N/A

Monitori	Monitoring Energy Usage Points Earned: 0.7082625 of 2.125	
Does your	company monitor, record and/or report its energy usage?	
	We do not currently monitor and record usage	
	We monitor and record usage (no reduction targets)	
	We monitor and record usage, and have specific reduction targets	
0	We monitor usage and have met specific reduction targets during the last fiscal year	
Monitori	ing Water Usage Points Earned: 0.7082625 of 2.125	
Does your	company monitor, record and/or report its water usage?	
	We do not currently monitor and record our usage	
	We monitor and record usage (no reduction targets)	
	We monitor and record usage, and have specific reduction targets	
\bigcirc	We monitor usage and have met specific reduction targets during the last fiscal year	
Environ	mental Assessments Conducted Points Earned: 0 of 2.125	
manufactu	company conducted any of the following during the last 24 months with regard to a majority of the pro ling or sell: ducts represent at least 50% of revenues.	ducts you
	Periodic Life Cycle Assessment	
	Cradle-to-Cradle certification	
	Product has been source reduced	
	Product has gone through toxicity reduction exercise	
×	None	
	N/A My revenue is generated from a service	
Environi	mentally Preferred Materials Points Earned: 0 of 2.125	
What is the	e % of recycled, biodegradable, or environmentally-preferred/sustainable materials in the product (inc	luding packaging)?
	0%	
	1-24%	
	25-49%	
	50-74%	
	75%+	
	Don't know	
0	N/A - Company does not sell a physical product	
Water C	onservation Practices Points Earned: 1.0625 of 2.125	
Has your o	company implemented any of the following water conservation methods at your corporate office or pla that apply.	nt facilities?
×	Low-flow faucets/taps, toilets/urinals, showerheads	
	Water recycling/reuse during the production process	
	Harvest rainwater	
	Other (describe)	
	None of the above	

144 Electricity Sources Points Earned: 0 of 2.125 From what sources does your company get its electricity? Please check all that apply. Diesel-generators Municipal power grid (sources unknown/not renewable) Municipal power grid (at least 10% of municipal power is generated from renewable sources such as solar, wind or smallscale hydropower) Bio-fuel or other clean/renewable based generators Renewable energy sources (including on-site renewable) Other (describe) Low Impact Renewable Energy Use Points Earned: 0 of 2.125 During the last fiscal year, what % of energy used by your company came from low-impact renewable sources? Include on-site renewable generation. If none, or if you don't know, enter 0. 0% 1-9% 10-24% 25-49% 50%+ Outputs Waste Disposal Methods Points Earned: 0.8333325 of 3.33333 How does your company dispose of a majority of non-hazardous waste/garbage? Incinerate/burn/on-site disposal (uncertified) 3rd party garbage collection, no certification for disposal Municipal garbage collection Composting garbage Private 3rd party disposal (that had been certified and can provide documentation for responsible disposal) On-site disposal that is compliant with internationally-accepted methods (3rd party reviewed or audited) Waste is separated and recycled/reused for company's own production or donated/provided to other facilities Other (describe)

Monitoring Greenhouse Gas Emissions Points Earned: 0 of 3.33333

Please select the option that best describe how you monitor and record the following outputs. Select N/A only if your company has no physical plant (for greenhouse gas emissions). Scopes 1 and 2 greenhouse gas (GHG) emissions

	We do not currently monitor and record our emissions
\bigcirc	Our company monitors and records emissions (no reduction targets)
	Our company monitors emissions and has specific reduction targets
\bigcirc	Our company monitors emissions and has met specific reduction targets during the last FY
\bigcirc	Eliminated emissions of this by-product entirely
\bigcirc	N/A

Hazardous Waste Disposal Points Earned: 0 of 3.33333

	last fiscal year, what % of non-reusable hazardous waste was disposed of responsibly, with a documented 3rd party? includes batteries, paint, electronic equipment, etc. Select N/A if your company does not generate any hazardous waste.
	<90%
	90-99%
\bigcirc	100%
\bigcirc	N/A
	Don't know
Hazardo	us Materials On-Site Points Earned: 0 of 3.33333
-	npany uses any hazardous materials on site, check all of the procedures that your company follows. rials 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) o work
	All hazardous materials are kept in sealed containers in a locked storeroom located in a separate area from regular busin activities
	All containers with hazardous materials are labeled, with instructions for proper storage, use and disposal
	None of these procedures
×	N/A
	Carbon Credits Purchased Points Earned: 0 of 1.66667
Has your c	ompany purchased any of the following types of carbon credits during the last fiscal year?
	Voluntary Carbon Credits
	Certified Carbon Credits
×	None
Transpor	tation, Distribution & Suppliers
Significa	int Suppliers Reporting Practices Points Earned: 0 of 1.53846
Do any of	your company's significant suppliers monitor and report on the following?
Please check all	
Please check all	
Please check all	that apply.
Please check all	Use of renewable energy at their facilities
Please check all	Use of renewable energy at their facilities Water recycling on-site or use a close-loop or other water recovery system
Please check all	Use of renewable energy at their facilities Water recycling on-site or use a close-loop or other water recovery system Waste production
Please check all	Use of renewable energy at their facilities Water recycling on-site or use a close-loop or other water recovery system Waste production Proper disposal of hazardous materials and provide documentation of such disposal
Please check all	Use of renewable energy at their facilities Water recycling on-site or use a close-loop or other water recovery system Waste production Proper disposal of hazardous materials and provide documentation of such disposal Implementation of programs to reduce waste production or divert waste from landfills
Please check all	Use of renewable energy at their facilities Water recycling on-site or use a close-loop or other water recovery system Waste production Proper disposal of hazardous materials and provide documentation of such disposal Implementation of programs to reduce waste production or divert waste from landfills Have implemented programs to reduce GHG emissions, ozone depleting, toxic air and toxic water emissions
 	Use of renewable energy at their facilities Water recycling on-site or use a close-loop or other water recovery system Waste production Proper disposal of hazardous materials and provide documentation of such disposal Implementation of programs to reduce waste production or divert waste from landfills Have implemented programs to reduce GHG emissions, ozone depleting, toxic air and toxic water emissions Other (describe)
Significa During the suppliers v	Use of renewable energy at their facilities Water recycling on-site or use a close-loop or other water recovery system Waste production Proper disposal of hazardous materials and provide documentation of such disposal Implementation of programs to reduce waste production or divert waste from landfills Have implemented programs to reduce GHG emissions, ozone depleting, toxic air and toxic water emissions Other (describe) None
Significa During the suppliers v	Use of renewable energy at their facilities Water recycling on-site or use a close-loop or other water recovery system Waste production Proper disposal of hazardous materials and provide documentation of such disposal Implementation of programs to reduce waste production or divert waste from landfills Have implemented programs to reduce GHG emissions, ozone depleting, toxic air and toxic water emissions Other (describe) None Int Suppliers Reporting Practices Points Earned: 0 of 0.76923 last fiscal year, what % of your company's Costs of Goods Sold (less labor expenses) were procured from significant who monitor and report on any of the previously selected factors?
Significa During the suppliers v	Use of renewable energy at their facilities Water recycling on-site or use a close-loop or other water recovery system Waste production Proper disposal of hazardous materials and provide documentation of such disposal Implementation of programs to reduce waste production or divert waste from landfills Have implemented programs to reduce GHG emissions, ozone depleting, toxic air and toxic water emissions Other (describe) None Int Suppliers Reporting Practices Points Earned: 0 of 0.76923 last fiscal year, what % of your company's Costs of Goods Sold (less labor expenses) were procured from significant who monitor and report on any of the previously selected factors? of the previous factors were selected.
Significa During the suppliers v	Use of renewable energy at their facilities Water recycling on-site or use a close-loop or other water recovery system Waste production Proper disposal of hazardous materials and provide documentation of such disposal Implementation of programs to reduce waste production or divert waste from landfills Have implemented programs to reduce GHG emissions, ozone depleting, toxic air and toxic water emissions Other (describe) None Int Suppliers Reporting Practices Points Earned: 0 of 0.76923 last fiscal year, what % of your company's Costs of Goods Sold (less labor expenses) were procured from significant who monitor and report on any of the previously selected factors? Let the previous factors were selected.
Significa During the suppliers v	Use of renewable energy at their facilities Water recycling on-site or use a close-loop or other water recovery system Waste production Proper disposal of hazardous materials and provide documentation of such disposal Implementation of programs to reduce waste production or divert waste from landfills Have implemented programs to reduce GHG emissions, ozone depleting, toxic air and toxic water emissions Other (describe) None Int Suppliers Reporting Practices Points Earned: 0 of 0.76923 Last fiscal year, what % of your company's Costs of Goods Sold (less labor expenses) were procured from significant who monitor and report on any of the previously selected factors? of the previous factors were selected.
Significa During the suppliers v	Use of renewable energy at their facilities Water recycling on-site or use a close-loop or other water recovery system Waste production Proper disposal of hazardous materials and provide documentation of such disposal Implementation of programs to reduce waste production or divert waste from landfills Have implemented programs to reduce GHG emissions, ozone depleting, toxic air and toxic water emissions Other (describe) None Int Suppliers Reporting Practices Points Earned: 0 of 0.76923 last fiscal year, what % of your company's Costs of Goods Sold (less labor expenses) were procured from significant who monitor and report on any of the previously selected factors? Let the previous factors were selected. O% 1-19% 20-39%

Shipping	Policies Points Earned: 0 of 0.38462
Has your c	ompany implemented an environmentally-efficient shipping or distribution policy?
	Yes
	No
<u> </u>	N - 5 0000 5 1 1 5 1 1 0 -
Sourcing	% of COGS from Local Suppliers Points Earned: 0 of 0.76923
the last fise	the following was spent with suppliers located within 200 miles (or 322 km) of where the end product was used during cal year? ods Sold (excluding labor)
	0%
	1-9%
	10-19%
	20-29%
	30%+
	Don't know
Sourcine	9/ raw materials from Local Suppliers Points Farned: 0 of 0.76022
Sourcing	% raw materials from Local Suppliers Points Earned: 0 of 0.76923
What % of the last fise	the following was spent with suppliers located within 200 miles (or 322 km) of where the end product was used during
	ials (in currency terms) grown or harvested
By company or lo	cal independent suppliers.
	0%
	1-9%
\bigcirc	10-19%
	20-29%
	30%+
	Don't know
Managin	g Impact of Transportation Points Earned: 0 of 0.76923
	ompany adopted any of the following techniques for minimizing the transportation-related environmental impact of its and supply chain?
	Utilize clean or low-emission vehicles (including hybrid, LPG, and 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/shipping methods with lower environmental impacts (i.e avoiding air shipment)
	Other (describe)
×	None
Environn	nental Models Introduction
Environn	nental Business Model Points Earned: 0 of 0
-	ompany's products or process structured to restore or preserve the environment in any of the following ways? s question affects questions you'll encounter further on in your assessment.
	Through a manufacturing, wholesale or agriculture process which is designed to significantly reduce environmental impacompared to typical practices for the industry
	Through a product or service that preserves, conserves, or restores the environment or resources
×	None of the above

Customers

Customer I	mpact Business Model Introduction Points Earned: 0 of 0
	educt/service address a social or economic problem for or through your customers? estion affects questions you'll encounter further on in your assessment.
● Ye	es
O N	o
Customer F	Products & Services Introduction
Positive Im	pact of Product/Service Points Earned: of 0
How would yo	ou describe the positive outcome for customers created by your product/service?
	noting active sporting increase health and well-being of our customers. Our services have a positive impact on our ers. We promote life and work balance.
Beneficial	Product Type Points Earned: 0 of 0
Only select the ONE m	following most closely matches the outcome and/or problem solved for your customers as defined above? nost relevant option for each product line. This will guide you to a series of questions specific to the type of impact you indicate you are creating. The answer to this question affects inter further on in your assessment.
	ccess to products/services that fulfill basic human needs for individuals without prior access (e.g. providers of electricity ean drinking water to rural poor communities, affordable housing projects, waste and sanitation systems or disposal)
	nproved or Maintained Health/Wellness (e.g. medical equipment, medical services and medicines, preventative health ervices or products, healthy living products, exercise and sporting products, prescription eyeglasses)
	nproved Education or Skills Development (e.g. schools, textbooks, tutoring services, career leadership training, educationsly, games and software)
	creased economic opportunity for underserved groups (e.g. financial or insurance services or benefits consulting for the nderserved, new mechanisms to connect products to market)
	creased operational success or capital for purpose driven or underserved enterprises (e.g. impact investing or fundrais atforms, non-profit accounting services)
In	creased social and/or environmental impact for businesses or other organizations (e.g. sustainability consulting)
In	creased Access to Arts, Media, or Culture (e.g. independent media, artisanal crafts, photography, information services)
	nproves market access through physical or technological infrastructure (e.g. mobile telecommunications, business echnologies or software, roads, bridges, railways, ports, building and construction materials not previously available)
N	one of the above
Total Custo	omer Individuals Points Earned: 0 of 0
Total Number Individuals:	of Customers
77478	
Total Custo	omer Organizations Points Earned: 0 of 0
Total Number Organizations	of Customers
organizations 306	
500	

Health & Wellness Improvement

Health Product Description Points Earned: 0 of 0

	ne following best describes your health related product or service? s question affects questions you'll encounter further on in your assessment.
	Our product reduces health risk, such as by producing healthy alternatives to products that are traditionally unhealthy or toxic to consumers (healthy food alternatives that meet rigorous government standards, BPA free, etc.) Our product/service contributes to the positive development of individual health and well-being (wellness programs, sporting equipment)
	Our product/service supports healthcare through improving the efficiency or access to healthcare systems (health insurance, drug tracking, hospital equipment, etc.)
	Our product/service directly provides healthcare that cures or prevents illness/disability
0	None of the above
Severity	Of Health Issue Addressed Points Earned: 0 of 0
	e severity of the health issue or issues addressed by your product/service? e Help Text icon for instructions The answer to this question affects questions you'll encounter further on in your assessment.
	Low
	Mid
	High
\bigcirc	My product/service enables healthcare that cures or prevents illnesses/disabilities of all kinds
	My product/service does not address a particular ailment, it contributes to overall positive health outcomes
0	Don't know
	f Positive Health Outcomes Points Earned: 0 of 0 ne following best describes the extent to which your product/service contributes to the positive health outcome?
	s question affects questions you'll encounter further on in your assessment.
	My product/service has been demonstrated to effectively and substantially address the stated health problem, independe of other factors
	My product contributes to the stated positive health outcome, but does so dependent upon other resources/circumstance outside of our control
Revenue	from Health Product/Service Points Earned: 0 of 0
	your total revenues last fiscal year from the previous products or services? s question affects questions you'll encounter further on in your assessment.
Individua	als Served Points Earned: 0 of 0
	customers/clients/beneficiaries were served through the provision of the previous products or services during the last ? Please provide figures that are as accurate as possible. Estimates within +/- 5% acceptable. Do not double count.
8000	00
Househo	lds Served Points Earned: of 0
	customers/clients/beneficiaries were served through the provision of the previous products or services during the last? Please provide figures that are as accurate as possible. Estimates within +/- 5% acceptable. Do not double count.
Commun	ities Served Points Earned: of 0
	customers/clients/beneficiaries were served through the provision of the previous products or services during the last? Please provide figures that are as accurate as possible. Estimates within +/- 5% acceptable. Do not double count. es

Organizations	Served	Points Earned: 0 of 0	ገ
Organizations	Jei veu	Fullity Lattieu, U Of t	J

How many customers/clients/beneficiaries were served through the provision of the previous products or ser	vices during the last
12 months? Please provide figures that are as accurate as possible. Estimates within \pm 3% acceptable. Do	not double count.
Businesses/Non-Profits	

8000

Governments Served Points Earned: of 0

How many customers/clients/beneficiaries were served through the provision of the previous products or services during the last 12 months? Please provide figures that are as accurate as possible. Estimates within +/- 5% acceptable. Do not double count. Governments

Client Tracking Methods Points Earned: of 0

Please provide a brief description of how you track your customer/client/beneficiary figures.

Our Parent company, Benefit Systems tracks this. Clubs also track this. Each fitness chain has an operating system where they monitor entries to clubs and customer/client data (like e-fitness or Perfect Gym).

Verification of Health Outcomes Points Earned: 1.66667 of 1.66667

How do you verify that your product contributes to the outcome previously selected? Select all that apply.

×	We have a track record of successful verified positive outcomes and have created case studies based on these.
×	There is secondary research that supports the link between our type of product and the stated outcome.
×	We conduct our own direct research to track the outcomes produced for all our customers, such as impact-related survey
	We have third party certifications or verifications that verify the efficacy of our product/service in delivering outcomes
×	We have performed, commissioned, or partnered with scientifically designed impact or outcome assessments to systematically learn about our product's impact
	Our product is too early stage to have research or studies that link our product to positive outcomes
	We cannot provide verification of our outcomes at this time.
	of Upplieb Dynaduct/Somice Deints Formed: 1 00007 of 1 00007

Efficacy of Health Product/Service Points Earned: 1.66667 of 1.66667

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

	Yes
\bigcirc	No
\bigcirc	ΝΔ

Innovative Health Products Points Earned: of 0

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

No, other than the continiously improved training methods offered by clubs.

Negative Impact Management Points Earned: 0 of 1.66667

Does your company also measure and manage the negative or unintended outcomes generated by this business model?

\bigcirc	Yes

No

Serving In Need Populations

Impact on Underserved Populations Points Earned: 0 of 0

Does your product/service benefit underserved populations, either directly or by supporting organizations that directly serve them?

		Ye
_	/	10

No No

Underserved Beneficiaries Overview Points Earned: of 0

Describe t <i>N/A</i>	he beneficiaries or end-users of your products or services and how you characterize them as underserved.
Underse	rved Beneficiary Types Points Earned: 0 of 0
organizatio	neficiaries are underserved individuals, which of the following underserved populations do they belong to? If you serve ons that serve the underserved, which of the following populations are your client's beneficiaries?
select the option	
	Low income, poor, or very poor Other populations underserved in your product/service category, which can include minorities, veterans, disabled
\bigcirc	individuals
•	Individuals who are not underserved in your product/service category (do not continue)
Impact o	on Underserved Populations Description Points Available: 0
	he following best describes how your product/service benefits underserved populations previously described? is question affects questions you'll encounter further on in your assessment.
\bigcirc	My product/service helps the financial viability of purpose-driven enterprises, which in turn allows them to continue to se their underserved target population (ex. marketing or accounting services for a social service agency)
\bigcirc	My product/service directly helps purpose driven enterprises improve positive impact for their underserved beneficiaries but is not designed specifically for that underserved population (e.g. teaching curriculum sold to low income schools)
\bigcirc	My product/service directly helps purpose driven enterprises improve positive impact for their underserved beneficiaries, and is specifically designed to benefit that underserved population (e.g. teacher training/curriculum specifically designed address challenges of teaching low income students)
0	My product/service is directly used by the previous underserved populations (e.g. products marketed to or designed for t underserved)
Low-Inco	ome Communities Served Points Available: 0
If relevant, Low Incom	, select which of the following impoverished communities your company serves:
	Urban
	Rural
	Peri-urban
Poor Coi	mmunities Served Points Available: 0
If relevant Poor	, select which of the following impoverished communities your company serves:
	Urban
	Rural
	Peri-urban Peri-urban
Very Poo	or Communities Served Points Available: 0
If relevant, Very poor	, select which of the following impoverished communities your company serves:
	Urban
	Rural
	Peri-urban

Underserved Group Demographics Points Earned: 0 of 0

	The state of the s
	which of the following beneficiary groups is your product/service targeting? populations are themselves under-served groups.
×	Young children (younger than 5 years old)
×	Children and adolescents (5 years of age or older but younger than 18)
×	Adults
×	Elderly/older adults
×	Persons with disabilities
	Minority/previously excluded populations
×	Women
×	Pregnant women
	Other at risk populations
	None of the above
	ved Client Tracking Points Earned: 0 of 0 e following statements are true about your in-need customers/ clients?
	Most customers/clients continue with us year by year and latest figures for the year roughly reflect the total number of beneficiaries to date
	Customers/clients we reach each year are in addition to previous customers/clients and total number served should be calculated by adding together the numbers for each year
0	Don't know - we don't sell direct to customers/clients
Revenue	from Serving In Need Populations Points Earned: of 0
How much r	evenue is generated through sale to the previously selected beneficiary group(s) or nonprofit(s)?
% of Cust	omers In-need Points Earned: of 0
serve purpo	ustomers/end beneficiaries of your product or service are from an underserved population identified previously? If you se driven enterprises, please respond with the % of your revenues generated from services provided that benefited the elected underserved in the last fiscal year.

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

In-Need Individuals Served Points Earned: of 0

How many customers/clients served qualify in the previously selected underserved populations during the last 12 months? Do not duplicate individuals and households. Estimates within +/- 5% are acceptable. Individuals

Underserved Households Points Earned: of 0

How many customers/clients served qualify in the previously selected underserved populations during the last 12 months? Do not duplicate individuals and households. Estimates within \pm 3% are acceptable. Households

In-Need Communities Served Points Earned: of 0

How many customers/clients served qualify in the previously selected underserved populations during the last 12 months? Do not duplicate individuals and households. Estimates within +/- 5% are acceptable. Communities

In-need Organizations Served Points Earned: of 0

How many customers/clients served qualify in the previously selected underserved populations during the last 12 months? Do not duplicate individuals and households. Estimates within +/- 5% are acceptable. Businesses/Non-Profits

ı	Indercerved	Government	Entitios	Dointe Farn	ad. of C

How many customers/clients served qualify in the previously selected underserved populations during the last 12 months? Do not duplicate individuals and households. Estimates within +/- 5% are acceptable. Governments
Client Tracking Methods Points Earned: of 0
Please provide a brief description of how you track your customer/client/beneficiary figures.
n/a
Increasing Accessibility for Underserved Groups Points Earned: 0 of 1.8
Which of the following products/services attributes assist in targeting the previously selected underserved communities:
Product/service is accompanied by a zero-interest or below-market financing option (directly from company or through finance partner) with small repayment amounts to provide the poor access to purchase Company utilizes a cross-subsidization model whereby higher pricing for middle and high-income clients facilitates offer
lower/subsidized pricing for low income clients/customers
Product/service pricing model includes transparent pricing for all customers
Vendor provides training on safe use and/or maintenance of the product/service
X These product/service attributes do not apply to our company (Skip the remainder of this section)
Innovative Practices to Increase Accesssibiltiy Points Earned: of 0
Use the field below to describe any innovative technology, distribution or pricing models selected previously. n/a
Poor Clients Served Points Earned: 0 of 0
If relevant, how many customers/clients served in the last 12 months qualify as poor or very poor, with incomes below \$2/day? Do not double-count (e.g. if you report 5 households, do not also report the number of individuals in those 5 households). Estimates within +/- 5% acceptable. Individuals
Low-Income Households Served Points Earned: 0 of 0
If relevant, how many customers/clients served in the last 12 months qualify as poor or very poor, with incomes below \$2/day? Do not double-count (e.g. if you report 5 households, do not also report the number of individuals in those 5 households). Estimates within +/- 5% acceptable. Households
Percent of Beneficiaries Poor or Very Poor Points Earned: 0 of 14.4
What % of customers/beneficiaries qualify as poor or very poor with incomes below \$2.00 per day? Estimates within +/- 5% are acceptable. See currency converter in help text to get local currency terms.
Revenue Products Benefiting Bottom of Pyramid Points Earned: 0 of 0
How much revenue is generated through sale to clients/customers that live on less than \$2/day? 0
Disclosure Questionnaire
Disclosure Industries

Illegal Product/Activity Points Earned: 0 of 0	153
Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that a Any product or activity deemed illegal under host country laws or regulations or international conventions and agreem	
Yes	
● No	
Disclosure Alcohol Points Earned: 0 of 0	
Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that a Alcohol (excluding beer and wine)	apply.
Yes	
● No	
Commercial Logging Points Earned: 0 of 0	
Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that a Commercial logging and logging equipment	apply.
Yes	
● No	
Disclosure Firearms Weapons Points Earned: 0 of 0	
Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that a Firearms, weapons or munitions	apply.
Yes	
No	
Genetically Modified Organisms Points Earned: 0 of 0	
Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that a Genetically modified organisms	apply.
Yes	
● No	
Petroleum Or Coal Utility Points Earned: 0 of 0	
Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that a Fossil fuel-based oil or coal utility	apply.
Yes	
● No	
Banned Ozone Depleting Substances Points Earned: 0 of 0	
Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that a	apply.

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply. Ozone depleting substances subject to international phase-out

O Yes

No

Banned Persistent Organic Pollutants Points Earned: 0 of 0

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply. Persistent organic pollutants (POPs) that are banned or scheduled to be phased out of production

Yes

No

Internationally Banned Pesticides/Herbicides Points Earned: 0 of 0	154
Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that Pesticides/herbicides subject to international phase-out or bans	apply.
Yes	
● No	
Internationally Banned Pharmaceuticals Points Earned: 0 of 0	
Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that Pharmaceuticals subject to international phase-outs or bans	apply.
Yes	
● No	
Radioactive Materials Points Earned: 0 of 0	
Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that Radioactive materials	apply.
Yes	
● No	
Disclosure Tobacco Points Earned: 0 of 0 Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that Tobacco Yes No	apply.
Unbonded Asbestos Fibers Points Earned: 0 of 0	
Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that Unbonded asbestos fibers Yes	apply.
● No	
Disclosure Wildlife Regulated Under CITES Points Earned: 0 of 0	
Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that Wildlife or wildlife products regulated under the Convention on International Trade in Endangered Species of Wild Faur (CITES)	
Yes	
● No	
Company Explanation Of Disclosure Item Flags Points Earned: of 0	
If you selected "Yes" previously, please provide a detailed explanation of the company's involvement here. If this does not apply to you, please enter "Does not apply" in the text area below.	
Does not apply	

Disclosure Practices

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

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

\bigcirc	Yes
	No

Tax Reduction Through Corporate Shells Points Earned: $0 \ \text{of} \ 0$

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No." Company has reduced or minimized taxes through the use of corporate shells or structural means				
	Yes			
•	No			
Does not	transparently report corporate financials to government Points Earned: 0 of 0			
Check all th	cate if the following statements are true regarding whether or not the company engages in the following practices. Lat apply. If the statement is true, select "Yes." If false, select "No." Oes not transparently report corporate financials to government			
\bigcirc	Yes			
	No			
Facilities	located in sensitive ecosystems Points Earned: 0 of 0			
Check all th	cate if the following statements are true regarding whether or not the company engages in the following practices. Lat apply. If the statement is true, select "Yes." If false, select "No." Accilities are located adjacent to or in sensitive ecosystems			
0	Yes			
	No			
Workers	not Provided Clean Drinking Water Points Earned: 0 of 0			
Check all th	cate if the following statements are true regarding whether or not the company engages in the following practices. Lat apply. If the statement is true, select "Yes." If false, select "No." Oes not provide clean drinking water to employees at all times			
	Yes			
	No			
Workers	paid below minimum wage Points Earned: 0 of 0			
Check all th	tate if the following statements are true regarding whether or not the company engages in the following practices. That apply. If the statement is true, select "Yes." If false, select "No." That apply. If the statement is true, select "Yes." If false, select "No." That apply. If the statement is true, select "Yes." If false, select "No."			
	Yes			
	No			
No signe	d employment contracts for all workers Points Earned: 0 of 0			
Check all th	cate if the following statements are true regarding whether or not the company engages in the following practices. In at apply. If the statement is true, select "Yes." If false, select "No." Oes not have a signed contract of employment with each worker			
	Yes			
	No			
Company	/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age) Points Earned: 0 of 0			
Check all th Company e	cate if the following statements are true regarding whether or not the company engages in the following practices. lat apply. If the statement is true, select "Yes." If false, select "No." mploys workers under the age of 15 (or other minimum work age covered by the International Labour Organization No. 138) and/or company does not keep personnel records that include evidence of the date of birth of each			
	Yes			
	No			
•••••				

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

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No." Overtime work for hourly workers is compulsory
○ Yes
● No
Payslips not provided to show wage calculation and deductions Points Earned: 0 of 0
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No." Company does not provide payslips or equivalent to all workers to show how wages are calculated and any deductions made
Yes
● No
Company workers are prisoners Points Earned: 0 of 0
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No." Company uses workers who are prisoners
Yes
● No
Company prohibits freedom of association/collective bargaining Points Earned: 0 of 0
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No." Company prohibits workers from freely associating and bargaining collectively for the terms of one's employment
Yes
No
Workers cannot leave site during non-working hours Points Earned: 0 of 0
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No." Company prohibits workers from freely leaving the site during non-working hours or at the end of their shift This includes workers who live on site.
○ Yes
No
Worker ID cards kept by company Points Earned: 0 of 0
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No." Company keeps workers' original Id Cards/Passports
Yes
No
Animal Testing Points Earned: 0 of 0
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No." Animal testing is conducted
Yes
No

Conduct Business in Conflict Zones Points Earned: 0 of 0

Check all the	cate if the following statements are true regarding whether or not the company engages in the following practices. nat apply. If the statement is true, select "Yes." If false, select "No." exploitatively operates in conflict zones
	Yes
	No
Employs	Individuals on Zero-Hour Contracts Points Earned: 0 of 0
Check all th	cate if the following statements are true regarding whether or not the company engages in the following practices. nat apply. If the statement is true, select "Yes." If false, select "No." employs individuals on zero-hour contracts
	Yes
	No
Company	/ Explanation Of Disclosure Item Flags Points Earned: of 0
-	tted "Yes" previously, please provide a detailed explanation of the company's engagement in these practices here.
As ex	xplained earlier - most fitness trainers are hired on a contractual rather than employment basis in Poland
D!I	- 0.4
Disclosur	re Outcomes
On-Site F	Fatality Points Earned: 0 of 0
years. Che	cate if the following statements are true regarding if the company has experienced any of the following in the past 5 ck all that apply. If the statement is true, select "Yes" If false, select "No". has had an operational or on-the-job fatality
	Yes
	No
Hazardo	us Discharges Into Air/Land/Water (Past 5 Yrs) Points Earned: 0 of 0
years. Che	cate if the following statements are true regarding if the company has experienced any of the following in the past 5 ck all that apply. If the statement is true, select "Yes" If false, select "No". ites have experienced accidental discharges to air, land or water of hazardous substances
	Yes
	No
Forced R	elocation Of People Due To Company Operations Points Earned: 0 of 0
years. Chec Construction	cate if the following statements are true regarding if the company has experienced any of the following in the past 5 ck all that apply. If the statement is true, select "Yes" If false, select "No". on or operation of company facilities resulted in physical resettlement or economic displacement involving 5,000 or more r your facility
	Yes
	No
Material	Recalls Points Earned: 0 of 0
years. Che	cate if the following statements are true regarding if the company has experienced any of the following in the past 5 ck all that apply. If the statement is true, select "Yes" If false, select "No". calls due to quality control issues
	Yes
	No

Material	Litigation	Points	Farned:	O	٥f	O

Please indi	cate if the following statements are true regarding if the company has experienced any of the following in the past 5
years. Ched	ck all that apply. If the statement is true, select "Yes" If false, select "No". gation or arbitration against company
\bigcirc	Yes
	No
Company	has filed for bankruptcy Points Earned: 0 of 0
years. Ched	cate if the following statements are true regarding if the company has experienced any of the following in the past 5 ck all that apply. If the statement is true, select "Yes" If false, select "No". las filed for bankruptcy
	Yes
	No
Material	Breaches of Confidential Information Points Earned: 0 of 0
years. Ched	cate if the following statements are true regarding if the company has experienced any of the following in the past 5 ck all that apply. If the statement is true, select "Yes" If false, select "No". las had material breaches of individual's confidential information
	Yes
	No
Company	Explanation Of Disclosure Item Flags Points Earned: of 0
If you select	tted "Yes" previously, please provide a detailed explanation of the company's experience related to the previous here.
_	ply to you, please enter "Does not apply" in the text area below.
Does	not apply
Disclosur	re Penalties
Penalties	Assessed Regarding Diversity/Equal Opportunity Points Earned: 0 of 0
past five ye	cate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the ears for any of the following practices or policies. Check all that apply. Indicate the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the ears for any of the company has been assessed any fine or sanction in the ears for any of the company has been assessed any fine or sanction in the ears for any of the company has been assessed any fine or sanction in the ears for any of the company has been assessed any fine or sanction in the ears for any of the company has been assessed any fine or sanction in the ears for any of the company has been assessed any fine or sanction in the ears for any of the company has been assessed any fine or sanction in the ears for any of the company has been assessed any fine or sanction in the ears for any of the company has been assessed any fine or sanction in the ears for any of the company has been assessed any fine or sanction in the ears for any of the company has been assessed any of the company has been assessed any of the company has been apply.
	Yes
	No
Penalties	s Assessed Regarding Company's Employee Safety Points Earned: 0 of 0
past five ye	cate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the ears for any of the following practices or policies. Check all that apply. safety or workplace conditions
	Yes
•	No
Penalties	Assessed For Environmental Issues Points Earned: 0 of 0
	cate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the ears for any of the following practices or policies. Check all that apply. Intal issues
	Yes
	No

159 Penalties Assessed Regarding Financial Reporting Points Earned: 0 of 0 Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply. Financial reporting Yes Nο International Affairs Penalties Points Earned: 0 of 0 Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply. Geographic operations or international affairs Yes No Penalties Assessed Regarding Investments Or Loans Points Earned: 0 of 0

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

Yes

Nο

Penalties Regarding Labor Issues (Including Supply Chain) Points Earned: 0 of 0

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

Yes

Nο

Penalties Assessed Regarding Company's Marketing Points Earned: 0 of 0

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

Yes

Nο

Penalties Assessed Regarding Political Contributions Points Earned: 0 of 0

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

Yes

No

Penalties Assessed Regarding Company's Product Safety Points Earned: 0 of 0

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

Yes

Nο

160 Penalties Assessed Pertaining To Company Taxes Points Earned: 0 of 0 Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply. Taxes Yes No Animal Welfare Penalties Assessed Points Earned: 0 of 0 Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply. Animal welfare Yes No Bribery, Fraud Or Corruption Penalties Assessed Points Earned: 0 of 0 Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply. Bribery, fraud or corruption Yes No Company Explanation Of Disclosure Item Flags Points Earned: of 0 If you selected "Yes" previously, please provide a detailed explanation of the complaint/fine/sanction here. If this does not apply to you, please enter "Does not apply" in the text area below. Does not apply Supplier Disclosure Workers Under the Age of 15 Points Earned: 0 of 0 Please indicate if any of the following statements are true regarding your company's significant suppliers. Significant Suppliers employ workers under the age of 15 (or other minimum work age covered by the International Labour Organization Convention No. 138) Yes Nο Don't Know Workers Who are Prisoners Points Earned: 0 of 0 Please indicate if any of the following statements are true regarding your company's significant suppliers. Significant suppliers use any workers who are prisoners Yes

Operational Fatality Points Earned: 0 of 0

Please indicate if any of the following statements are true regarding your company's significant suppliers. Significant Suppliers have had an operational or on-the-job fatality

\bigcirc	Yes	;	
\bigcirc	No		
	_		

No

Don't Know

Don't Know

Accident	ral Hazardous Substances Points Earned: 0 of 0	161
	cate if any of the following statements are true regarding your company's significant suppliers. Suppliers' sites have experienced accidental discharges to air, land or water of hazardous substances	
	Yes	
	No	
	Don't Know	
Please indi Construction	ment or Economic Displacement Points Earned: 0 of 0 cate if any of the following statements are true regarding your company's significant suppliers. on or operation of Significant Suppliers' facilities resulted in physical resettlement or economic displacemen ore people near their facility	t involving
	Yes	
	No	
	Don't Know	
Land Acc	quisition Points Earned: 0 of 0	

Please indicate if any of the following statements are true regarding your company's significant suppliers. Construction or operation of Significant Suppliers involved large scale land acquisition

Yes

Nο

Don't Know

Land Conversion or Degradation Points Earned: 0 of 0

Please indicate if any of the following statements are true regarding your company's significant suppliers. Construction or operation of Significant Suppliers involved large scale land conversion and/or degradation

Yes

No

Don't Know

Construction or Refurbishment of Dams Points Earned: 0 of 0

Please indicate if any of the following statements are true regarding your company's significant suppliers. Construction or operation of Significant Suppliers involved the construction or refurbishment of dams

Yes

No

Don't Know

Material Fines or Sanctions Points Earned: 0 of 0

Please indicate if any of the following statements are true regarding your company's significant suppliers. Significant Suppliers have had material fines or sanctions in the last five years regarding the issues indicated in the goal Disclosure Penalties.

Yes

No

Don't Know

Business in Conflict Zones Points Earned: 0 of 0

Please indicate if any of the following statements are true regarding your company's significant suppliers. Significant Suppliers exploitatively operate in conflict zones

True

False

Don't Know

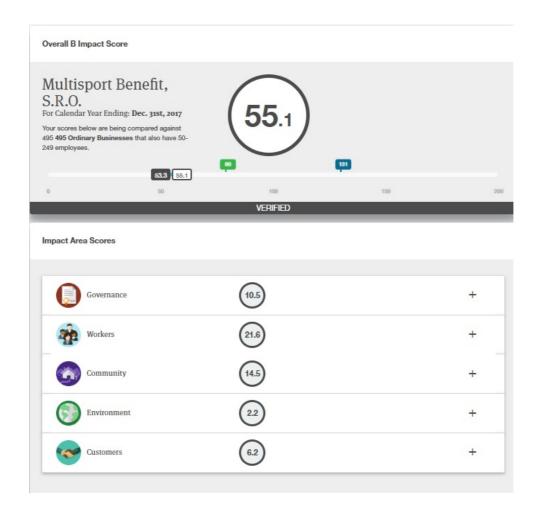


Multisport Benefit, s.r.o.

Service with Minor Environmental Footprint

50-249 Employees

2018-03-26



Multisport Benefit S.R.O. Full Impact Assessment

Gove	rnance
Mission	& Engagement
Level of	Impact Focus Points Earned: 0 of 0
	description that best describes your business. ghted question that will not impact your score and is asked only for research/benchmarking purposes.
	Positive social/environmental impact is desirable but not a particular focus for our business.
Ö	Social and environmental impact is frequently considered but it isn't a high priority.
	We consider social and environmental impact in some aspects of our business but infrequently.
	We consistently incorporate social and environmental impact into decision-making because we consider it important to the success and profitability of our business.
0	We treat our social/environmental impact as a primary measure of success for our business and prioritize it even in cases where it may not drive profitability.
Mission	Statement Points Earned: of 0
Please typ	pe or paste your mission statement here.
We	help the employed people to feel better.
Mission	Statement Characteristics Points Earned: 0.1875 of 0.375
Does your Please check all	company have a corporate mission statement, and does it include any of the following? that apply.
	No written statement
	A written corporate mission statement that does not include a social or environmental commitment
×	A general commitment to social and/or environmental responsibility and stewardship
	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 to landfill with upcycled products)
	A commitment to serve a target in-need beneficiary group (e.g. low income customers, smallholder farmers)
Social &	Environmental Internal Engagement Points Earned: 0.5001 of 0.75
your comp	company have any of the following internal engagement practices that focus on the social or environmental mission of pany? pply. If your company does not have a written social or environmental mission, select "No social or environmental mission."
Check all that ap	
	No social or environmental mission
	Company has a social or environmental mission, but there is no training of employees on that mission Only informal inclusion of the company's social and environmental goals in orientation, training or instruction, and/or
	performance evaluation All workers receive orientation, training, or instruction that explicitly covers the company's social and/or environmental
×	mission and goals Managers' performance evaluation includes how the manager executed on the company's social or environmental missio
	and goals Non-managers' performance evaluation includes execution of company's social or environmental mission and goals
Social/E	nvironmental Key Performance Indicators Points Earned: 0 of 0.75
Are there	key performance indicators (KPIs) or metrics that your company tracks at least annually to determine if you are meeting of or environmental objectives?
×	We don't track key social or environmental performance indicators
	We measure KPIs/metrics or outputs that we have identified and defined in order to determine if we are achieving our soc and environmental objectives
	We measure social and environmental outcomes over time (e.g. 3rd-party studies, customer or household surveys, progreout of poverty index, etc.)

Mission-driven Executive Compensation Points Earned: 0.75 of 0.75

	r objectives?
Please check a	
	No
×	Yes, CEO/President compensation
×	Yes, other senior management team member(s) compensation
Stakeho	older Engagement Points Earned: 0 of 0.375
	year, how did the company solicit specific feedback from its external stakeholders (excluding employees and investors) the company's social and environmental performance?
×	No formal stakeholder engagement
	Annual stakeholder meeting
	Online stakeholder forum to provide/report social or environmental concerns or feedback
	Meetings or other engagement mechanisms with local community members
	Meetings or other engagement mechanisms with social or environmental advocacy groups
	Community/environmental representation on an advisory board.
	Third party or anonymous surveys about social/environmental performance
	Other (please describe) te Accountability
Govern a What is th	
Govern a What is th	ance Structures Points Earned: 0.6 of 0.6 ne company's highest level of corporate oversight?
Govern a	ance Structures Points Earned: 0.6 of 0.6 ne company's highest level of corporate oversight? his question affects questions you'll encounter further on in your assessment.
Govern a	ance Structures Points Earned: 0.6 of 0.6 The company's highest level of corporate oversight? This question affects questions you'll encounter further on in your assessment. Owner/Manager only
Governation of the answer to t	ance Structures Points Earned: 0.6 of 0.6 ne company's highest level of corporate oversight? his question affects questions you'll encounter further on in your assessment. Owner/Manager only Non-Fiduciary Advisory Board
Governation of the answer to t	ance Structures Points Earned: 0.6 of 0.6 The company's highest level of corporate oversight? This question affects questions you'll encounter further on in your assessment. Owner/Manager only Non-Fiduciary Advisory Board Board of Directors or Equivalent The Board of Directors have written responsibility for the following issues?
Governation of the answer to t	ance Structures Points Earned: 0.6 of 0.6 The company's highest level of corporate oversight? This question affects questions you'll encounter further on in your assessment. Owner/Manager only Non-Fiduciary Advisory Board Board of Directors or Equivalent The Board of Directors have written responsibility for the following issues?
Governation of the answer to t	Ance Structures Points Earned: 0.6 of 0.6 The company's highest level of corporate oversight? This question affects questions you'll encounter further on in your assessment. Owner/Manager only Non-Fiduciary Advisory Board Board of Directors or Equivalent The Board of Directors have written responsibility for the following issues? Ithat apply.
Governi What is the Answer to	Ance Structures Points Earned: 0.6 of 0.6 The company's highest level of corporate oversight? This question affects questions you'll encounter further on in your assessment. Owner/Manager only Non-Fiduciary Advisory Board Board of Directors or Equivalent Ing Body Responsibilities Points Earned: 0.9 of 1.2 To Board of Directors have written responsibility for the following issues? Lithat apply. Guiding corporate strategy, setting strategic goals and major plans of action Approving annual budgets, overseeing major capital expenditures and general risk management Overseeing executive compensation
Governation of the answer to t	Ance Structures Points Earned: 0.6 of 0.6 The company's highest level of corporate oversight? This question affects questions you'll encounter further on in your assessment. Owner/Manager only Non-Fiduciary Advisory Board Board of Directors or Equivalent The Board of Directors or Equivalent The Board of Directors have written responsibility for the following issues? It that apply. Guiding corporate strategy, setting strategic goals and major plans of action Approving annual budgets, overseeing major capital expenditures and general risk management
Governation of the answer to t	ance Structures Points Earned: 0.6 of 0.6 The company's highest level of corporate oversight? This question affects questions you'll encounter further on in your assessment. Owner/Manager only Non-Fiduciary Advisory Board Board of Directors or Equivalent The Board of Directors have written responsibility for the following issues? It hat apply. Guiding corporate strategy, setting strategic goals and major plans of action Approving annual budgets, overseeing major capital expenditures and general risk management Overseeing executive compensation Overseeing the company's social and environmental mission, with specific goals and targets (if no mission statement, do
Governation of the answer to t	Ance Structures Points Earned: 0.6 of 0.6 The company's highest level of corporate oversight? This question affects questions you'll encounter further on in your assessment. Owner/Manager only Non-Fiduciary Advisory Board Board of Directors or Equivalent Ing Body Responsibilities Points Earned: 0.9 of 1.2 The Board of Directors have written responsibility for the following issues? Lithat apply. Guiding corporate strategy, setting strategic goals and major plans of action Approving annual budgets, overseeing major capital expenditures and general risk management Overseeing executive compensation Overseeing the company's social and environmental mission, with specific goals and targets (if no mission statement, do not select this option)

Governi	ng Body Characteristics Points Earned: 1.2 of 1.2	165
	he following apply to your company's Board of Directors or equivalent governing body?	
×	Meets at least twice annually	
	Includes at least one independent member	
	Includes at least 50% independent members	
×	Oversees executive compensation	
	Has an Audit Committee with at least one independent member	
	Has a Compensation Committee with at least one independent member	
	Company is a cooperative and elects Board from membership	
	None of the above	
	N/A - no Board of Directors or equivalent	
	N/A - no Board of Directors of equivalent	
Ethics		
Financia	Controls Points Earned: 1.14286 of 1.14286	
Does the o	company maintain any of the following financial controls? that apply.	
	None	
×	IT systems have different password protection systems that are changed periodically with different access to the position of the staff member accessing the data	levels accordir
×	Fraud risk assessment is conducted at least annually and any internal control deficiencies identified are co BoD and senior management	
×	Lines of financial reporting, responsibilities and limits for the authorization, approval and verification of dis all documented in writing	
x	Financial control activities are documented and at a minimum cover controls around cash disbursement, a receivable, accounts payable, and inventory management	ccounts
Work Co	enduct Policy Points Earned: 0 of 0.57143	
Does your Check only one.	company have one of the following policies regarding work conduct?	
	None	
	A written Code of Business Conduct that explicitly establishes behavioral expectations for the organization	
0	A written Code of Business Conduct that explicitly establishes behavioral expectations for the organization a statement against bribery and corruption.	and that inclu
Instructi	ion on Code of Ethics Points Earned: 0 of 1.14286	
	he following describes how your company instructs employees regarding your Code of Ethics about behavior ons, bribery and corruption? that apply.	⁻ al
×	No Code of Business Conduct (or equivalent policy) or training on the Code	
	We instruct the Board of Directors on the Code at least annually	
	We instruct all newly hired workers on the Code	
	We instruct managers on the code on an on-going basis	
	We instruct all non-managerial workers on the Code on an ongoing basis	

Whistleblower Policy Points Earned: 0 of 0.57143 Does the company have a written whistleblower policy?

We communicate changes to the Code whenever it is updated

Yes

No

Other (please describe)

Conflict	of Interest Questionnaire Points Earned: 0 of 0.5/143
	annual conflict of interest questionnaire filled out by all board members and officers?
	Yes
	No
Ö	N/A - No Board of Directors or equivalent
Transpar	rency
Financia	I Reporting Standards Points Earned: 0.90909 of 1.81818
During the	last fiscal year, with which financial reporting standards did your company comply?
	IFRS (International Financial Reporting Standards, via the International Accounting Standards Board)
	GAAP (Generally Accepted Accounting Principles, via independent U.S. standards body)
	Local accounting standard (via local independent standard setting body)
	Other (describe)
	None of the above
0	N/A - Our company is pre-revenue
Reviewe	d / Audited Financials Points Earned: 0.45455 of 0.45455
If your con	npany's financial statements were audited or reviewed, what type of individual or entity conducted that review?
	None/ Neither Audited nor Reviewed
	Locally-accredited auditing firm or CPA/CFA
	Internationally-accredited auditing firm or CPA/CFA
Accessib	ple Financial Data Points Earned: 0.90909 of 0.90909
	company maintain financial data from last fiscal year that can be accessed or viewed by the following? sation data. Please check all that apply.
×	Shared with all managers
×	Shared with all non-managers
×	Shared publicly (e.g. posted on website)
	None
Impact F	Reporting Points Earned: 0 of 0.90909
Does the c	ompany publicly share information on its social and/or environmental performance? If so, how?
×	No public reporting on social or environmental performance
	Specific quantifiable social and/or environmental indicators or outcomes are made public
	Company sets public targets and shares progress to those targets
	Information is shared/updated annually
	Information is presented in a formal report that allows comparison to previous time periods
	Information adheres to a comprehensive third party standard (ex. GRI or B Impact Assessment)
	A third party has validated the information shared
	Impact reporting is integrated with financial reporting
Public Fe	eedback Channel Points Earned: 0.45455 of 0.45455
Is there a	publicly-known mechanism through which customers can provide product feedback, ask questions or file complaints?
	Yes

No

Client Protection	Warranty	Points	Earned:	0 of	0.45455

Is the product or service made or sold by your company covered by a warranty or a client protection policy for consumers? Select N/A only if your company provides consulting services.	
Yes	
No	
○ NA	
Governance Metrics	
Last Fiscal Year Points Earned: of 0	
On what date did your last fiscal year end?	
2017-12-30	
Reporting Currency Points Earned: 0 of 0	
Reporting currency	
Czech Koruna - CZK	
Revenue Last Year Points Earned: 0 of 0	
Total Earned Revenue From the last fiscal year	
Title last listal year This question will be used for scored calculation questions later in the assessment. Please complete for accurate scoring. The answer to this question affects questions you'll encounter further on in your assessment.	
assessifiert.	
Revenue Year Before Last Points Earned: 0 of 0	
Total Earned Revenue	
From the fiscal year before last	
Earnings Before Interest & Taxes Last Year Points Earned: 0 of 0	
EBIT (Earnings Before Interest & Taxes) From the last fiscal year	
Earnings Before Interest & Taxes Year Before Last Points Earned: 0 of 0	
EBIT (Earnings Before Interest & Taxes)	
From the fiscal year before last	
Net Income Last Year Points Earned: 0 of 0	
Net Income From the last fiscal year	
Net Income Year Before Last Points Earned: 0 of 0	
Net Income From the fiscal year before last	
Payments to Government Points Earned: 0 of 0	
Payments to government in the last fiscal year.	
Select N/A if company is pre-revenue.	
0	

Mission Locked 168

Mission Lock Points Earned: 2.5 of 10

Separate from a mission statement, has your company done any of the following to legally ensure that its social or envir	onmental
mission will be maintained over time, regardless of company ownership?	

	Signed a contract or board resolution to amend or adopt a legal form that requires consideration of employees, communand the environment (i.e. Signed B Corp Term sheet but have not yet adopted stakeholder consideration)
	Amended corporate governing documents to require the consideration of employees, community and the environment (Amended Articles of Incorporation)
	Has a specific legal entity/governance structure that preserves mission (i.e. cooperative)
	Legal entity/governance structure preserves mission and requires stakeholder consideration (i.e. Benefit Corp or cooperative that has amended governing documents to include stakeholder consideration)
	Other - Please describe
0	None of the above
Work	orc
VVOIK	ers
Worker N	Metrics
WORKETT	Tetries .
Majority	Hourly vs. Salaried Workers Points Earned: 0 of 0
Are the ma	ajority of your employees paid on a fixed salary or a daily/hourly wage?
	D question that determines the set of additional questions your company will respond to regarding your employee impact. The answer to this question affects questions you'll encounter further
	Fixed Salary
	Daily/Hourly Wage
Current Tot	Total Full-Time Workers cal Full-Time Workers is question affects questions you'll encounter further on in your assessment.
# of Full	Time Workers Last Year Points Earned: 0 of 0
Total Full-Ti	Total Full-Time Workers ime Workers 12 months ago is question affects questions you'll encounter further on in your assessment.
39	
# of Part	Time Workers Points Earned: 0 of 0
Current Tot	Total Part-Time Workers cal Part-Time Workers is question affects questions you'll encounter further on in your assessment.
O	s question directs questions you il encounter lataler on in your assessment.
# of Part	t Time Workers Last Year Points Earned: 0 of 0
	Total Part-Time Workers
	ime Workers 12 months ago
The second secon	of the state of th

of Temporary Workers Points Earned: 0 of 0

Number of Total Temporary Workers Current Total Temporary Workers

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

43

1

# or rempore	y workers Last Tear Points Earned: 0 of 0
	Temporary Workers
	Workers 12 months ago on affects questions you'll encounter further on in your assessment.
56	
Compensatio	on & Wages
Total Wages	Points Earned: 0 of 0
Total Wages (inc	cluding bonuses)
Lowest Paid	Wage Points Earned: 0 of 0
What is the com	pany's lowest wage calculated on an hourly basis?
Please exclude students a	and interns in this calculation.
177	
Inflation Rat	e Compensation Adjustments Points Earned: 0 of 2.21667
at least meets th	iscal year, did all full-time and part-time workers receive an increase to their salary/wages (excluding bonuses) that he inflation rate in your country? ns paid to commission-based workers in this response.
Yes	
No	
(excluding bonu select 0% if average incre 0% 0.1-	inflation increase, what was the average % increase in wage/salary paid to all full-time and part-time workers ses, commissions) in the last fiscal year? Bease was at or below inflation rate. 1.9% 4.9%
Bonus Plan C	Characteristics Points Earned: 2.21667 of 2.21667
Which of the foll	lowing are true about the company's bonus plan:
_	uses are given but there is no formal bonus plan
	nal guidelines on the structure of the bonus plan (e.g. eligibility, profit/revenue target tied to the bonus pool, allocat eria) are disseminated and accessible to all workers
× All f	ull-time and part-time workers are eligible in the plan
Non	e of the above
Bonus Pool D	Distribution Points Earned: of 0
Tell us how your	bonus pool is distributed.
All people	excluding Sales have half-year and yearly bonuses, which depends on (i) company results and (ii) individual´s KPI nave monthly commissions for sales and quarterly bonuses based on KPI´s.
Non-Cash Bo	nus Points Earned: of 0
If you provide a	non-cash bonus, describe what the bonus is and how you value it.
	ve an option to be provided either the cash bonus or to put funds to the cafeteria system (non-cash).

Employe	ees Receiving a Bonus Points Earned: 1.6625025 of 2.21667	170
What % of	full-time and part-time employees, excluding founders and executives, received a bonus in the last fiscal	year?
	0%	
	1-24%	
	25-49%	
	50-74%	
	75-99%	
0	100%	
High to I	Low Pay Ratio Points Earned: 3.3249975 of 4.43333	
What multi	ciple is the highest compensated individual paid (inclusive of bonus) as compared to the lowest paid full-time	me worker?
	>20x	
	16-20x	
	11-15x	
	6-10x	
0	1-5x	
Compen	sation & Wages (Salaried)	
Bonus Pi	lan Characteristics Points Earned: 1.7 of 1.7	
	fiscal year, the company's bonus plan for non-executives represented what % of the company's salary ba	se?
	0%	
Ö	<1%	
	1-5%	
	6-15%	
	>15%	
Benefits		
-	nentary Benefits Points Earned: 0.714285 of 2.85714	
	the following benefits provided to employees to supplement government programs?	
7 are daily or	Disability coverage/ accident insurance	
	Life insurance	
	Financial services (credit or savings programs)	
	Private dental insurance	
	Private supplemental health insurance	
×	Other (describe)	
	loans to employees (not communicated widely, 2 given, when employee in trouble)	
	None of the above	
Doid Cod		
	condary Caregiver Leave Points Earned: 0.9428562 of 2.85714 e minimum paid secondary caregiver leave offered to full-time workers either through the company or the	a government?
vinac is till	None	. government!
	Up to 2 weeks	
	2 to 5 weeks	
	6+ weeks	

171 Healthcare Eligibility for Part Time Workers Points Earned: 1.0714275 of 1.42857 How many hours per week must a part-time employee work in order to qualify for the previously-selected benefits? No benefits beyond what is provided under national law 30+ hours per week 25-30 hours per week 20-24 hours per week <20 hours per week N/A - No part-time workers Supplementary Benefits Points Earned: 0.714285 of 2.85714 Which supplementary benefits are provided to a majority of non-managerial workers? Including full time and part time employees. Please check all that apply. Free transportation or transit subsidy Free or subsidized meals Health benefits extend to immediate family (spouse and children) Child-care (On-site or subsidized) Access to local medical services/clinic (on-site or subsidized) Free or subsidized housing X Other free or subsidized benefits (describe) Multisport Cards, Healthy days, Team buildings, company cars, co-finance of lessions of foreign languages, free refreshments, coffee None Worker Benefits (Salaried) Number of Paid Days Off Points Earned: 1 of 1 How many paid days off (including holidays) do full-time employees receive annually? 0-15 days 16-22 days 23-29 days 30-35 days 36+ work days

Paid Primary Caregiver Leave for Salary Workers Points Earned: 1 of 1

What is the minimum number of weeks salaried workers receive paid primary caregiver leave, either through the company or the government?

\bigcirc	0-5 weeks
\bigcirc	6-11 weeks
\bigcirc	12-17 weeks
	18-23 weeks

24+ weeks

Training & Education

Intern Hiring Practices Points Earned: 0 of 0.95

There is a formalized policy/program outlining the objectives of internships or internship programs for participants Company partners with education institutions to provide internship opportunities Interns are paid a living wage Interns receive formal performance reviews Interns have a formal opportunity to provide feedback on experience Interns have been hired on as full time permanent employees in the past two years Interns have been hired on as full time permanent employees in the past two years Interns have participated to not exceed 1 year if interns are not currently enrolled in school None of the above apply to my intern programs N/A - Company does not employ interns Amount of Training for New Hires Points Earned: 0.633365 of 0.95 During the last 12 months, what was the average amount of training that a newly hired worker received? No training On-the-job training (1-day to 1 week) On-the-job training (1 week to 1 month) Apprenticeship/technical training (1 month+) N/A - No new hires during the last 12 months Skills-Based Training Participation Points Earned: 0.47 of 0.94 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 Providing Cross-job Skills Training Points Earned: 0.235 of 0.94 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 rors-job functions (i.e. training beyond regular job responsibilities, e.g. public speaking training or mon-managems) 0% 1-24% 25-49% 50-74% 75%+ 75%+		ne following is true of intern hiring practices? oly. If there is no third party living wage calculated for your country of operations, please do not select "payment of a living wage."
Interns are paid a living wage Interns receive formal performance reviews Interns have a formal opportunity to provide feedback on experience Interns have been hired on as full time permanent employees in the past two years Intern tenures are restricted to not exceed 1 year if interns are not currently enrolled in school None of the above apply to my intern programs N/A - Company does not employ interns Amount of Training for New Hires Points Earned: 0.633365 of 0.95 During the last 12 months, what was the average amount of training that a newly hired worker received? **Boardage of the Militian and part are envolved.** No training On-the-job training (1-day to 1 week) On-the-job training (1 week to 1 month) Apprenticeship/technical training (1 month+) N/A - No new hires during the last 12 months **Training & Education (Salaried) Skills-based Training Participation Points Earned: 0.47 of 0.94 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% 50-75%+ Don't know Providing Cross-job Skills Training Points Earned: 0.235 of 0.94 Excluding newly hired workers, what % of full-time and part-time workers received the following types of formal training during the last 12 months? Skills-based training on cross-job functions (i.e. training beyond regular job responsibilities, e.g. public speaking training or management training for non-managers) 0% 1-24% 25-49% 50-74% 50-74%		There is a formalized policy/program outlining the objectives of internships or internship programs for participants
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Life Skill Training Participation Points Earned: 0 of 0.94

Training on life skills for personal development (i.e. literacy, personal financial planning, etc.) 0% 1-24% 25-49% 50-74%	
1-24% 25-49% 50-74%	
25-49% 50-74%	
50-74%	
() 75%+	
Don't know	
External Businesis Development Portisination Date Found 0.04 of 1.00	
External Professional Development Participation Points Earned: 0.94 of 1.88	
What % of full-time workers have participated in external professional development opportunities or lifelong learning opportunit in the past fiscal year?	ies
Only include professional development paid for in advance, reimbursed or subsidized by the company.	
None	
1-24%	
25-49%	
50-74%	
75%+	
Worker Ownership	
% Participation in Employee Ownership Points Earned: 1.125 of 4.5 What % of all full-time employees (including founders and executives) own stocks, stock equivalents and stock options, or participate 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.	
O%	
1-24%	
25-49%	
50-74%	
75-99%	
O 100%	
○ N/A	
% of Company Owned by Non-Executive Employees Points Earned: 0 of 4.5	
What % of the company is owned by non-executive, non-founder, full-time workers? Select 0% if none of the workers own the business. Select N/A if your company is a consumer/shared services cooperative, a producer cooperative or a nonprofit.	
• 0%	
1-24%	
25-49%	
50%+	
○ N/A	
Management & Worker Communication	
Employee Review Process Points Earned: of 0	_
Please describe your formal, written evaluation process for providing feedback to all workers on their performance here.	
The evaluation and development talks are being held every 6 months connected with KPI's performance and developmen plans.	t

Does the c	ompany do any of the following regarding worker satisfaction / engagement?
×	Company conducts anonymous surveys at least biannually
	Company separates survey results by gender and/or by other underrepresented groups
×	Company shares results with employees
	None of the above
Employe	e Satisfaction Points Earned: 0.425 of 0.85
	ent of your employees are 'Satisfied' or 'Engaged'? faction or engagement is not formally surveyed.
Select N/A II Satis	N/A
	<65%
	65-80%
	81-90%
	>90%
Terminat	cion Policy Points Earned: 0 of 0.85
	ne following is included in your company's termination policy? s requiring immediate dismissal / with cause.
	No required written notice prior to termination
	Written notice of worker performance only
	Written notice of worker performance and a stated probationary period
	N/Ano written termination policy
Has the co	Management Conflict Mediation Points Earned: 0.425 of 0.85 mpany identified one of the following designated agents to mediate complaints / issues between workers or workers and
manageme	ent?
	Informally-designated worker who passes information to other workers
	Union representative
×	Human Resources-designated representative
	Employee Representative mutually-designated by company management and employees
	3rd party Ombudsman
	Other (describe)
	None of the above
Manager	ment & Worker Communication (Salaried)
Doufoum	ance Reviews Points Earned: 0.8 of 0.8
Periorina	ance Reviews Points Earned: 0.8 of 0.8
	vritten performance review for any of the following workers? all workers in that category receive a formal performance review on an annual basis.
	No written performance review
×	Managers
×	Full-time non-managerial workers
×	Part-time non-managerial workers
	Temporary workers
Human F	Rights & Labor Policy

Worker Satisfaction Surveys Points Earned: 0.6375 of 0.85

Employee Handbook Information Points Earne	d: 0.18 of 0.3
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Does your	company have a written employee handbook that workers have access to and includes the following information?
	No written employee handbook
	A non-discrimination statement
	An anti-harassment policy
×	Statement on work hours
×	Pay and performance issues
×	Policies on benefits, training and leave
	Grievance resolution
	Disciplinary procedures and possible sanctions
	Statement regarding workers' right to bargain collectively and freedom of association
	Prohibition of child labor and forced/compulsory labor
Non-Disc	crimination Policy Points Earned: 0 of 0.3
If you have Please check all t	e a written non-discrimination policy, which of the following are covered in hiring and in the workplace?
×	No written policy
	Gender
	Race
	Color
	Disability
	Political opinion
	Sexual orientation
	Age
	Religion
	HIV status
Human F	Rights Reviews/Certifications Points Earned: 0 of 0.6
Have your months?	company's human rights and labor practices been certified or reviewed by an independent third party during the last 12
	Yes
	No
Occupati	ional Health & Safety
Occupati	ional fleatiff & Safety
Worker S	Safety Practices Points Earned: 0 of 2
Which of th	ne following are true of your occupational health and safety policies?
	There are written policies and practices to minimize on-the-job employee accidents and injuries
	Injury/accident/lost /absentee days are measured and transparent
	A worker health and safety committee helps monitor and advise on health and safety programs.
×	None of the above
Worker E	Business Models Introduction
Impact B	Business Model: Worker Ownership Points Earned: 0 of 0
-	npany structured to benefit its employees in the following way? is question affects questions you'll encounter further on in your assessment.
×	Ownership structures that provide significant equity (>40%) and empowerment to all employees (i.e. employee-owned companies/cooperative) No
	10

Job Creation
New Jobs Added Last Year Points Earned: 0 of 0
Number of net 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 12 months:
17
New Jobs Added Year Before Last Points Earned: 0 of 0
Number of net 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. Prior 12 months:
11
Job Growth Rate Points Earned: 4.33333 of 4.33333
What % of full-time and part-time jobs were newly created at your company during the last 12 months? This does not include existing positions that were filled due to vacancy.
0% (Has not grown on a net basis)
1-14%
15-24%
25% +
Promoting Employees Points Earned: 2.166665 of 4.33333
What % of positions above entry level have been filled through internal promotion during the last 12 months? If there have been no job openings above an entry level, enter 0.
O%
● 1-24%
25-49%
50%+
Departed Employees Points Earned: 0 of 0
Number of full-time and part-time workers that departed/left the company during the last 12 months. Enter 0 if None. Select N/A only if there are no workers.
Attrition Rate Points Earned: 0 of 4.33333
What % of full-time and part-time workers have left the company during the last 12 months?
Calculation should include voluntary and involuntary separation, but exclude workers dismissed with cause.
Diversity & Inclusion
Female Employees Points Earned: 0 of 0
Number of total full-time and part-time female employees. Enter 0 if None. Select N/A only if there are no workers.
49

Ownersii	ip Diversity Points Earned: 0 of 1.52941
What % of Women and	the company is owned by: d/or individuals from chronically-underemployed communities
	0%
	1-9%
$\tilde{\bigcirc}$	10-24%
	25-39%
	40-49%
	50%+
	Don't know
	DOLLKHOW
Non-man	pagerial Worker Diversity Points Earned: 1.52941 of 1.52941
What % of Women	non-managerial full-time and part-time employees are women or from chronically-underemployed communities?
	0%
	1-9%
	10-24%
	25-39%
	40-49%
	50%+
	Don't know
Non-man	nagerial Worker Diversity Points Earned: 0 of 1.52941
What % of Chronically	non-managerial full-time and part-time employees are women or from chronically-underemployed communities? -underemployed
	0%
	1-9%
	10-24%
	25-39%
	40-49%
	50%+
	Don't know
Female N	Nanagement Points Earned: 1.52941 of 1.52941
What % of expatriates Women	management (both full-time and part-time workers) are women, from chronically-underemployed communities or ??
	0%
	1-9%
\bigcirc	10-24%
\bigcirc	25-39%
$\tilde{\bigcirc}$	40-49%
	50%+
	Don't know

Management from Underemployed Groups Points Earned: 0 of 1.52941

expatriates	management (both full-time and part-time workers) are women, from chronically-underemployed communities or ? -underemployed
	0%
	1-9%
	10-24%
	25-39%
	40-49%
	50%+
	Don't know
Expatriat	e Management Points Earned: 0 of 0
	management (both full-time and part-time workers) are women, from chronically-underemployed communities or ?
	0%
	1-9%
	10-24%
	25-39%
	40-49%
	50%+
	Don't know
Nonprofi	t Ownership Points Earned: 0 of 0.76471
	the company is owned by: organization
	0%
	1-9%
	10-24%
	25-39%
	40-49%
	50%+
0	Don't know
Female C	Ownership Points Earned: 0 of 0
Optional un Women	weighted metrics: Approximately what % of the company's ownership is held by the following groups?
14	
Ownersh	ip by Individuals from Underemployed Groups Points Earned: 0 of 0
	weighted metrics: Approximately what % of the company's ownership is held by the following groups? from chronically underemployed communities

Board of Directors Diversity Points Earned: 1.019657647 of 1.52941

communities?		
Select N/A only if your company is governed by an owner/manager structure and does not have a Board of Directors or governing body.		
	0%	
	1-9%	
	10-24%	
	25-39%	
	40-49%	
	50%+	
	N/A - No board of directors or equivalent	
	Don't know	
Supplier	Ownership Diversity Points Earned: 0 of 1.52941	
What % of	your Significant Suppliers are majority owned by women or individuals from underrepresented populations?	
	0%	
	1-9%	
	10-19%	
	20-29%	
	30%+	
	Don't Know	
Specific undicated that applicated the specific undicated that applicated the specific undicated that applicated the specific undicated t	ompany provide specific content in worker training on inclusion and diversity issues related to any of the following derrepresented groups? Gender inclusiveness Minorities LGBT community Individuals with disabilities Other underrepresented groups (please describe) None of the Above	
Corporat	e Citizenship Program Points Earned: 0.315789 of 1.05263	
Does your	company have a formal corporate citizenship program (with allocated resources) in place that includes the following:	
	Statement on the intended social or environmental impact of company's charitable contributions	
×	Cash and in-kind donations (excluding political causes)	
	Volunteer and pro bono service	
	Formal donations commitment (e.g. 1% for the planet)	
	Matching individual workers' charitable donations	
	Allowing workers and/or customers to select charities to receive company's donations	
	Other (please describe)	
	None of the above	

What % of the members of your Board of Directors (or equivalent) are women or individuals from chronically underemployed

Civic Memberships and Partnerships Points Earned: 0.13158 of 0.52632

Does your of Check all that app	company have membership or a civic partnership with any of the following types of organizations?
	None
	Business or Trade Associations
	Chamber of Commerce
	Governmental Institutions
	Local academic institutions
	Cooperatives
×	Other (describe)
	Polish business club, HR club
Voluntee	er Service Policies Points Earned: 0 of 1.05263
Are full-tim	e employees granted in writing any of the following options for volunteer service?
	Non-paid time off
	Paid time off
	20 hours or more a year of paid time off
	Workers offered incentives for volunteerism (office parties, competitions with prizes, etc.)
×	Do not offer paid or unpaid time off
% of Emp	Dloyees Volunteer Service Points Earned: 0 of 1.05263
What % of	employees took paid time off for volunteer service last year?
	0%
	1-24%
	25-49%
	50-74%
	>75%
0	Don't know
Tracking	Volunteer Service Points Earned: 0 of 0.52632
Does your	company monitor and record volunteer hours of company workers?
	We do not currently monitor and record our hours contributed
\bigcirc	Our company monitors and records hours contributed (no increase targets)
\bigcirc	Our company monitors hours contributed and has specific increase targets
0	Our company monitors hours contributed and has met specific increase targets during the reporting period
Total Am	ount of Volunteer Service Hours Points Earned: 0 of 0
	hours volunteered by full-time and part-time employees of the organization during the last fiscal year. le both paid and unpaid time spent volunteering during traditional work hours, either for company-organized events or for employee-initiated activities.

181 Volunteer Service Per Capita Points Earned: 0 of 1.05263 What was the % of per capita worker volunteer, community service, or pro bono time donated in the reporting period? Calculate by total volunteer hours / total hours worked, generally 2000 hours per FTE. 0% 1-2.4% of time 2.5-5% of time >5% of time Don't know / not monitored Total Amount of Charitable Donations Points Earned: 0 of 0 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. % of Revenue Donated Points Earned: 0.842106 of 4.21053 What was the equivalent % 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 FY 0.1-0.4% of revenues 0.5-1% of revenues 1.1-2.4% of revenues 2.5-5% of revenues 5%+ of revenues Don't know Advocacy for Social and Environmental Standards Points Earned: 0 of 0.52632 Has your company worked with policymakers and/or stakeholders (including competitors) to develop or advocate for increased adoption of social and environmental standards or voluntary practices in your industry in the past two years? Check all that apply Yes, company has offered support in name and/or signed petitions Yes, company has provided active staff time or financial support Yes, company has directly introduced, testified, made recommendations or provided expertise to advance standards Yes, company has worked with other industry players on a cooperative initiative Yes, and efforts resulted in a specific institutional, industry or regulatory reform Other (please describe) None of the above Local Involvement Local Purchasing and Hiring Policies Points Earned: 0 of 2.66667

Does your company have the following written local purchasing or hiring policies in place?

×	No written local purchasing strategy in place
	Written preference at each facility to purchase from local suppliers
	Ready-to-use lists of preferred local suppliers/vendors for specific facilities
	Written preference for hiring and recruiting local managers with equitable compensation
	Preference for hiring and recruiting local staff (management and non-management) with training for employees
	Incentives for staff to live within 40 km of local company facility
	Other (please describe)

Spending on Local Suppliers Points Earned: 0 of 2.66667

What % of your company's expenses (excluding labor) was spent with independent suppliers local to the company's headquarters or relevant production facilities?	
	<20%
	20-39%
	40-59%
	60%+
	Don't know
Focus or	Local Customers Points Earned: 2.66667 of 2.66667
Do a majo	rity of your customers live locally to your company's headquarters or production facilities?
	Yes
0	No
Supplier	s, Distributors & Product
Significa	int Supplier Descriptions Points Earned: 0 of 0
	ect the types of companies that represent your Significant Suppliers: ve significant suppliers, which are defined as the largest suppliers of the company amounting to approximately 80% of non-labor costs. Select all that apply.
	Product Manufacturers
×	Professional Service Firms (Consulting, Legal, Accounting)
	Independent Contractors
	Marketing/Advertising
	Office Supplies
×	Benefits Providers
	Technology
	Raw materials
	Farms
×	Other
Social o	Environmental Screening of Suppliers Points Earned: 0 of 0
-	company screen and/or evaluate Significant Suppliers for social and environmental impact? ermines the set of supplier-focused questions your company will respond to. The answer to this question affects questions you'll encounter further on in your assessment.
	Yes
	No
Indepen	dent Contractor Practices Points Earned: 0 of 2.2
Which of t	ne following describe your relationships with all your company's independent contractors?
	Formal routine process for independent contractors to receive post-project/contract performance feedback
	Formal routine process for independent contractors to communicate post-project or post-contract feedback to the compa
	Independent contractors are verified to either work on a time-bound basis, or else split their time with work for other clieic Contractors not meeting either criteria have been offered employment.
	Independent contractors are paid a living wage (when calculated as hourly wage when living wage data is available)
×	We have independent contractors, but have not engaged in any of these practices
	N/A - We haven't used independent contractors in the last year

Supplier Certifications Points Earned: 0 of 2.2

During the certification	e last fiscal year, what % of your Significant Suppliers (on currency basis) had internationally-recognized product ons?
	do not know whether your Significant Suppliers are certified.
	0%
	1-24%
	25-49%
	50-74%
	75%+
•	Don't know
Revenue	e from Certified Products Points Earned: 0 of 2.2
	our services have been reviewed and certified by an accreditation body? Select N/A if industry or service relevant ion does not exist.
	0%
	1-9%
	10-24%
	25-74%
	75-99%
	100%
	Don't know
	N/A
The answer to the	A producer-owned cooperative structure in which suppliers share control and benefits of company operations (e.g. farme cooperative, artisanal cooperative) Purchasing fair/direct trade to improve livelihoods for underserved groups in your supply chain A micro-distribution or micro-franchising model that provides economic opportunities to underserved groups A formal standing commitment to donate a significant portion of sales/profits/ownership to charitable causes (>2% sales >20% profits/ownership) Providing high quality jobs and/or professional development for individuals with chronic barriers to employment (workford development programs) Our company was created as a result of a government privatization scheme (within the past 5 years) or to produce a product in and for the local economy that previously had only been available through import (import substitution model)
×	None of the above
Environr	onment ment Introduction Facilities Points Earned: 0 of 0
What kind	of facilities does your business primarily operate in?
The answer to th	nis question affects questions you'll encounter further on in your assessment.
	Company owned office space
	Leased office space
\bigcirc	Co-working Space
	Virtual/ Home Offices

and, Of	fice, Plant	184
Previous	sly Constructed Buildings Points Earned: 1.06667 of 1.06667	
What % of	the square footage or metric of all company facilities is located in previously constructed building	gs?
	0%	
	1-24%	
	25-49%	
	50-74%	
	75-99%	
	100%	
acility I	Environmental Efficiency Points Earned: 0 of 1.06667	
Which bes	t describes a majority of the company's offices and plant facilities' environmental efficiency?	
	Buildings employ energy saving strategies (e.g. energy use monitoring, efficient appliances and use)	lighting, renewable ene
	Buildings use systems for increasing water efficiency (e.g. water efficient appliances, fixtures, a	nd landscaping)
	Buildings use systems to monitor and improve air quality (e.g. increased ventilation)	
	Building construction and/or operations make use of sustainable materials (e.g. reclaimed produ	ucts)
	New building sites are chosen based on sustainability considerations (e.g. minimizing impact on waterways)	ecosystems and
	Buildings are LEED certified or LEED equivalent certified	
	Other (describe)	
×	None	
Recyclin	g Programs Points Earned: 0.533335 of 1.06667	
Does your	company have any of the following recycle/reduce/reuse programs?	
×	Company recycles and reuses materials on premises, with clearly-marked bins for use	
	A written recycle/reduce/reuse policy that is posted at plant facilities with clearly-marked bins	
	Other (describe)	
	None	
Environr	mentally Efficient Equipment Points Earned: 0.177758889 of 0.53333	
What % of preferred?	new equipment purchased (by total cost) during the last 24 months was energy efficient or other	rwise environmentally-
	capital expenditures were made during the last 24 months.	
	0% (no equipment)	
	<50% (some equipment)	
	50%+ (majority of equipment)	
\bigcirc	100% (all equipment)	
	N/A - No new equipment purchased	

Environmental Management Systems Points Earned: 0 of 1.06667

Please check all	company nave an environmental management system that includes any of the following?
×	No environmental management system
	Policy statement documenting the company's commitment to the environment
	Internal or external assessment undertaken of the environmental impact of your company's business activities
	Stated objectives and targets exist for environmental aspects of your company operations
	Programming designed, with allocated resources, to achieve these targets
	Periodic compliance and auditing to evaluate impact of activities
	Other (describe)
Environr	nental Reviews or Audits Points Earned: 0 of 1.06667
-	ompany gone through an environmental review or audit during the last 24 months? It type of audit or review was conducted; if no, select no.
	No
	Internal Review
	3rd party-conducted review
	3rd party-conducted audit
0	Other (describe)
Virtual C	Office Stewardship Points Earned: 0 of 2.13333
Which of the virtual office	ne following are true of how your company encourages good environmental stewardship in how employees manage their ces?
	There is a written policy encouraging environmentally preferred products and practices in employee virtual offices (recycling, etc.)
	Company shares resources with employees regarding environmental stewardship in home offices (i.e. energy efficiency, recycling, etc.)
	Policy in place for the safe disposal of e-waste and other hazardous materials purchased for employee home offices.
	Employees are provided with a list of environmentally preferred vendors for office supplies
×	None of the above
	N/A
Inputs	
Monitori	ng Energy Usage Points Earned: 0 of 1.2
Does your	company monitor, record and/or report its energy usage?
	We do not currently monitor and record usage
	We monitor and record usage (no reduction targets)
	We monitor and record usage, and have specific reduction targets
0	We monitor usage and have met specific reduction targets during the last fiscal year
Monitori	ng Water Usage Points Earned: 0 of 1.2
Does your	company monitor, record and/or report its water usage?
	We do not currently monitor and record our usage
	We monitor and record usage (no reduction targets)
	We monitor and record usage, and have specific reduction targets
0	We monitor usage and have met specific reduction targets during the last fiscal year

Water Conservation Practices Points Earned: 0 of 1.2

Has your o	company implemented any of the following water conservation methods at your corporate office or plant facilities?
	Low-flow faucets/taps, toilets/urinals, showerheads
	Water recycling/reuse during the production process
	Harvest rainwater
	Other (describe)
×	None of the above
Electrici	ty Sources Points Earned: 0 of 1.2
From what	sources does your company get its electricity?
	Diesel-generators
×	Municipal power grid (sources unknown/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/renewable based generators
	Renewable energy sources (including on-site renewable)
	Other (describe)
nclude on-site re	enewable generation. If none, or if you don't know, enter 0. 1.00/
	1-9%
	10-24%
	25-49%
	50%+
Outputs	
Waste D	isposal Methods Points Earned: 0.4285725 of 1.71429
How does	your company dispose of a majority of non-hazardous waste/garbage?
	Incinerate/burn/on-site disposal (uncertified)
	3rd party garbage collection, no certification for disposal
×	Municipal garbage collection
	Composting garbage
	Private 3rd party disposal (that had been certified and can provide documentation for responsible disposal)
	On-site disposal that is compliant with internationally-accepted methods (3rd party reviewed or audited)
	Waste is separated and recycled/reused for company's own production or donated/provided to other facilities
	Other (describe)

Hazardous Waste Disposal Points Earned: 0 of 1.71429

_	last fiscal year, what % of non-reusable hazardous waste was disposed of responsibly, with a documented 3rd party? includes batteries, paint, electronic equipment, etc. Select N/A if your company does not generate any hazardous waste.
	<90%
	90-99%
	100%
	N/A
	Don't know
Hazardo	us Materials On-Site Points Earned: 0 of 1.71429
-	npany uses any hazardous materials on site, check all of the procedures that your company follows. ials 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 busin activities
	All containers with hazardous materials are labeled, with instructions for proper storage, use and disposal
×	None of these procedures
	N/A
Types of	Carbon Credits Purchased Points Earned: 0 of 0.85714
Has your c	ompany purchased any of the following types of carbon credits during the last fiscal year?
	Voluntary Carbon Credits
	Certified Carbon Credits
×	None
Environn	nental Models Introduction
Environr	nental Business Model Points Earned: 0 of 0
-	ompany's products or process structured to restore or preserve the environment in any of the following ways? is question affects questions you'll encounter further on in your assessment.
	Through a manufacturing, wholesale or agriculture process which is designed to significantly reduce environmental impacompared to typical practices for the industry
	Through a product or service that preserves, conserves, or restores the environment or resources
×	None of the above
Custo	omers
Custome	er Models Introduction
Custome	er Impact Business Model Introduction Points Earned: 0 of 0
-	product/service address a social or economic problem for or through your customers? is question affects questions you'll encounter further on in your assessment.
	Yes
	No
Cuctors	er Products & Services Introduction
Custoffic	בו דוטעעניט ע אכן אונכא ווונוטעענינוטוו

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

Our product is being appreciated by our customers since it is promotig healthy lifestyle and access to quality fitness clubs and swimming pool among the employees of the companies which are our clients. We also facilitate rental city bike programs, hence more people can use bikes instead of cars. All that contributes to their well being and improved work-life balance.

Benefici	al Product Type Points Earned: 0 of 0
Only select the C	he following most closely matches the outcome and/or problem solved for your customers as defined above? NE most relevant option for each product line. This will guide you to a series of questions specific to the type of impact you indicate you are creating. The answer to this question affects encounter further on in your assessment.
×	Access to products/services that fulfill basic human needs for individuals without prior access (e.g. providers of electricity clean drinking water to rural poor communities, affordable housing projects, waste and sanitation systems or disposal) Improved or Maintained Health/Wellness (e.g. medical equipment, medical services and medicines, preventative health services or products, healthy living products, exercise and sporting products, prescription eyeglasses) Improved Education or Skills Development (e.g. schools, textbooks, tutoring services, career leadership training, educatic tools, games and software) Increased economic opportunity for underserved groups (e.g. financial or insurance services or benefits consulting for the
	underserved, new mechanisms to connect products to market) Increased operational success or capital for purpose driven or underserved enterprises (e.g. impact investing or fundraisi platforms, non-profit accounting services)
	Increased social and/or environmental impact for businesses or other organizations (e.g. sustainability consulting)
	Increased Access to Arts, Media, or Culture (e.g. independent media, artisanal crafts, photography, information services)
	Improves market access through physical or technological infrastructure (e.g. mobile telecommunications, business technologies or software, roads, bridges, railways, ports, building and construction materials not previously available)
	None of the above
Total Numl Individuals	per of Customers ::
9300	00
Total Cu	stomer Organizations Points Earned: 0 of 0
Total Numl Organizati	per of Customers ons:
2473	3
Health &	Wellness Improvement
Health P	Product Description Points Earned: 0 of 0
	he following best describes your health related product or service? is question affects questions you'll encounter further on in your assessment.
\bigcirc	Our product reduces health risk, such as by producing healthy alternatives to products that are traditionally unhealthy or toxic to consumers (healthy food alternatives that meet rigorous government standards, BPA free, etc.)
	Our product/service contributes to the positive development of individual health and well-being (wellness programs, sporting equipment)
\bigcirc	Our product/service supports healthcare through improving the efficiency or access to healthcare systems (health insurance, drug tracking, hospital equipment, etc.)
	Our product/service directly provides healthcare that cures or prevents illness/disability
	None of the above

Severity Of Health Issue Addressed Points Earned: 0 of 0

	e severity of the health issue or issues addressed by your product/service? Help Text icon for instructions The answer to this question affects questions you'll encounter further on in your assessment.
	Low
	Mid
	High
	My product/service enables healthcare that cures or prevents illnesses/disabilities of all kinds
	My product/service does not address a particular ailment, it contributes to overall positive health outcomes
	Don't know
Extent o	f Positive Health Outcomes Points Earned: 0 of 0
	ne following best describes the extent to which your product/service contributes to the positive health outcome? s question affects questions you'll encounter further on in your assessment.
\bigcirc	My product/service has been demonstrated to effectively and substantially address the stated health problem, independe of other factors $\frac{1}{2}$
•	My product contributes to the stated positive health outcome, but does so dependent upon other resources/circumstance outside of our control
Revenue	from Health Product/Service Points Earned: 0 of 0
	your total revenues last fiscal year from the previous products or services? s question affects questions you'll encounter further on in your assessment.
	als Served Points Earned: 0 of 0
12 months Individuals	
7400	
Househo	lds Served Points Earned: 0 of 0
	customers/clients/beneficiaries were served through the provision of the previous products or services during the last ? Please provide figures that are as accurate as possible. Estimates within +/- 5% acceptable. Do not double count.
0	
Commun	ities Served Points Earned: 0 of 0
	customers/clients/beneficiaries were served through the provision of the previous products or services during the last ? Please provide figures that are as accurate as possible. Estimates within +/- 5% acceptable. Do not double count. es
0	
Organiza	ations Served Points Earned: 0 of 0
12 months	customers/clients/beneficiaries were served through the provision of the previous products or services during the last ? Please provide figures that are as accurate as possible. Estimates within +/- 5% acceptable. Do not double count. /Non-Profits
2400	
Governm	nents Served Points Earned: of 0
	customers/clients/beneficiaries were served through the provision of the previous products or services during the last ? Please provide figures that are as accurate as possible. Estimates within +/- 5% acceptable. Do not double count.

Client Tracking Methods Points Earned: of 0

Please prov	ride a brief description of how you track your customer/client/beneficiary figures.
every	visit to fitness clubs or facility is registered in our system
Verificati	on of Health Outcomes Points Earned: 0 of 1.66667
How do you Select all that app	u verify that your product contributes to the outcome previously selected?
	We have a track record of successful verified positive outcomes and have created case studies based on these.
	There is secondary research that supports the link between our type of product and the stated outcome.
	We conduct our own direct research to track the outcomes produced for all our customers, such as impact-related survey
	We have third party certifications or verifications that verify the efficacy of our product/service in delivering outcomes
	We have performed, commissioned, or partnered with scientifically designed impact or outcome assessments to systematically learn about our product's impact
	Our product is too early stage to have research or studies that link our product to positive outcomes
×	We cannot provide verification of our outcomes at this time.
Efficacy	of Health Product/Service Points Earned: 0 of 1.66667
If direct res	earch on your product/service has been performed, did the results confirm that a desired outcome is being achieved?
0	Yes
0	No
	NA
Is there sor	re Health Products Points Earned: of 0 mething different or innovative about the company's health product/service that has changed the industry? Is this
_	that is replicable, unique at the time that it was created, and that has been emulated by other organizations?
	ervices and product our company provides were first on Czech market and contributed in a way to increase the number tive people in companies.
Negative	Impact Management Points Earned: 0 of 1.66667
Does your	company also measure and manage the negative or unintended outcomes generated by this business model?
	Yes
•	No
Serving I	n Need Populations
Impact o	n Underserved Populations Points Earned: 0 of 0
Does your	product/service benefit underserved populations, either directly or by supporting organizations that directly serve them?
\bigcirc	Yes
	No No
Undersei	ved Beneficiaries Overview Points Earned: of 0
	be beneficiaries or end-users of your products or services and how you characterize them as underserved. we do not consider our end-users as underserved

Underserved Beneficiary Types Points Earned: 0 of 0

organizatio	neficiaries are underserved individuals, which of the following underserved populations do they belong to? If you serve ons that serve the underserved, which of the following populations are your client's beneficiaries?
	Low income, poor, or very poor
	Other populations underserved in your product/service category, which can include minorities, veterans, disabled individuals
•	Individuals who are not underserved in your product/service category (do not continue)
Impact o	on Underserved Populations Description Points Available: 0
	he following best describes how your product/service benefits underserved populations previously described? is question affects questions you'll encounter further on in your assessment.
\bigcirc	My product/service helps the financial viability of purpose-driven enterprises, which in turn allows them to continue to set their underserved target population (ex. marketing or accounting services for a social service agency)
\bigcirc	My product/service directly helps purpose driven enterprises improve positive impact for their underserved beneficiaries, but is not designed specifically for that underserved population (e.g. teaching curriculum sold to low income schools)
\circ	My product/service directly helps purpose driven enterprises improve positive impact for their underserved beneficiaries, and is specifically designed to benefit that underserved population (e.g. teacher training/curriculum specifically designed address challenges of teaching low income students)
\bigcirc	My product/service is directly used by the previous underserved populations (e.g. products marketed to or designed for the underserved)
Low Incom	urban Rural Peri-urban
Poor Cor	mmunities Served Points Available: 0
If relevant, Poor	, select which of the following impoverished communities your company serves:
	Urban
	Rural
	Peri-urban
Very Poo	or Communities Served Points Available: 0
If relevant, Very poor	, select which of the following impoverished communities your company serves:
	Urban
	Rural
	Peri-urban Peri-urban

Underserved Group Demographics Points Available: 0

If relevant, which of the following beneficiary groups is your product/service targeting? Not all beneficiary populations are themselves under-served groups.
Young children (younger than 5 years old)
Children and adolescents (5 years of age or older but younger than 18)
Adults
Elderly/older adults
Persons with disabilities
Minority/previously excluded populations
Women
Pregnant women
Other at risk populations
None of the above
Underserved Client Tracking Points Available: 0
Which of the following statements are true about your in-need customers/ clients?
Most customers/clients continue with us year by year and latest figures for the year roughly reflect the total number of beneficiaries to date
Customers/clients we reach each year are in addition to previous customers/clients and total number served should be calculated by adding together the numbers for each year
Don't know - we don't sell direct to customers/clients
How much revenue is generated through sale to the previously selected beneficiary group(s) or nonprofit(s)? % of Customers In-need Points Available: 0
What % of customers/end beneficiaries of your product or service are from an underserved population identified previously? If you serve purpose driven enterprises, please respond with the % of your revenues generated from services provided that benefited the previously selected underserved in the last fiscal year. The answer to this question affects questions you'll encounter further on in your assessment.
In-Need Individuals Served Points Available: 0
How many customers/clients served qualify in the previously selected underserved populations during the last 12 months? Do not duplicate individuals and households. Estimates within +/- 5% are acceptable. Individuals
Underserved Households Points Available: 0
How many customers/clients served qualify in the previously selected underserved populations during the last 12 months? Do not duplicate individuals and households. Estimates within +/- 5% are acceptable. Households
In-Need Communities Served Points Available: 0
How many customers/clients served qualify in the previously selected underserved populations during the last 12 months? Do not duplicate individuals and households. Estimates within +/- 5% are acceptable. Communities
In-need Organizations Served Points Available: 0
How many customers/clients served qualify in the previously selected underserved populations during the last 12 months? Do not duplicate individuals and households. Estimates within +/- 5% are acceptable. Businesses/Non-Profits

ı	Indercerved	Government	Entitios	Points Availal	ala. C

How many customers/clients served qualify in the previously selected underserved populations during the last 12 months? Do not duplicate individuals and households. Estimates within +/- 5% are acceptable. Governments	
Client Tracking Methods Points Available: 0	
Please provide a brief description of how you track your customer/client/beneficiary figures.	
Increasing Accessibility for Underserved Groups Points Available: 1.8	
Which of the following products/services attributes assist in targeting the previously selected underserved communities:	
Product/service is accompanied by a zero-interest or below-market financing option (directly from company or through finance partner) with small repayment amounts to provide the poor access to purchase Company utilizes a cross-subsidization model whereby higher pricing for middle and high-income clients facilitates offer lower/subsidized pricing for low income clients/customers	
Product/service pricing model includes transparent pricing for all customers	
Vendor provides training on safe use and/or maintenance of the product/service	
These product/service attributes do not apply to our company (Skip the remainder of this section)	
Innovative Practices to Increase Accesssibiltiy Points Available: 0	
Use the field below to describe any innovative technology, distribution or pricing models selected previously.	
Poor Clients Served Points Available: 0	
If relevant, how many customers/clients served in the last 12 months qualify as poor or very poor, with incomes below \$2/day? Do not double-count (e.g. if you report 5 households, do not also report the number of individuals in those 5 households). Estimates within +/- 5% acceptable. Individuals	
Low-Income Households Served Points Available: 0	
If relevant, how many customers/clients served in the last 12 months qualify as poor or very poor, with incomes below \$2/day? Do not double-count (e.g. if you report 5 households, do not also report the number of individuals in those 5 households). Estimates within +/- 5% acceptable. Households	
Percent of Beneficiaries Poor or Very Poor Points Available: 14.4	
What % of customers/beneficiaries qualify as poor or very poor with incomes below \$2.00 per day? Estimates within +/- 5% are acceptable. See currency converter in help text to get local currency terms.	
Revenue Products Benefiting Bottom of Pyramid Points Available: 0	
How much revenue is generated through sale to clients/customers that live on less than \$2/day?	
Disclosure Questionnaire	
Disclosure Industries	
Illegal Product/Activity Points Earned: 0 of 0	
Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply. Any product or activity deemed illegal under host country laws or regulations or international conventions and agreements	
Yes	
● No	

Gambling Points Earned: 0 of 0
Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply. Gambling
Yes
● No
Internationally Banned Pharmaceuticals Points Earned: 0 of 0
Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply. Pharmaceuticals subject to international phase-outs or bans
Yes
● No
Involved In Payday Lending Points Earned: 0 of 0
Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply. Payday lending
Yes
● No
Disclosure Pornography Points Earned: 0 of 0
Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply. Pornography
Yes
● No
Disclosure Wildlife Regulated Under CITES Points Earned: 0 of 0
Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply. Wildlife or wildlife products regulated under the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES)
Yes
● No
Company Explanation Of Disclosure Item Flags Points Earned: of 0
If you selected "Yes" previously, please provide a detailed explanation of the company's involvement here. If this does not apply to you, please enter "Does not apply" in the text area below.
does not apply
Disclosure Practices
No formal Registration Under Domestic Regulations Points Earned: 0 of 0
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No." Company is not formally registered in accordance with domestic regulations
Yes
● No
Tax Reduction Through Corporate Shells Points Earned: 0 of 0
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No." Company has reduced or minimized taxes through the use of corporate shells or structural means
Yes

No

Does not transparently report corporate financials to government Points Earned: 0 of 0

Check all the	cate if the following statements are true regarding whether or not the company engages in the following practices. nat apply. If the statement is true, select "Yes." If false, select "No." loes not transparently report corporate financials to government
	Yes
	No
Facilities	located in sensitive ecosystems Points Earned: 0 of 0
Check all the	cate if the following statements are true regarding whether or not the company engages in the following practices. nat apply. If the statement is true, select "Yes." If false, select "No." acilities are located adjacent to or in sensitive ecosystems
	Yes
	No
Workers	not Provided Clean Drinking Water Points Earned: 0 of 0
Check all the	cate if the following statements are true regarding whether or not the company engages in the following practices. nat apply. If the statement is true, select "Yes." If false, select "No." loes not provide clean drinking water to employees at all times
	Yes
	No
Workers	paid below minimum wage Points Earned: 0 of 0
Check all the	cate if the following statements are true regarding whether or not the company engages in the following practices. nat apply. If the statement is true, select "Yes." If false, select "No." f workers, contractors, subcontractors or day-workers are paid below minimum wage
	Yes
	No
No signe	d employment contracts for all workers Points Earned: 0 of 0
Check all the	cate if the following statements are true regarding whether or not the company engages in the following practices. nat apply. If the statement is true, select "Yes." If false, select "No." loes not have a signed contract of employment with each worker
	Yes
	No
Company	/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age) Points Earned: 0 of 0
Check all the Company of	cate if the following statements are true regarding whether or not the company engages in the following practices. nat apply. If the statement is true, select "Yes." If false, select "No." employs workers under the age of 15 (or other minimum work age covered by the International Labour Organization n No. 138) and/or company does not keep personnel records that include evidence of the date of birth of each
	Yes
	No
Overtime	For Hourly Workers Is Compulsory Points Earned: 0 of 0
Check all tl	cate if the following statements are true regarding whether or not the company engages in the following practices. nat apply. If the statement is true, select "Yes." If false, select "No." ork for hourly workers is compulsory
	Yes
	No

Payslips not provided to show wage calculation and deductions $Points\ Earned:\ 0\ of\ 0$

Check all t	cate if the following statements are true regarding whether or not the company engages in the following practices. hat apply. If the statement is true, select "Yes." If false, select "No." does not provide payslips or equivalent to all workers to show how wages are calculated and any deductions made
	Yes
	No
	y workers are prisoners Points Earned: 0 of 0
Check all t	cate if the following statements are true regarding whether or not the company engages in the following practices. hat apply. If the statement is true, select "Yes." If false, select "No." uses workers who are prisoners
	Yes
	No
Company	y prohibits freedom of association/collective bargaining Points Earned: 0 of 0
Check all t	cate if the following statements are true regarding whether or not the company engages in the following practices. hat apply. If the statement is true, select "Yes." If false, select "No." prohibits workers from freely associating and bargaining collectively for the terms of one's employment
	Yes
	No
Workers	cannot leave site during non-working hours Points Earned: 0 of 0
Check all to Company p	cate if the following statements are true regarding whether or not the company engages in the following practices. hat apply. If the statement is true, select "Yes." If false, select "No." prohibits workers from freely leaving the site during non-working hours or at the end of their shift kers who live on site.
	Yes
	No
Worker I	D cards kept by company Points Earned: 0 of 0
Check all t	cate if the following statements are true regarding whether or not the company engages in the following practices. hat apply. If the statement is true, select "Yes." If false, select "No." keeps workers' original Id Cards/Passports
	Yes
	No
Conduct	Business in Conflict Zones Points Earned: 0 of 0
Check all t	cate if the following statements are true regarding whether or not the company engages in the following practices. hat apply. If the statement is true, select "Yes." If false, select "No." exploitatively operates in conflict zones
	Yes
	No
Employs	Individuals on Zero-Hour Contracts Points Earned: 0 of 0
Check all t	cate if the following statements are true regarding whether or not the company engages in the following practices. hat apply. If the statement is true, select "Yes." If false, select "No." employs individuals on zero-hour contracts
\bigcirc	Yes
	No

Company Explanation Of Disclosure Item Flags Points Earned: of $\mathbf{0}$

If you selected "Yes" previously, please provide a detailed explanation of the company's engagement in these practices here. If this does not apply to you, please enter "Does not apply" in the text area below.
does not apply
Disclosure Outcomes
On-Site Fatality Points Earned: 0 of 0
Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No". Company has had an operational or on-the-job fatality
Yes
● No
Hazardous Discharges Into Air/Land/Water (Past 5 Yrs) Points Earned: 0 of 0
Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No". Company sites have experienced accidental discharges to air, land or water of hazardous substances
Yes
● No
Forced Relocation Of People Due To Company Operations Points Earned: 0 of 0
Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No". Construction or operation of company facilities resulted in physical resettlement or economic displacement involving 5,000 or more people near your facility
Yes
No
Material Litigation Points Earned: 0 of 0
Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No". Material litigation or arbitration against company
Yes
● No
Company has filed for bankruptcy Points Earned: 0 of 0
Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No". Company has filed for bankruptcy
Yes
No
Material Breaches of Confidential Information Points Earned: 0 of 0
Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No". Company has had material breaches of individual's confidential information
Yes
No

Company Explanation Of Disclosure Item Flags Points Earned: of 0	
If you selected "Yes" previously, please provide a detailed explanation of the company's experience related to th statement here.	e previous
If this does not apply to you, please enter "Does not apply" in the text area below.	
does not apply	
Disclosure Penalties	
Penalties Assessed Regarding Diversity/Equal Opportunity Points Earned: 0 of 0	
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine of past five years for any of the following practices or policies. Check all that apply. Diversity and equal opportunity	or sanction in the
Yes	
● No	
Penalties Assessed Regarding Company's Employee Safety Points Earned: 0 of 0	
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine of past five years for any of the following practices or policies. Check all that apply. Employee safety or workplace conditions	r sanction in the
Yes	
No	
Penalties Assessed For Environmental Issues Points Earned: 0 of 0	
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine of past five years for any of the following practices or policies. Check all that apply. Environmental issues	or sanction in the
Yes	
No	
Penalties Assessed Regarding Financial Reporting Points Earned: 0 of 0	
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine of past five years for any of the following practices or policies. Check all that apply. Financial reporting	or sanction in the
Yes	
No	
International Affairs Penalties Points Earned: 0 of 0	
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine of past five years for any of the following practices or policies. Check all that apply. Geographic operations or international affairs	or sanction in the
Yes	
● No	
Penalties Assessed Regarding Investments Or Loans Points Earned: 0 of 0	
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine of past five years for any of the following practices or policies. Check all that apply. Investments or Loans	or sanction in the
Yes	

No

Penalties Regarding Labor Issues (Including Supply Chain) Points Earned: 0 of 0

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply. Labor issues (internal and supply chain)
Yes
● No
Penalties Assessed Regarding Company's Marketing Points Earned: 0 of 0
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply. Marketing
○ Yes
● No
Penalties Assessed Regarding Political Contributions Points Earned: 0 of 0
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply. Political contributions
Yes
● No
Penalties Assessed Pertaining To Company Taxes Points Earned: 0 of 0
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply. Taxes
Yes
● No
Bribery, Fraud Or Corruption Penalties Assessed Points Earned: 0 of 0
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply. Bribery, fraud or corruption
Yes
● No
Company Explanation Of Disclosure Item Flags Points Earned: of 0
If you selected "Yes" previously, please provide a detailed explanation of the complaint/fine/sanction here. If this does not apply to you, please enter "Does not apply" in the text area below.
does not apply
Supplier Disclosure
Workers Under the Age of 15 Points Earned: 0 of 0
Please indicate if any of the following statements are true regarding your company's significant suppliers. Significant Suppliers employ workers under the age of 15 (or other minimum work age covered by the International Labour Organization Convention No. 138)
○ Yes
No
On't Know

Workers	Who are Prisoners Points Earned: 0 of 0	200
	icate if any of the following statements are true regarding your company's significant suppliers. suppliers use any workers who are prisoners	
	Yes	
	No	
0	Don't Know	
Operation	onal Fatality Points Earned: 0 of 0	
	icate if any of the following statements are true regarding your company's significant suppliers. Suppliers have had an operational or on-the-job fatality	
	Yes	
	No	
0	Don't Know	
Accident	tal Hazardous Substances Points Earned: 0 of 0	
Please indi Significant	icate if any of the following statements are true regarding your company's significant suppliers. Suppliers' sites have experienced accidental discharges to air, land or water of hazardous substances	
	Yes	
	No	
	Don't Know	
Resettle	ment or Economic Displacement Points Earned: 0 of 0	
Construction	icate if any of the following statements are true regarding your company's significant suppliers. on or operation of Significant Suppliers' facilities resulted in physical resettlement or economic displacement or economi	ent involving
Please indi	quisition Points Earned: 0 of 0 icate if any of the following statements are true regarding your company's significant suppliers.	
Construction	on or operation of Significant Suppliers involved large scale land acquisition	
	Yes	
	No San Market Control of the Control	
	Don't Know	
Land Co	nversion or Degradation Points Earned: 0 of 0	
	icate if any of the following statements are true regarding your company's significant suppliers. on or operation of Significant Suppliers involved large scale land conversion and/or degradation	
	Yes	
	No	
	Don't Know	
Construc	ction or Refurbishment of Dams Points Earned: 0 of 0	
	icate if any of the following statements are true regarding your company's significant suppliers. on or operation of Significant Suppliers involved the construction or refurbishment of dams	
	Yes	
	No	
	Don't Know	
	= +·· - · · · · · · ·	

Material Fines or Sanctions Points Earned: 0 of 0

	cate if any of the following statements are true regarding your company's significant suppliers. Suppliers have had material fines or sanctions in the last five years regarding the issues indicated in the goal Disclosure
	Yes
	No
	Don't Know
Business	s in Conflict Zones Points Earned: 0 of 0
	cate if any of the following statements are true regarding your company's significant suppliers. Suppliers exploitatively operate in conflict zones
	True
	False
	Don't Know
Other Di	sclosures
Other Di	sclosures Points Earned: of 0
	any other sensitive aspects of the business that are necessary to disclose? pply to you, please type "does not apply" in the area below.
does	not apply