

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."

Benefit Systems S.A.
Aggregated Full B Impact Assessments
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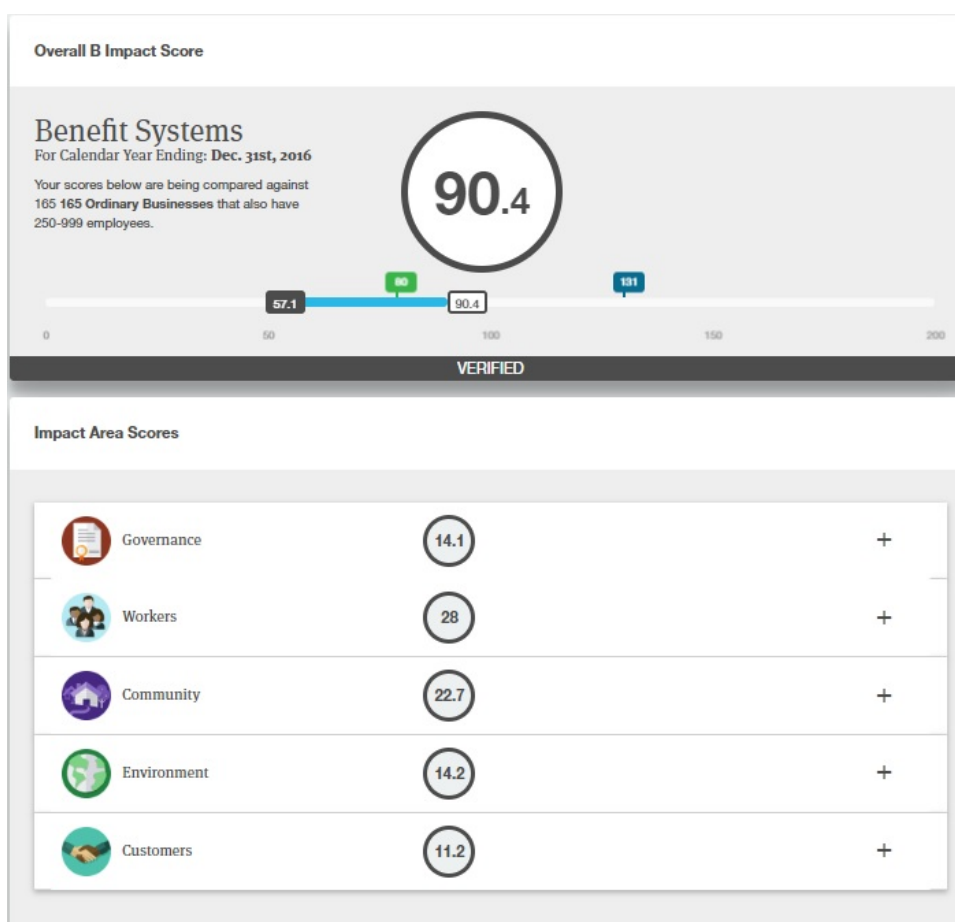
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Benefit Systems S.A

Service with Minor Environmental Footprint

250-999 Employees

2017-02-27



Governance

Mission & Engagement

Level of Impact Focus Points Earned: 0 of 0

Select the description that best describes your business.

This is an unweighted 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.
- ☐ 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.
- ☐ 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 type or paste your mission statement here.

We strive to work on motivating people to have an active lifestyle. We strongly believe that more activity means increased energy 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?

Please check all 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: 0.25005 of 0.75

Does your company have any of the following internal engagement practices that focus on the social or environmental mission of your company?

Check all that apply. 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 mission and goals
- ☐ Non-managers' performance evaluation includes execution of company's social or environmental mission and goals

Social/Environmental Key Performance Indicators Points Earned: 0.375 of 0.75

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

- ☐ We 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 social and environmental objectives
- ☐ We measure social and environmental outcomes over time (e.g. 3rd-party studies, customer or household surveys, progress out of poverty index, etc.)

Mission-driven Executive Compensation Points Earned: 0 of 0.75

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Is the compensation of your CEO and those who directly report to the CEO tied to achieving specific social and environmental metrics or objectives?

Please check all that apply.

- ☒ No
- ☐ Yes, CEO/President compensation
- ☐ Yes, other senior management team member(s) compensation

Stakeholder Engagement Points Earned: 0.375 of 0.375

In the last year, how did the company solicit specific feedback from its external stakeholders (excluding employees and investors) regarding the company's social and environmental performance?

Check all that apply.

- ☐ 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)

Corporate Accountability

Governance Structures Points Earned: 0.5 of 0.5

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

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

- ☐ Owner/Manager only
- ☐ Non-Fiduciary Advisory Board
- ☒ Board of Directors or Equivalent

Governing Body Responsibilities Points Earned: 0.75 of 1

Does your Board of Directors have written responsibility for the following issues?

Please check all 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

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

Governing Body Stakeholder Representation Points Earned: 0 of 0.5

Does the Board of Directors or other formal governing body include members or experts of the following stakeholder groups?

Select all that apply.

- ☐ 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

Financial Controls Points Earned: 0.72727 of 0.72727

Does the company maintain any of the following financial controls?

Please check all 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
- ☒ 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

Instruction on Code of Ethics Points Earned: 0.72727 of 0.72727

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)

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
- ☒ 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

Breached Code of Ethics Breachment Policy Points Earned: 0.72727 of 0.72727

In cases where there are material breaches to the company's Code of Ethics, does the company have formal written guidelines in place for 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
- ☒ Contracts with business partners in breach are terminated
- ☒ Company makes improvements to anti-corruption program based on reported cases
- ☒ Other (please describe)

Public reporting of breaches expected as per Stock Exchange regulations

- ☐ None of the above
- ☐ N/A - No Business Code of Conduct

Anti-Corruption Practices Points Earned: 0.72727 of 0.72727

Which of 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 of Interest Questionnaire Points Earned: 0.36364 of 0.36364

Is there an 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.

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

Transparency

Financial Reporting Standards Points Earned: 2.22222 of 2.22222

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

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

Financial Transparency with Employees Points Earned: 0.555555 of 1.11111

Does the company 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 Reporting Points Earned: 0.8333325 of 1.11111

Does the 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

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

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.

576229000

Revenue Year Before Last Points Earned: 0 of 0

Total Earned Revenue
From the fiscal year before last

471649000

Earnings Before Interest & Taxes Last Year Points Earned: 0 of 0

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EBIT (Earnings Before Interest & Taxes)
From the last fiscal year

111073000

Earnings Before Interest & Taxes Year Before Last Points Earned: 0 of 0

EBIT (Earnings Before Interest & Taxes)
From the fiscal year before last

80547000

Net Income Last Year Points Earned: 0 of 0

Net Income
From the last fiscal year

85325000

Net Income Year Before Last Points Earned: 0 of 0

Net Income
From the fiscal year before last

61887000

Payments to Government Points Earned: 0 of 0

Payments to government in the last fiscal year.

Select N/A if company is pre-revenue.

32189000

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, community 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.g. 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

10

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.

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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

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%
- ☐ 5%+

Bonus Plan Characteristics Points Earned: 2.25 of 2.25

Which of the 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, allocation 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.

Bonuses are paid twice a year and the bonus index (30-20-10% of one's 6M salary) varies based on the position level.

Non-Cash Bonus Points Earned: of 0

If you provide a non-cash bonus, describe what the bonus is and how you value it.

Employees receive 2 a year an amount of money which they can exchange into gift/fuel vouchers/insurance/med.care, etc. All employees are eligible to a free sports card, lunch card for 8 lunches, fruits, subsidized food purchases in the office, and others.

Employees 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 Low Pay Ratio Points Earned: 0 of 4.5

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

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

Compensation & Wages (Salaried)

In the last 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

Supplementary 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

Paid Secondary Caregiver Leave

 Points Earned: 1.904855238 of 2.85714

What is the minimum number of weeks tenured workers are offered paid secondary caregiver leave, either through the company or a government plan?

- ☐ None
- ☐ Up to 2 weeks
- ☒ 2 to 5 weeks
- ☐ Greater than 5 weeks

Healthcare 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
- ☐ N/A - No part-time workers

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
- ☒ 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
- ☒ 24+ weeks

Training & Education

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
- ☒ 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

During the last 12 months, what was the average amount of training that a newly hired worker received?

Use average of both 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
-

Training & Education (Salaried)

Skills-Based Training Participation

 Points Earned: 1.1 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 to advance core job responsibilities

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

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)

- ☐ 0%
 - ☒ 1-24%
 - ☐ 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.)

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

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

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.

- ☐ 0%
- ☒ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75-99%
- ☐ 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: 0.52 of 0.52

Is there a formal consistent process for providing performance feedback to all tenured employees which includes any of the following?

Check all that apply.

- ☒ 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 company 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

Employee Satisfaction Points Earned: 0.39 of 0.52

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

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

- ☐ N/A
- ☐ <65%
- ☐ 65-80%
- ☒ 81-90%
- ☐ >90%

Termination Policy Points Earned: 0.52 of 0.52

Which of the following is included in your company's termination policy?

Exclude situations 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/A--no written termination policy

Worker / Management Conflict Mediation Points Earned: 0.52 of 0.52

Has the company identified one of the following designated agents to mediate complaints / issues between workers or workers and management?

- ☐ 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

Management & Worker Communication (Salaried)

Performance Reviews Points Earned: 0.5 of 0.5

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

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: 0.3 of 0.3

If you have a written non-discrimination policy, which of the following are covered in hiring and in the workplace?

Please check all that apply.

- ☐ No written policy
 - ☒ Gender
 - ☒ Race
 - ☒ Color
 - ☒ Disability
 - ☒ Political opinion
 - ☒ Sexual orientation
 - ☒ Age
 - ☒ Religion
 - ☐ HIV status
-

Human Rights Reviews/Certifications Points Earned: 0.6 of 0.6

Have your company's human rights and labor practices been certified or reviewed by an independent third party during the last 12 months?

- ☒ Yes
 - ☐ No
-

Occupational Health & Safety

Worker Safety Practices Points Earned: 2.06646 of 3.1

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
 - ☒ 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 Business Models Introduction

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
-

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

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

Non-managerial Worker Diversity Points Earned: 1.52941 of 1.52941

What % of non-managerial full-time and part-time employees are women or from chronically-underemployed communities?
Women

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

Non-managerial Worker Diversity Points Earned: 0 of 1.52941

What % of non-managerial full-time and part-time employees are women or from chronically-underemployed communities?
Chronically-underemployed

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

Female Management Points Earned: 1.52941 of 1.52941

What % of management (both full-time and part-time workers) are women, from chronically-underemployed communities or expatriates?
Women

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

What % of management (both full-time and part-time workers) are women, from chronically-underemployed communities or expatriates?

Chronically-underemployed

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

Expatriate Management Points Earned: 0 of 0

What % of management (both full-time and part-time workers) are women, from chronically-underemployed communities or expatriates?

Expatriates

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

Nonprofit Ownership Points Earned: 0 of 0.76471

What % of the company is owned by:

Non-profit organization

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

Female Ownership Points Earned: of 0

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

Women

Ownership by Individuals from Underemployed Groups Points Earned: of 0

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

Individuals from chronically underemployed communities

What % of the members of your Board of Directors (or equivalent) are women or individuals from chronically underemployed 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: 1.52941 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

Diversity and Inclusion Training Points Earned: 0 of 1.52941

Does the company provide specific content in worker training on inclusion and diversity issues related to any of the following specific underrepresented groups?

Check all that apply.

- ☐ Gender inclusiveness
- ☐ Minorities
- ☐ LGBT community
- ☐ Individuals with disabilities
- ☐ Other underrepresented groups (please describe)
- ☒ None of the Above

Civic Engagement & Giving

Corporate Citizenship Program Points Earned: 1.05263 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)

Subsidize employee projects

- ☐ None of the above

Does your company have membership or a civic partnership with any of the following types of organizations?

Check all that apply.

- ☐ None
- ☒ Business or Trade Associations
- ☒ Chamber of Commerce
- ☐ Governmental Institutions
- ☒ Local academic institutions
- ☐ Cooperatives
- ☐ Other (describe)

Volunteer Service Policies Points Earned: 0.7894725 of 1.05263

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: 0.2631575 of 1.05263

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

- ☐ 0%
- ☒ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ >75%
- ☐ 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
- ☐ Our company monitors hours contributed and has met specific increase targets during the reporting period

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

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

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

640

Volunteer Service Per Capita Points Earned: 0.350946842 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 (in currency terms) donated to registered charities in the last fiscal year.

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

384000

% 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

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: 1.3334 of 2

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

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

- ☒ Yes
☐ No

In Country Management Points Earned: 2 of 2

What % of senior management is native to the country of operations?

Native individuals are born and/or raised in the country.

- ☐ <49%
☐ 50-74%
☐ 75-94%
☒ 95%+

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.

- ☐ 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

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

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

- ☐ Yes
☒ No

Independent Contractor Practices Points Earned: 2.2 of 2.2

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 communicate post-project or post-contract feedback to the company
☒ Independent contractors are verified to either work on a time-bound basis, or else split their time with work for other clients. 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

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%
- ☐ 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.

- ☐ 0%
- ☐ 1-9%
- ☐ 10-24%
- ☐ 25-74%
- ☐ 75-99%
- ☐ 100%
- ☐ Don'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. 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 (workforce 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

Environment

Land, Office, Plant

What % of the square footage or metric of all company facilities is located in previously constructed buildings?

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

Facility Environmental Efficiency Points Earned: 1.23077 of 1.23077

Which best 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 energy use)
- ☒ Buildings use systems for increasing water efficiency (e.g. water efficient appliances, fixtures, and landscaping)
- ☒ Buildings use systems to monitor and improve air quality (e.g. increased ventilation)
- ☒ 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)

convenient location with easy access by public transport, extensive infrastructure and facilities for cyclists and a large city bike station, of which our company shares the costs

- ☐ None

Recycling Programs Points Earned: 1.23077 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

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

Does your company have an environmental management system that includes any of the following?

Please check all 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)

Our company obtained ZIELONE BIURO (Green Office) Certificate awarded by the Polish Environment Partnership Foundation

Environmental Reviews or Audits Points Earned: 0.3076925 of 1.23077

Has your company gone through an environmental review or audit during the last 24 months?

If yes, select what 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 Air Quality Audits Points Earned: 1.23077 of 1.23077

Do you conduct an annual indoor air quality audit of your facilities that includes the following?

Select all options that apply.

- ☒ No smoking within 25 feet of building entrances
- ☒ 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 (Compliance 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

Monitoring 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
- ☐ We monitor usage and have met specific reduction targets during the last fiscal year

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 Conservation Practices Points Earned: 0.6 of 1.2

Has your company implemented any of the following water conservation methods at your corporate office or plant facilities?

Please check all that apply.

- ☒ Low-flow faucets/taps, toilets/urinals, showerheads
- ☐ Water recycling/reuse during the production process
- ☐ Harvest rainwater
- ☐ Other (describe)
- ☐ None of the above

Electricity Sources Points Earned: 1.2 of 1.2

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 small-scale 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: 1.2 of 1.2

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

Hazardous Waste Disposal Points Earned: 2.4 of 2.4

During the last fiscal year, what % of non-reusable hazardous waste was disposed of responsibly, with a documented 3rd party?

Hazardous waste 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

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

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

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

Types of Carbon Credits Purchased Points Earned: 0 of 1.2

Has your company purchased any of the following types of carbon credits during the last fiscal year?

- ☐ Voluntary Carbon Credits
- ☐ Certified Carbon Credits
- ☒ None

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
- ☒ None of the above

Customers

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 promote 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. We provided access to cultural facilities (cinemas, theater), as our users can buy tickets at reduced rates. All that contributes to their well being and improved work-life balance.

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 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, educational 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 fundraising 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:

800000

Total Customer Organizations Points Earned: 0 of 0

Total Number of Customers
Organizations:

12000

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 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
- ☐ 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

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, independent of other factors
- ☒ My product contributes to the stated positive health outcome, but does so dependent upon other resources/circumstances 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: 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. Households

Communities 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. 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: 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. Governments

Client Tracking Methods Points Earned: 0 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 services provided by the sports facilities. We also monitor the sales of the cinema and theater tickets.

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.

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
- ☐ 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 Polish market and contributed in a way to the increase in the Polish society's physical activity. The product became one of the top most wanted perks among Polish employees. The brand name "mutisports card" became an unofficial eponym of sports subscription card perk in the Polish companies.

Negative 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 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 Available: 0

Describe the beneficiaries or end-users of your products or services and how you characterize them as underserved.

Underserved Beneficiary Types Points Available: 0

If your beneficiaries are underserved individuals, which of the following underserved populations do they belong to? If you serve organizations 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 individuals
- ☐ Individuals who are not underserved in your product/service category (do not continue)

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

The answer to this 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 serve 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)
- ☐ 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 to address challenges of teaching low income students)
- ☐ My product/service is directly used by the previous underserved populations (e.g. products marketed to or designed for the underserved)

Low-Income Communities Served Points Available: 0

If relevant, select which of the following impoverished communities your company serves:

Low Income

- ☐ Urban
- ☐ Rural
- ☐ Peri-urban

Poor Communities Served Points Available: 0

If relevant, select which of the following impoverished communities your company serves:

Poor

- ☐ Urban
- ☐ Rural
- ☐ Peri-urban

Very Poor Communities Served Points Available: 0

If relevant, select which of the following impoverished communities your company serves:

Very poor

- ☐ Urban
- ☐ Rural
- ☐ 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

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

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.

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

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.

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 offering 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 Accesssibilitiy 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

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

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

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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

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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

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

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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

41

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
☐ 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
☐ No
☒ Don't Know

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

- ☐ Yes
- ☐ No
- ☒ Don't Know

Accidental Hazardous Substances Points Earned: 0 of 0

Please indicate if any of the following statements are true regarding your company's significant suppliers.
Significant Suppliers' sites have experienced accidental discharges to air, land or water of hazardous substances

- ☐ Yes
- ☒ No
- ☐ Don't Know

Resettlement or Economic Displacement 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' facilities resulted in physical resettlement or economic displacement involving 5,000 or more people near their facility

- ☐ Yes
- ☒ No
- ☐ Don't Know

Land Acquisition 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
- ☐ No
- ☒ 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

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
-

Other Disclosures

Other Disclosures Points Earned: of 0

Are there any other sensitive aspects of the business that are necessary to disclose?

If this does not apply to you, please type "does not apply" in the area below.

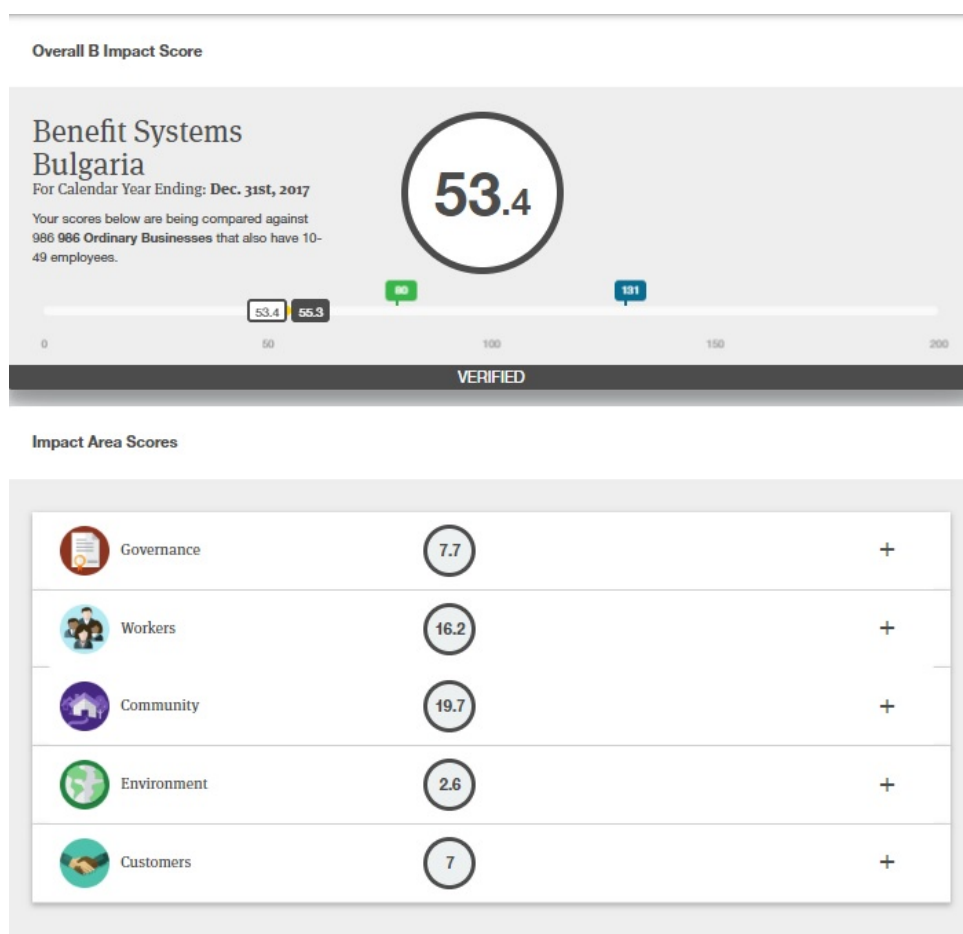
Does not apply

Benefit Systems Bulgaria

Service with Minor Environmental Footprint

10-49 Employees

2018-03-26



Governance

Mission & Engagement

Level of Impact Focus Points Earned: 0 of 0

Select the description that best describes your business.

This is an unweighted 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.
- ☐ 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.
- ☐ 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 type or paste your mission statement here.

N/A

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?

Please check all 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

Does your company have any of the following internal engagement practices that focus on the social or environmental mission of your company?

Check all that apply. 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 mission and goals
- ☐ Non-managers' performance evaluation includes execution of company's social or environmental mission and goals

Social/Environmental Key Performance Indicators Points Earned: 0 of 1

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

- ☒ We 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 social and environmental objectives
- ☐ We measure social and environmental outcomes over time (e.g. 3rd-party studies, customer or household surveys, progress out of poverty index, etc.)

In the last year, how did the company solicit specific feedback from its external stakeholders (excluding employees and investors) regarding the company's social and environmental performance?

Check all that apply.

- ☒ 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)
-

Corporate Accountability

Governance Structures Points Earned: 0.6 of 0.6

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

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

- ☐ Owner/Manager only
 - ☐ Non-Fiduciary Advisory Board
 - ☒ Board of Directors or Equivalent
-

Governing Body Characteristics Points Earned: 0 of 1.2

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

Please check all that apply.

- ☐ 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
-

Governing Body Responsibilities Points Earned: 0 of 1.2

Does your Board of Directors have written responsibility for the following issues?

Please check all 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

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 according 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.

- ☒ 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 includes a 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: 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

Reviewed / Audited Financials Points Earned: 0.227275 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

Does the 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 Feedback 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: 0.45455 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?

2017-12-31

Reporting Currency Points Earned: 0 of 0

Reporting currency

Bulgarian Lev - BGN

Revenue Last Year Points Earned: 0 of 0

Total Earned Revenue
From the last fiscal year

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

Revenue Year Before Last Points Earned: 0 of 0

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

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, community 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.g. 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.

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

50

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

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%
- ☐ 5%+

High to Low Pay Ratio Points Earned: 5.4 of 5.4

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

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

Compensation & Wages (Salaried)**Bonus Plan Characteristics** Points Earned: 1.5 of 1.5

In the last 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**Supplementary 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 Secondary Caregiver Leave Points Earned: 0 of 2.85714

What is the 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

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
- ☒ 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
- ☐ 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
- ☒ 24+ weeks

Training & Education

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
- ☐ 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

During the last 12 months, what was the average amount of training that a newly hired worker received?

Use average of both 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

Training & Education (Salaried)

Skills-Based Training Participation Points Earned: 0 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 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%
- ☐ 75%+
- ☐ Don't know

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.)

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

External Professional Development Participation Points Earned: 0.47 of 1.88

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

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: 0 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.

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

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 meetings 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 end of Jan; mid year review in June-Jul and appraisal for the H1; setting the goals for H2 by mid Jul Full year appraisal 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 Satisfaction Surveys Points Earned: 0.6 of 0.8

Does the company 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

Employee Satisfaction Points Earned: 0.4 of 0.8

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

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

- ☐ N/A
- ☐ <65%
- ☒ 65-80%
- ☐ 81-90%
- ☐ >90%

Termination Policy Points Earned: 0.4 of 0.8

Which of the following is included in your company's termination policy?

Exclude situations 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/A--no written termination policy

Worker / Management Conflict Mediation Points Earned: 0 of 0.8

Has the company identified one of the following designated agents to mediate complaints / issues between workers or workers and management?

- ☐ 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

Management & Worker Communication (Salaried)

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?

Please check all that apply.

- ☒ 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
 - ☒ 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 Business Models Introduction

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 has no workers.

Last 12 months:

14

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:

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.

☐

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: 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.

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.

34

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

What % of the company is owned by:
Non-profit organization

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

Female Ownership Points Earned: of 0

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

Ownership by Individuals from Underemployed Groups Points Earned: of 0

Optional unweighted metrics: Approximately what % of the company's ownership is held by the following groups?
Individuals from chronically underemployed communities

Board of Directors Diversity Points Earned: 0 of 2.36364

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

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)
- ☒ 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.

- ☒ None
- ☐ Business or Trade Associations
- ☐ Chamber of Commerce
- ☐ Governmental Institutions
- ☐ Local academic institutions
- ☐ Cooperatives
- ☐ Other (describe)

Volunteer Service Policies Points Earned: 0 of 1.05263

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%
- ☐ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ >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
- ☐ 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

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

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

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: 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 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

Spending on Local Suppliers Points Earned: 4 of 4

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

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.

- ☒ 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

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

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

- ☐ Yes
☒ No

Independent Contractor Practices Points Earned: 0 of 2.2

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 communicate post-project or post-contract feedback to the company
☐ Independent contractors are verified to either work on a time-bound basis, or else split their time with work for other clients. 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%
☐ 75%+
☐ Don't know

What % your services have been reviewed and certified by an accreditation body? Select N/A if industry or service relevant accreditation does not exist.

- ☒ 0%
- ☐ 1-9%
- ☐ 10-24%
- ☐ 25-74%
- ☐ 75-99%
- ☐ 100%
- ☐ Don'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. 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 (workforce 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
-

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

Which best 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 energy use)
- ☐ Buildings use systems for increasing water efficiency (e.g. water efficient appliances, fixtures, and landscaping)
- ☐ Buildings use systems to monitor and improve air quality (e.g. increased ventilation)
- ☐ 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

Recycling Programs Points Earned: 0 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

Environmentally Efficient Equipment Points Earned: 0 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 equipment)
- ☐ <50% (some equipment)
- ☐ 50%+ (majority of equipment)
- ☐ 100% (all equipment)
- ☐ N/A - No new equipment purchased

Environmental Management Systems Points Earned: 0 of 1.23077

Does your company have an environmental management system that includes any of the following?

Please check all 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)

Environmental Reviews or Audits Points Earned: 0 of 1.23077

Has your company gone through an environmental review or audit during the last 24 months?

If yes, select what 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 following are true of how your company encourages good environmental stewardship in how employees manage their virtual offices?

- ☐ 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

Monitoring 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
- ☐ We monitor usage and have met specific reduction targets during the last fiscal year

Monitoring 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 Conservation Practices Points Earned: 0 of 1.2

Has your company implemented any of the following water conservation methods at your corporate office or plant facilities?

Please check all that apply.

- ☐ Low-flow faucets/taps, toilets/urinals, showerheads
- ☐ Water recycling/reuse during the production process
- ☐ Harvest rainwater
- ☐ Other (describe)
- ☒ None of the above

Electricity Sources Points Earned: 0 of 1.2

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 small-scale hydropower)
- ☐ Bio-fuel or other clean/renewable based generators
- ☐ Renewable energy sources (including on-site renewable)
- ☐ Other (describe)

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: 0.5 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)

Hazardous Waste Disposal

 Points Earned: 1 of 2

During the last fiscal year, what % of non-reusable hazardous waste was disposed of responsibly, with a documented 3rd party?

Hazardous waste 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

Hazardous Materials On-Site

 Points Earned: 0 of 2

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

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

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

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
- ☒ None of the above

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 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 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, educational 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 fundraising 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

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 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
- ☐ 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, independent 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: 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

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: 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

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

- ☐ Yes
- ☐ 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 them?

- ☐ 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

If your beneficiaries are underserved individuals, which of the following underserved populations do they belong to? If you serve organizations 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 individuals
- ☒ Individuals who are not underserved in your product/service category (do not continue)

Impact on Underserved Populations Description Points Earned: 0 of 0

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

The answer to this 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 serve 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)
- ☐ 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)
- ☐ My product/service is directly used by the previous underserved populations (e.g. products marketed to or designed for the underserved)

Low-Income Communities Served Points Available: 0

If relevant, select which of the following impoverished communities your company serves:

Low Income

- ☐ Urban
- ☐ Rural
- ☐ Peri-urban

Poor Communities Served Points Available: 0

If relevant, select which of the following impoverished communities your company serves:

Poor

- ☐ Urban
- ☐ Rural
- ☐ Peri-urban

Very Poor Communities Served Points Available: 0

If relevant, select which of the following impoverished communities your company serves:

Very poor

- ☐ Urban
- ☐ Rural
- ☐ Peri-urban

Underserved Group Demographics Points Earned: 0 of 0

71

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 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 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 from Serving In Need Populations Points Earned: 0 of 0

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.

0

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

0

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

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

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

0

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 offering 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 Accessibility 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

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

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

75

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

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

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

78

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

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
☒ 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
☐ No
☒ Don't Know
-

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

- ☐ Yes
☐ No
☒ Don't Know
-

Accidental Hazardous Substances Points Earned: 0 of 0

Please indicate if any of the following statements are true regarding your company's significant suppliers.
Significant Suppliers' sites have experienced accidental discharges to air, land or water of hazardous substances

- ☐ Yes
☐ No
☒ Don't Know
-

Resettlement or Economic Displacement 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' facilities resulted in physical resettlement or economic displacement involving 5,000 or more people near their facility

- ☐ Yes
☐ No
☒ Don't Know
-

Land Acquisition 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
☐ No
☒ 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
-

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
-

Other Disclosures

Other Disclosures Points Earned: of 0

Are there any other sensitive aspects of the business that are necessary to disclose?

If this does not apply to you, please type "does not apply" in the area below.

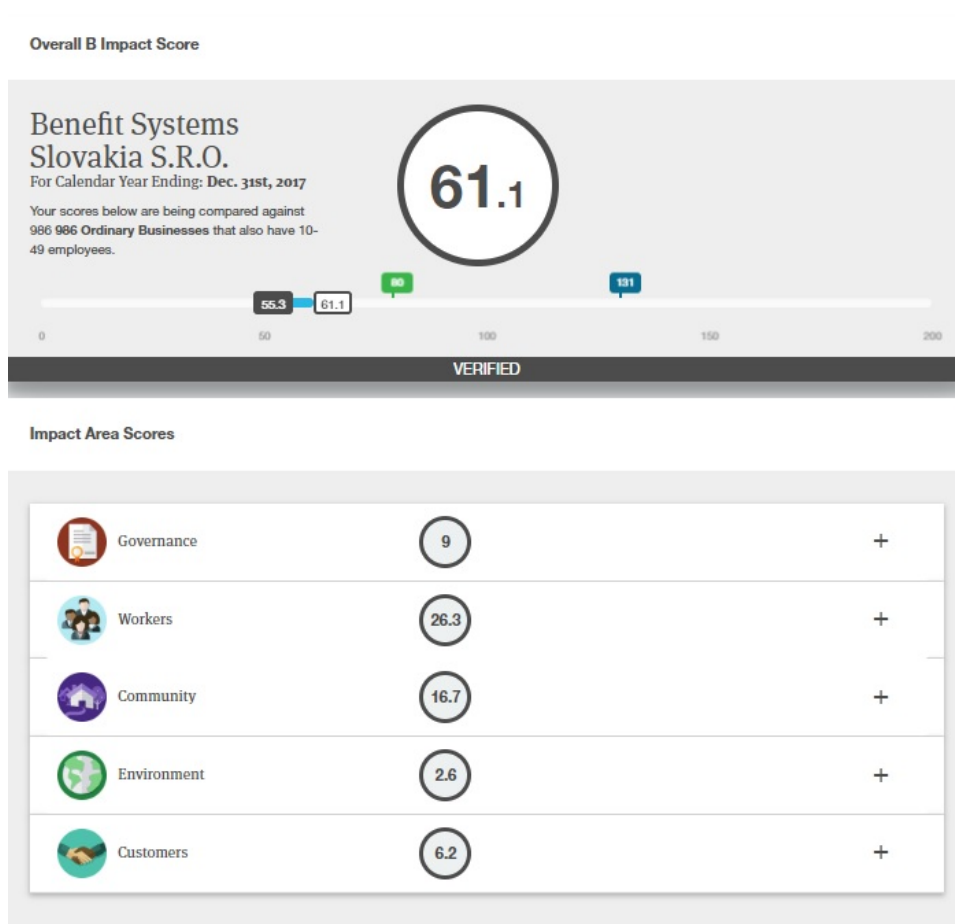
NA

Benefit Systems Slovakia s.r.o.

Service with Minor Environmental Footprint

10-49 Employees

2018-05-14



Governance

Mission & Engagement

Level of Impact Focus Points Earned: 0 of 0

Select the description that best describes your business.

This is an unweighted 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.
- ☒ 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.
- ☐ 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 type or paste your mission statement here.

We 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?

Please check all 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 your company?

Check all that apply. 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 mission and goals
- ☐ Non-managers' performance evaluation includes execution of company's social or environmental mission and goals

Social/Environmental Key Performance Indicators Points Earned: 0 of 1

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

- ☒ We 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 social and environmental objectives
- ☐ We measure social and environmental outcomes over time (e.g. 3rd-party studies, customer or household surveys, progress out of poverty index, etc.)

In the last year, how did the company solicit specific feedback from its external stakeholders (excluding employees and investors) regarding the company's social and environmental performance?

Check all that apply.

- ☒ 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)

Corporate Accountability

Governance Structures Points Earned: 0.6 of 0.6

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

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

- ☐ Owner/Manager only
- ☐ Non-Fiduciary Advisory Board
- ☒ Board of Directors or Equivalent

Governing Body Characteristics Points Earned: 1.2 of 1.2

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

Please check all that apply.

- ☒ 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

Governing Body Responsibilities Points Earned: 0.9 of 1.2

Does your Board of Directors have written responsibility for the following issues?

Please check all 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

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 according 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.

- ☒ 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 includes a 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

Does the 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 Feedback 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: 0.45455 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?

2017-01-31

Reporting Currency Points Earned: 0 of 0

Reporting currency

Euro - EUR

Revenue Last Year Points Earned: 0 of 0

Total Earned Revenue
From the last fiscal year

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

Revenue Year Before Last Points Earned: 0 of 0

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

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, community 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
- ☐ 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.

22

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

87

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

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%
- ☒ 5%+

High to Low Pay Ratio Points Earned: 5.4 of 5.4

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

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

Compensation & Wages (Salaried)**Bonus Plan Characteristics** Points Earned: 1.5 of 1.5

In the last 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**Supplementary 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 Secondary Caregiver Leave Points Earned: 2.85714 of 2.85714

What is the 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

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 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
- ☒ Other free or subsidized benefits (describe)

English lesson, MultiSport Card, Coffee, Fruit

- ☐ None

Worker Benefits (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 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
- ☒ 24+ weeks

Training & Education

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
- ☐ 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

During the last 12 months, what was the average amount of training that a newly hired worker received?

Use average of both 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

Training & Education (Salaried)

Skills-Based Training Participation Points Earned: 0.94 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: 0.94 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%
- ☒ 75%+
- ☐ Don't know

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.)

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

External Professional Development Participation Points Earned: 0.47 of 1.88

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

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: 0 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.

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

We have very open 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.

Does the company 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
-

Employee Satisfaction Points Earned: 0 of 0.8

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

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

- ☐ N/A
 - ☒ <65%
 - ☐ 65-80%
 - ☐ 81-90%
 - ☐ >90%
-

Termination Policy Points Earned: 0 of 0.8

Which of the following is included in your company's termination policy?

Exclude situations 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/A--no written termination policy
-

Worker / Management Conflict Mediation Points Earned: 0 of 0.8

Has the company identified one of the following designated agents to mediate complaints / issues between workers or workers and management?

- ☐ 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
-

Management & Worker Communication (Salaried)

Performance Reviews Points Earned: 0 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

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?

Please check all that apply.

- ☒ No written policy
 - ☐ Gender
 - ☐ Race
 - ☐ Color
 - ☐ Disability
 - ☐ Political opinion
 - ☐ Sexual orientation
 - ☐ Age
 - ☐ Religion
 - ☐ HIV status
-

Occupational Health & Safety

Worker Safety Practices Points Earned: 1.3332 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
 - ☒ 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 Business Models Introduction

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

94

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:

14

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:

8

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.

- ☐ 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: 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.

14

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

Nonprofit Ownership Points Earned: 0 of 1.18182

What % of the company is owned by:

Non-profit organization

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

Female Ownership Points Earned: 0 of 0

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

Women

10

Optional unweighted metrics: Approximately what % of the company's ownership is held by the following groups?
Individuals from chronically underemployed communities

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?

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 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)
- ☒ None of the above

Does your company have membership or a civic partnership with any of the following types of organizations?

Check all that apply.

- ☐ None
- ☒ Business or Trade Associations
- ☐ Chamber of Commerce
- ☒ Governmental Institutions
- ☒ Local academic institutions
- ☐ Cooperatives
- ☐ Other (describe)

Volunteer Service Policies Points Earned: 0.7894725 of 1.05263

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%
- ☐ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ >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
- ☐ 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

Total Amount of Volunteer Service Hours Points Earned: of 0

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

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

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 (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 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

Spending on Local Suppliers Points Earned: 0 of 4

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 on Local Customers Points Earned: 4 of 4

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

99

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

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

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

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

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

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

- ☐ Yes
- ☒ No

Independent Contractor Practices Points Earned: 1.1 of 2.2

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 communicate post-project or post-contract feedback to the company
- ☒ Independent contractors are verified to either work on a time-bound basis, or else split their time with work for other clients. 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%
- ☐ 75%+
- ☒ Don't know

What % your services have been reviewed and certified by an accreditation body? Select N/A if industry or service relevant accreditation does not exist.

- ☐ 0%
- ☐ 1-9%
- ☐ 10-24%
- ☐ 25-74%
- ☐ 75-99%
- ☐ 100%
- ☐ Don'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. 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 (workforce 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

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

Which best 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 energy use)
- ☐ Buildings use systems for increasing water efficiency (e.g. water efficient appliances, fixtures, and landscaping)
- ☐ Buildings use systems to monitor and improve air quality (e.g. increased ventilation)
- ☐ 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

Recycling 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

Environmentally Efficient Equipment Points Earned: 0 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 equipment)
- ☐ <50% (some equipment)
- ☐ 50%+ (majority of equipment)
- ☐ 100% (all equipment)
- ☐ N/A - No new equipment purchased

Environmental Management Systems Points Earned: 0 of 1.23077

Does your company have an environmental management system that includes any of the following?

Please check all 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)

Environmental Reviews or Audits Points Earned: 0 of 1.23077

Has your company gone through an environmental review or audit during the last 24 months?

If yes, select what 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 following are true of how your company encourages good environmental stewardship in how employees manage their virtual offices?

- ☐ 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

Monitoring 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
- ☐ We monitor usage and have met specific reduction targets during the last fiscal year

Monitoring 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 Conservation Practices Points Earned: 0 of 1.2

Has your company implemented any of the following water conservation methods at your corporate office or plant facilities?

Please check all that apply.

- ☐ Low-flow faucets/taps, toilets/urinals, showerheads
- ☐ Water recycling/reuse during the production process
- ☐ Harvest rainwater
- ☐ Other (describe)
- ☒ None of the above

Electricity Sources Points Earned: 0 of 1.2

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 small-scale hydropower)
- ☐ Bio-fuel or other clean/renewable based generators
- ☐ Renewable energy sources (including on-site renewable)
- ☐ Other (describe)

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: 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 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 2

During the last fiscal year, what % of non-reusable hazardous waste was disposed of responsibly, with a documented 3rd party?

Hazardous waste 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

Hazardous Materials On-Site

 Points Earned: 0 of 2

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

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

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

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
- ☒ None of the above

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 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, educational 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 fundraising 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

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 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
- ☐ 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, independent 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

500

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

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

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.

invoices, health days

Verification of Health Outcomes Points Earned: 0 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.

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
- ☐ 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?

We brought sport and healthy lifestyle to the most of our clients and costumers. We are the first benefit system for employees which brings them opportunity to live healthier life.

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 them?

- ☐ Yes
- ☒ No

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

If your beneficiaries are underserved individuals, which of the following underserved populations do they belong to? If you serve organizations 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 individuals
- ☒ Individuals who are not underserved in your product/service category (do not continue)

Impact on Underserved Populations Description Points Earned: 0 of 0

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

The answer to this 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 serve 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)
- ☐ 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 to address challenges of teaching low income students)
- ☐ My product/service is directly used by the previous underserved populations (e.g. products marketed to or designed for the underserved)

Low-Income Communities Served Points Earned: 0 of 0

If relevant, select which of the following impoverished communities your company serves:

Low Income

- ☒ Urban
- ☐ Rural
- ☐ Peri-urban

Poor Communities Served Points Earned: 0 of 0

If relevant, select which of the following impoverished communities your company serves:

Poor

- ☒ Urban
- ☐ Rural
- ☐ Peri-urban

Very Poor Communities Served Points Earned: 0 of 0

If relevant, select which of the following impoverished communities your company serves:

Very poor

- ☒ Urban
- ☐ Rural
- ☐ Peri-urban

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 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 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 from Serving In Need Populations Points Earned: of 0

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

% of Customers In-need Points Earned: 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: 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 +/- 5% 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

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 offering 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 Accesssibilitiy 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/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 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

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

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

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

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

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

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
☐ Don't Know

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
-

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

- ☐ Yes
☒ No
☐ Don't Know
-

Accidental Hazardous Substances Points Earned: 0 of 0

Please indicate if any of the following statements are true regarding your company's significant suppliers.
Significant Suppliers' sites have experienced accidental discharges to air, land or water of hazardous substances

- ☐ Yes
☒ No
☐ Don't Know
-

Resettlement or Economic Displacement 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' facilities resulted in physical resettlement or economic displacement involving 5,000 or more people near their facility

- ☐ Yes
☒ No
☐ Don't Know
-

Land Acquisition 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
☒ No
☐ 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
-

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
-

Other Disclosures

Other Disclosures Points Earned: of 0

Are there any other sensitive aspects of the business that are necessary to disclose?

If this does not apply to you, please type "does not apply" in the area below.

does not apply

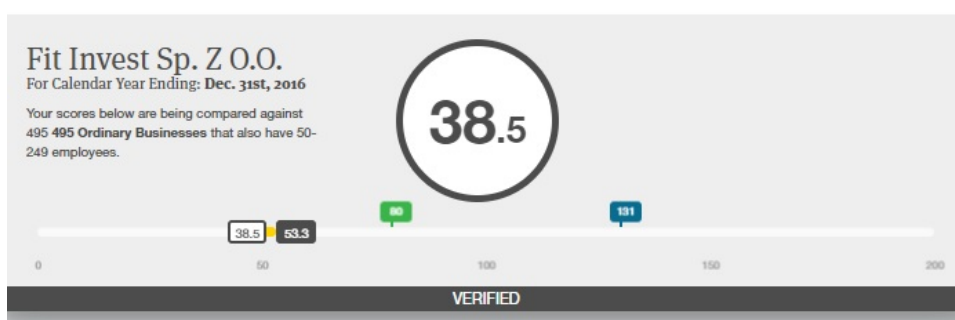
Fit Invest Sp. z o.o.

Service with Significant Environmental Footprint






50-249 Employees

2018-04-23

Overall B Impact Score



Impact Area Scores

	Governance	6.1	+
	Workers	8.9	+
	Community	8.4	+
	Environment	5.4	+
	Customers	9.5	+

Governance

Mission & Engagement

Level of Impact Focus Points Earned: 0 of 0

Select the description that best describes your business.

This is an unweighted 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.
- ☒ 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.
- ☐ 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 type or paste your mission statement here.

To support 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?

Please check all 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 0.5

Does your company have any of the following internal engagement practices that focus on the social or environmental mission of your company?

Check all that apply. 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 mission and goals
- ☐ Non-managers' performance evaluation includes execution of company's social or environmental mission and goals

Social/Environmental Key Performance Indicators Points Earned: 0 of 0.5

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

- ☒ We 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 social and environmental objectives
- ☐ We measure social and environmental outcomes over time (e.g. 3rd-party studies, customer or household surveys, progress out of poverty index, etc.)

Is the compensation of your CEO and those who directly report to the CEO tied to achieving specific social and environmental metrics or objectives?

Please check all that apply.

- ☒ No
- ☐ Yes, CEO/President compensation
- ☐ Yes, other senior management team member(s) compensation

Stakeholder Engagement Points Earned: 0 of 0.25

In the last year, how did the company solicit specific feedback from its external stakeholders (excluding employees and investors) regarding the company's social and environmental performance?

Check all that apply.

- ☒ 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)

Corporate Accountability

Governance Structures Points Earned: 0.4 of 0.4

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

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

- ☐ Owner/Manager only
- ☐ Non-Fiduciary Advisory Board
- ☒ Board of Directors or Equivalent

Governing Body Responsibilities Points Earned: 0.4 of 0.8

Does your Board of Directors have written responsibility for the following issues?

Please check all 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

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.

- ☐ 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
- ☐ 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 includes a 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?

- ☐ Yes
- ☒ No

Is there an 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.

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

Transparency

Financial 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
- ☐ N/A - Our company is pre-revenue

Reviewed / Audited Financials Points Earned: 0.27273 of 0.27273

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: 0.18185303 of 0.54545

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 0.54545

Does the 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 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?

- ☒ Yes
- ☐ No

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?

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

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 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, community 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.g. 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.

162

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.

21

of Part Time Workers Points Earned: 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.

of Part Time Workers Last Year Points Earned: 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.

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.

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

% Increase in Wages Points Earned: 0 of 1.81667

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%

☐

5%+

Bonus Plan Characteristics Points Earned: 0 of 1.81667

Which of the 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, allocation 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

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 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
- ☐ 1-5x

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 salary base?

Please select 0% if your company did not have bonuses issued.

- ☐ 0%
- ☒ <1%
- ☐ 1-5%
- ☐ 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
- ☒ 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 company or the government?

- ☐ None
- ☐ Up to 2 weeks
- ☒ 2 to 5 weeks
- ☐ 6+ weeks

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 of 2.37143

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
- ☐ Other free or subsidized benefits (describe)
- ☒ None
-

Worker Benefits (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
- ☐ 36+ work 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?

- ☐ 0-5 weeks
- ☐ 6-11 weeks
- ☐ 12-17 weeks
- ☒ 18-23 weeks
- ☐ 24+ weeks
-

Training & Education

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
- ☐ 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: 0.216645 of 0.65

During the last 12 months, what was the average amount of training that a newly hired worker received?

Use average of both 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

Training & Education (Salaried)

Skills-Based Training Participation Points Earned: 0.17 of 0.68

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: 0.51 of 0.68

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%
- ☐ 75%+
- ☐ Don't know

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.)

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

External Professional Development Participation Points Earned: 0.34 of 1.36

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

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: 0.875 of 3.5

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.

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

% of Company 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

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.

generally in the clubs there are no formal written evaluations

Does the company 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

Employee Satisfaction Points Earned: 0 of 0.475

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

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

- ☐ N/A
- ☒ <65%
- ☐ 65-80%
- ☐ 81-90%
- ☐ >90%

Termination Policy Points Earned: 0.475 of 0.475

Which of the following is included in your company's termination policy?

Exclude situations 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/A--no written termination policy

Worker / Management Conflict Mediation Points Earned: 0 of 0.475

Has the company identified one of the following designated agents to mediate complaints / issues between workers or workers and management?

- ☐ 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

Management & Worker Communication (Salaried)

Performance Reviews Points Earned: 0.125 of 0.5

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

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 0.3

If you have a written non-discrimination policy, which of the following are covered in hiring and in the workplace?

Please check all that apply.

- ☒ No written policy
 - ☐ Gender
 - ☐ Race
 - ☐ Color
 - ☐ Disability
 - ☐ Political opinion
 - ☐ Sexual orientation
 - ☐ Age
 - ☐ Religion
 - ☐ HIV status
-

Human Rights Reviews/Certifications Points Earned: 0 of 0.6

Have your company's human rights and labor practices been certified or reviewed by an independent third party during the last 12 months?

- ☐ Yes
 - ☒ No
-

Occupational Health & Safety

Worker Safety Practices Points Earned: 0.228550476 of 0.34286

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
 - ☒ 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
-

Does your 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 (Vice-President or higher)

Handling Hazardous Materials Points Earned: 0 of 0.68571

If your company uses any hazardous or dangerous materials on-site, check all that apply.

Hazardous materials 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 for proper storage, handling, and disposal of materials
- ☐ All workers who handle hazardous materials are required to wear protective gear, including clothing, eye and foot 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 health check-ups
- ☐ Other (describe)
- ☐ None
- ☒ N/A

Machinery Practices Points Earned: 0.411426 of 0.68571

Does your company do any of the following with regard to equipment or machinery used by workers?

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

- ☒ All workers who use equipment receive initial and ongoing training on proper operation and emergency shut-off of the machinery
- ☐ All workers are required to wear appropriate protective gear, including clothing, eye and foot protection, when working w machinery
- ☒ The company regularly inspects whether correct protective gear and operation of machinery is being followed by workers
- ☒ Machinery is checked at least once per year for necessary maintenance issues
- ☐ Signs regarding hazards and proper use of equipment are posted on or near equipment in the local language
- ☐ Other (describe)
- ☐ None
- ☐ N/A

Worker Business Models Introduction

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 has no workers.

Last 12 months:

141

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:

Job Growth Rate Points Earned: 2.66667 of 2.66667

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: 1.333335 of 2.66667

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: 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

Attrition Rate Points Earned: 0 of 2.66667

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.

100

Non-managerial Worker Diversity Points Earned: 0 of 0.94118

What % of non-managerial full-time and part-time employees are women or from chronically-underemployed communities?

Women

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

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
-

Non-managerial Worker Diversity Points Earned: 0 of 0.94118

What % of non-managerial full-time and part-time employees are women or from chronically-underemployed communities?

Chronically-underemployed

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

Female Management Points Earned: 0 of 0.94118

What % of management (both full-time and part-time workers) are women, from chronically-underemployed communities or expatriates?

Women

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

Management from Underemployed Groups Points Earned: 0 of 0.94118

What % of management (both full-time and part-time workers) are women, from chronically-underemployed communities or expatriates?

Chronically-underemployed

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

What % of management (both full-time and part-time workers) are women, from chronically-underemployed communities or expatriates?

Expatriates

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

Nonprofit Ownership Points Earned: 0 of 0.47059

What % of the company is owned by:

Non-profit organization

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

Female Ownership Points Earned: of 0

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

Women

Ownership by Individuals from Underemployed Groups Points Earned: of 0

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

Individuals from chronically underemployed communities

Board of Directors Diversity Points Earned: 0 of 0.94118

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

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

Diversity and Inclusion Training Points Earned: 0 of 0.94118

Does the company provide specific content in worker training on inclusion and diversity issues related to any of the following specific underrepresented groups?

Check all that apply.

- ☐ Gender inclusiveness
- ☐ Minorities
- ☐ LGBT community
- ☐ Individuals with disabilities
- ☐ Other underrepresented groups (please describe)
- ☒ None of the Above

Civic Engagement & Giving

Corporate 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 Memberships and Partnerships Points Earned: 0 of 0.42105

Does your company have membership or a civic partnership with any of the following types of organizations?

Check all that apply.

- ☒ None
- ☐ Business or Trade Associations
- ☐ Chamber of Commerce
- ☐ Governmental Institutions
- ☐ Local academic institutions
- ☐ Cooperatives
- ☐ 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 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

Tracking Volunteer Service Points Earned: 0 of 0.42105

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
- ☐ Our company monitors hours contributed and has met specific increase targets during the reporting period

Total Amount of Volunteer Service Hours Points Earned: of 0

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

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

Volunteer Service Per Capita Points Earned: 0 of 0.84211

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%
- ☐ 0.1-0.5% of time
- ☐ 0.6-1% of time
- ☐ 1.1-2% of time
- ☐ >2% of time
- ☒ Don't know / not monitored

Total Amount of Charitable Donations Points Earned: 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.

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
- ☐ Less than 0.1% of revenues
- ☐ 0.1-0.4% of revenues
- ☐ 0.5-0.9% of revenues
- ☐ 1-1.9% of revenues
- ☐ 2%+ of revenues
- ☐ Don't know

Advocacy for Social and Environmental Standards Points Earned: 0 of 0.42105

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

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

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 on Local Customers Points Earned: 2 of 2

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

- ☒ Yes
- ☐ No

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.

- ☒ 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

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

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

- ☐ Yes
- ☒ No

Length of Supplier Relationships Points Earned: 1.11000222 of 1.66667

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

Supplier Code of Conduct Points Earned: 0 of 1.66667

Does your company have a formal Code of Conduct policy or contract that specifically holds the suppliers, distributors or retailers that your company works with accountable for social and environmental performance?

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

- ☐ Yes
- ☒ No

Independent Contractor Practices Points Earned: 0.833335 of 1.66667

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 communicate post-project or post-contract feedback to the company
- ☒ Independent contractors are verified to either work on a time-bound basis, or else split their time with work for other clients. 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

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%
- ☐ 75%+
- ☒ Don't know

Revenue from Certified Products Points Earned: 0 of 1.66667

During the last fiscal year, what % of revenues are generated from products that have a certification that assesses the product or production 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

Tracking System for Quality Assurance Points Earned: 0 of 1.66667

Does your company have a tracking system in place for all products to manage quality assurance issues?

- ☐ Yes
- ☐ No
- ☒ NA

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. 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 (workforce 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

Environment

Environment Introduction

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

Previously 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 buildings?

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

Facility Environmental Efficiency Points Earned: 0.640002 of 1.06667

Which best 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 energy use)
- ☒ Buildings use systems for increasing water efficiency (e.g. water efficient appliances, fixtures, and landscaping)
- ☒ Buildings use systems to monitor and improve air quality (e.g. increased ventilation)
- ☐ 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

Recycling 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 bins
- ☒ Other (describe)
- Printer cartridges, batteries, etc.*
- ☐ None

Environmentally Efficient Equipment Points Earned: 0 of 0.53333

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

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

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

Does your company have an environmental management system that includes any of the following?

Please check all 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)

Environmental Reviews or Audits Points Earned: 0 of 1.06667

Has your company gone through an environmental review or audit during the last 24 months?

If yes, select what 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 2.13333

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

- ☐ 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

Environmentally Certified Products Points Earned: 0 of 2.125

During the last fiscal year, what % of your products sold had a product certification that assesses the environmental impacts of the product/production process for that product?

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

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

Monitoring Energy Usage Points Earned: 0.7082625 of 2.125

143

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
 - ☐ We monitor usage and have met specific reduction targets during the last fiscal year
-

Monitoring 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
 - ☐ We monitor usage and have met specific reduction targets during the last fiscal year
-

Environmental Assessments Conducted Points Earned: 0 of 2.125

Has your company conducted any of the following during the last 24 months with regard to a majority of the products you manufacture or sell:

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

- ☐ 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
-

Environmentally Preferred Materials Points Earned: 0 of 2.125

What is the % of recycled, biodegradable, or environmentally-preferred/sustainable materials in the product (including packaging)?

- ☐ 0%
 - ☐ 1-24%
 - ☐ 25-49%
 - ☐ 50-74%
 - ☐ 75%+
 - ☒ Don't know
 - ☐ N/A - Company does not sell a physical product
-

Water Conservation Practices Points Earned: 1.0625 of 2.125

Has your company implemented any of the following water conservation methods at your corporate office or plant facilities?

Please check all that apply.

- ☒ Low-flow faucets/taps, toilets/urinals, showerheads
 - ☐ Water recycling/reuse during the production process
 - ☐ Harvest rainwater
 - ☐ Other (describe)
 - ☐ None of the above
-

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 small-scale 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
- ☐ Our company monitors and records emissions (no reduction targets)
- ☐ Our company monitors emissions and has specific reduction targets
- ☐ Our company monitors emissions and has met specific reduction targets during the last FY
- ☐ Eliminated emissions of this by-product entirely
- ☐ N/A

During the last fiscal year, what % of non-reusable hazardous waste was disposed of responsibly, with a documented 3rd party?

Hazardous waste 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

Hazardous Materials On-Site Points Earned: 0 of 3.33333

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

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

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

Types of Carbon Credits Purchased Points Earned: 0 of 1.66667

Has your company purchased any of the following types of carbon credits during the last fiscal year?

- ☐ Voluntary Carbon Credits
- ☐ Certified Carbon Credits
- ☒ None

Transportation, Distribution & Suppliers

Significant 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 that apply.

- ☐ 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

Significant Suppliers Reporting Practices Points Earned: 0 of 0.76923

During the last fiscal year, what % of your company's Costs of Goods Sold (less labor expenses) were procured from significant suppliers who monitor and report on any of the previously selected factors?

Select 0% if none of the previous factors were selected.

- ☒ 0%
- ☐ 1-19%
- ☐ 20-39%
- ☐ 40-50%
- ☐ >50%

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

- ☐ Yes
- ☒ No

Sourcing % of COGS from Local Suppliers Points Earned: 0 of 0.76923

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

Cost of Goods Sold (excluding labor)

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

Sourcing % raw materials from Local Suppliers Points Earned: 0 of 0.76923

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

Raw materials (in currency terms) grown or harvested

By company or local independent suppliers.

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

Managing Impact of Transportation Points Earned: 0 of 0.76923

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

Please check all that apply.

- ☐ Utilize clean or low-emission vehicles (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

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
- ☒ None of the above

Customers

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?

By promoting active sporting increase health and well-being of our customers. Our services have a positive impact on our customers. We promote life and work balance.

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 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, educational 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 fundraising 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:

77478

Total Customer Organizations Points Earned: 0 of 0

Total Number of Customers
Organizations:

306

Health & Wellness Improvement

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 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
- ☐ 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, independent 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

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

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.

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
- ☐ 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?

No, other than the continuously 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?

- ☐ 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?

- ☐ Yes
- ☒ No

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

If your beneficiaries are underserved individuals, which of the following underserved populations do they belong to? If you serve organizations 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 individuals
- ☒ Individuals who are not underserved in your product/service category (do not continue)

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 this 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 serve 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)
- ☐ 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 to address challenges of teaching low income students)
- ☐ My product/service is directly used by the previous underserved populations (e.g. products marketed to or designed for the underserved)

Low-Income Communities Served Points Available: 0

If relevant, select which of the following impoverished communities your company serves:

Low Income

- ☐ Urban
- ☐ Rural
- ☐ Peri-urban

Poor Communities Served Points Available: 0

If relevant, select which of the following impoverished communities your company serves:

Poor

- ☐ Urban
- ☐ Rural
- ☐ Peri-urban

Very Poor Communities Served Points Available: 0

If relevant, select which of the following impoverished communities your company serves:

Very poor

- ☐ Urban
- ☐ Rural
- ☐ Peri-urban

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 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 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 from Serving In Need Populations Points Earned: of 0

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

% of Customers In-need Points Earned: 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: 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.

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 +/- 5% are acceptable.

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.

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.

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 offering 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 Accessibility 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

0

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

0

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.

0

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

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
-

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 apply. Alcohol (excluding beer and wine)

- ☐ 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 apply. Commercial logging and logging equipment

- ☐ 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 apply. Firearms, weapons or munitions

- ☐ 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 apply. Genetically modified organisms

- ☐ 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 apply. Fossil fuel-based oil or coal utility

- ☐ 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 apply. Ozone depleting substances subject to international phase-out

- ☐ 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

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

- ☐ 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

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 apply.
Radioactive materials

- ☐ 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 apply.
Tobacco

- ☐ Yes
☒ No

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 apply.
Unbonded asbestos fibers

- ☐ 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

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

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

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.

As explained earlier - most fitness trainers are hired on a contractual rather than employment basis in Poland

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 Recalls 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 recalls due to quality control issues

- ☐ Yes
☒ No

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

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

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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 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
☒ No

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
☒ No
☐ 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
☐ No
☒ Don't Know

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

- ☐ Yes
☐ No
☒ Don't Know

Please indicate if any of the following statements are true regarding your company's significant suppliers.
Significant Suppliers' sites have experienced accidental discharges to air, land or water of hazardous substances

- ☐ Yes
☐ No
☒ Don't Know
-

Resettlement or Economic Displacement 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' facilities resulted in physical resettlement or economic displacement involving 5,000 or more people near their facility

- ☐ Yes
☐ No
☒ Don't Know
-

Land Acquisition 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
☐ No
☒ 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

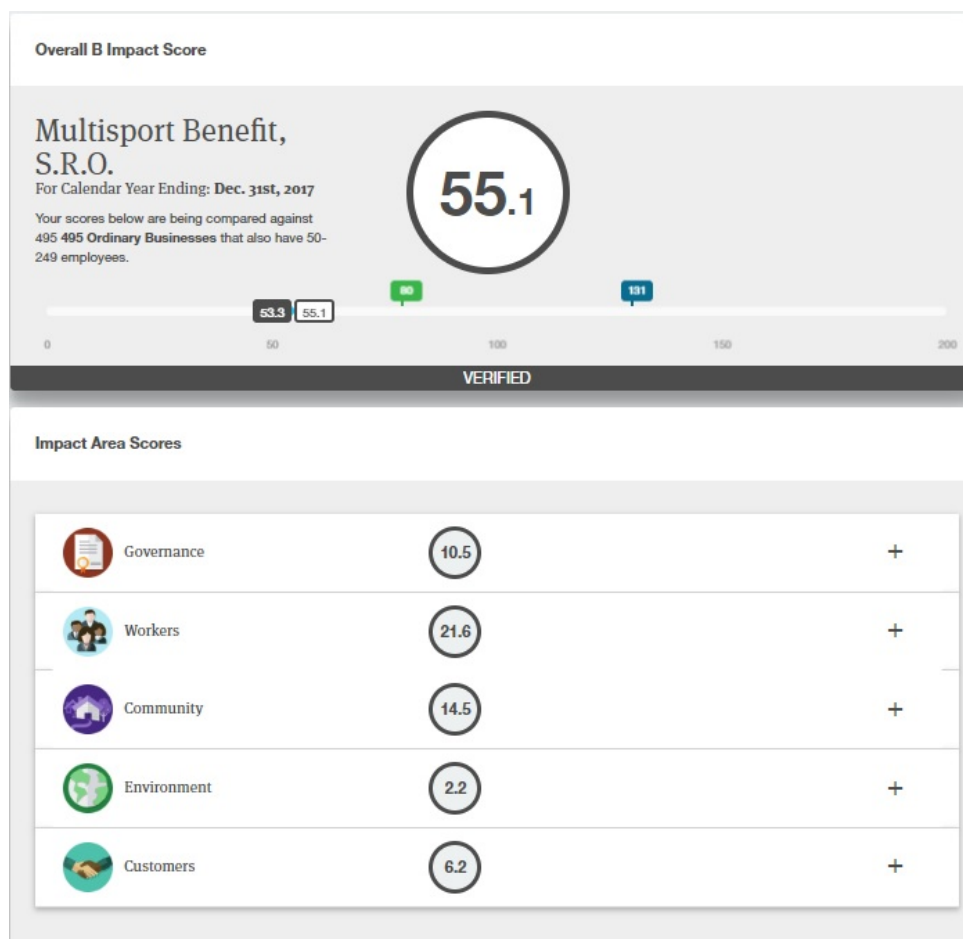
- ☐ True
☐ False
☒ Don't Know
-

Multisport Benefit, s.r.o.

Service with Minor Environmental Footprint

50-249 Employees

2018-03-26



Governance

Mission & Engagement

Level of Impact Focus Points Earned: 0 of 0

Select the description that best describes your business.

This is an unweighted 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.
- ☒ 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.
- ☐ 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 type 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 company have a corporate mission statement, and does it include any of the following?

Please check all 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

Does your company have any of the following internal engagement practices that focus on the social or environmental mission of your company?

Check all that apply. 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 mission and goals
- ☐ Non-managers' performance evaluation includes execution of company's social or environmental mission and goals

Social/Environmental 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 your social 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 social and environmental objectives
- ☐ We measure social and environmental outcomes over time (e.g. 3rd-party studies, customer or household surveys, progress out of poverty index, etc.)

Is the compensation of your CEO and those who directly report to the CEO tied to achieving specific social and environmental metrics or objectives?

Please check all that apply.

- ☐ No
- ☒ Yes, CEO/President compensation
- ☒ Yes, other senior management team member(s) compensation

Stakeholder Engagement Points Earned: 0 of 0.375

In the last year, how did the company solicit specific feedback from its external stakeholders (excluding employees and investors) regarding the company's social and environmental performance?

Check all that apply.

- ☒ 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)

Corporate Accountability

Governance Structures Points Earned: 0.6 of 0.6

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

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

- ☐ Owner/Manager only
- ☐ Non-Fiduciary Advisory Board
- ☒ Board of Directors or Equivalent

Governing Body Responsibilities Points Earned: 0.9 of 1.2

Does your Board of Directors have written responsibility for the following issues?

Please check all 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

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: 1.14286 of 1.14286

Does the company maintain any of the following financial controls?

Please check all 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
- ☒ 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 0.57143

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 includes a statement against bribery and corruption.

Instruction on Code of Ethics

 Points Earned: 0 of 1.14286

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 0.57143

Does the company have a written whistleblower policy?

- ☐ Yes
- ☒ No

Is there an 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.

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

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: 0.45455 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 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 Feedback 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

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

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

Revenue Year Before Last Points Earned: 0 of 0

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 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, community 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
- ☐ 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.

56

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.

39

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.

1

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

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.

56

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.

144

Inflation Rate Compensation Adjustments Points Earned: 0 of 2.21667

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: 1.477853889 of 2.21667

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%
- ☐ 5%+

Bonus Plan Characteristics Points Earned: 2.21667 of 2.21667

Which of the 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, allocation 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.

All people excluding Sales have half-year and yearly bonuses, which depends on (i) company results and (ii) individual's KPI's. Sales have monthly commissions for sales and quarterly bonuses based on KPI's.

Non-Cash Bonus Points Earned: of 0

If you provide a non-cash bonus, describe what the bonus is and how you value it.

People have an option to be provided either the cash bonus or to put funds to the cafeteria system (non-cash).

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 Low Pay Ratio Points Earned: 3.3249975 of 4.43333

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

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

Compensation & Wages (Salaried)

Bonus Plan Characteristics Points Earned: 1.7 of 1.7

In the last 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

Supplementary Benefits Points Earned: 0.714285 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)

loans to employees (not communicated widely, 2 given, when employee in trouble)

- ☐ None of the above

Paid Secondary Caregiver Leave Points Earned: 0.9428562 of 2.85714

What is the 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

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
- ☒ Other free or subsidized benefits (describe)

Multisport Cards, Healthy days, Team buildings, company cars, co-finance of lessons 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?

- ☐ 0-5 weeks
- ☐ 6-11 weeks
- ☐ 12-17 weeks
- ☐ 18-23 weeks
- ☒ 24+ weeks

Training & Education

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
- ☐ 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?

Use average of both 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

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%
- ☐ 50-74%
- ☐ 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 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%
- ☐ 75%+
- ☐ Don't know

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.)

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

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 opportunities in the past fiscal year?

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.

- ☐ 0%
- ☒ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75-99%
- ☐ 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 development plans.

Does the company 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
-

Employee Satisfaction Points Earned: 0.425 of 0.85

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

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

- ☐ N/A
 - ☐ <65%
 - ☒ 65-80%
 - ☐ 81-90%
 - ☐ >90%
-

Termination Policy Points Earned: 0 of 0.85

Which of the following is included in your company's termination policy?

Exclude situations 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/A--no written termination policy
-

Worker / Management Conflict Mediation Points Earned: 0.425 of 0.85

Has the company identified one of the following designated agents to mediate complaints / issues between workers or workers and management?

- ☐ 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
-

Management & Worker Communication (Salaried)

Performance Reviews Points Earned: 0.8 of 0.8

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

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 0.3

If you have a written non-discrimination policy, which of the following are covered in hiring and in the workplace?

Please check all that apply.

- ☒ No written policy
 - ☐ Gender
 - ☐ Race
 - ☐ Color
 - ☐ Disability
 - ☐ Political opinion
 - ☐ Sexual orientation
 - ☐ Age
 - ☐ Religion
 - ☐ HIV status
-

Human Rights Reviews/Certifications Points Earned: 0 of 0.6

Have your company's human rights and labor practices been certified or reviewed by an independent third party during the last 12 months?

- ☐ Yes
 - ☒ No
-

Occupational Health & Safety

Worker Safety Practices Points Earned: 0 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
 - ☐ 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 Business Models Introduction

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
-

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.

- ☐ 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: 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

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
-

Non-managerial Worker Diversity Points Earned: 1.52941 of 1.52941

What % of non-managerial full-time and part-time employees are women or from chronically-underemployed communities?

Women

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

Non-managerial Worker Diversity Points Earned: 0 of 1.52941

What % of non-managerial full-time and part-time employees are women or from chronically-underemployed communities?

Chronically-underemployed

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

Female Management Points Earned: 1.52941 of 1.52941

What % of management (both full-time and part-time workers) are women, from chronically-underemployed communities or expatriates?

Women

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

What % of management (both full-time and part-time workers) are women, from chronically-underemployed communities or expatriates?

Chronically-underemployed

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

Expatriate Management Points Earned: 0 of 0

What % of management (both full-time and part-time workers) are women, from chronically-underemployed communities or expatriates?

Expatriates

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

Nonprofit Ownership Points Earned: 0 of 0.76471

What % of the company is owned by:

Non-profit organization

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

Female Ownership Points Earned: 0 of 0

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

Women

14

Ownership by Individuals from Underemployed Groups Points Earned: 0 of 0

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

Individuals from chronically underemployed communities

0

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

Diversity and Inclusion Training Points Earned: 0 of 1.52941

Does the company provide specific content in worker training on inclusion and diversity issues related to any of the following specific underrepresented groups?

Check all that apply.

- ☐ Gender inclusiveness
- ☐ Minorities
- ☐ LGBT community
- ☐ Individuals with disabilities
- ☐ Other underrepresented groups (please describe)
- ☒ None of the Above

Civic Engagement & Giving

Corporate 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

Does your company have membership or a civic partnership with any of the following types of organizations?

Check all that apply.

- ☐ None
- ☐ Business or Trade Associations
- ☐ Chamber of Commerce
- ☐ Governmental Institutions
- ☐ Local academic institutions
- ☐ Cooperatives
- ☒ Other (describe)

Polish business club, HR club

Volunteer Service Policies Points Earned: 0 of 1.05263

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%
- ☐ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ >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
- ☐ 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

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

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

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

0

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)

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 on Local Customers Points Earned: 2.66667 of 2.66667

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.

- ☐ 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

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

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

- ☐ Yes
- ☒ No

Independent Contractor Practices Points Earned: 0 of 2.2

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 communicate post-project or post-contract feedback to the company
- ☐ Independent contractors are verified to either work on a time-bound basis, or else split their time with work for other clients. 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

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%
- ☐ 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.

- ☐ 0%
- ☐ 1-9%
- ☐ 10-24%
- ☐ 25-74%
- ☐ 75-99%
- ☐ 100%
- ☒ Don'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. 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 (workforce 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

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

Previously 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 buildings?

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

Facility Environmental Efficiency Points Earned: 0 of 1.06667

Which best 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 energy use)
- ☐ Buildings use systems for increasing water efficiency (e.g. water efficient appliances, fixtures, and landscaping)
- ☐ Buildings use systems to monitor and improve air quality (e.g. increased ventilation)
- ☐ 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

Recycling 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

Environmentally Efficient Equipment Points Earned: 0.177758889 of 0.53333

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

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

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

Does your company have an environmental management system that includes any of the following?

Please check all 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)

Environmental Reviews or Audits Points Earned: 0 of 1.06667

Has your company gone through an environmental review or audit during the last 24 months?

If yes, select what 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 2.13333

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

- ☐ 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

Monitoring 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
- ☐ We monitor usage and have met specific reduction targets during the last fiscal year

Monitoring 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
- ☐ We monitor usage and have met specific reduction targets during the last fiscal year

Has your company implemented any of the following water conservation methods at your corporate office or plant facilities?

Please check all that apply.

- ☐ Low-flow faucets/taps, toilets/urinals, showerheads
- ☐ Water recycling/reuse during the production process
- ☐ Harvest rainwater
- ☐ Other (describe)
- ☒ None of the above

Electricity Sources Points Earned: 0 of 1.2

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 small-scale 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 1.2

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: 0.4285725 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)

During the last fiscal year, what % of non-reusable hazardous waste was disposed of responsibly, with a documented 3rd party?

Hazardous waste 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

Hazardous Materials On-Site Points Earned: 0 of 1.71429

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

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

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

Types of Carbon Credits Purchased Points Earned: 0 of 0.85714

Has your company purchased any of the following types of carbon credits during the last fiscal year?

- ☐ Voluntary Carbon Credits
- ☐ Certified Carbon Credits
- ☒ None

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
- ☒ None of the above

Customers

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

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.

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 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 Customer Individuals Points Earned: 0 of 0

Total Number of Customers
Individuals:

93000

Total Customer Organizations Points Earned: 0 of 0

Total Number of Customers
Organizations:

2473

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 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
- ☐ None of the above

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, independent of other factors
- ☒ My product contributes to the stated positive health outcome, but does so dependent upon other resources/circumstances 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

74000

Households 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. Households

0

Communities 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. Communities

0

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

2400

Governments 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. Governments

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

every visit to fitness clubs or facility is registered in our system

Verification of Health Outcomes Points Earned: 0 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.

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
- ☐ 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 product our company provides were first on Czech market and contributed in a way to increase the number of active 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 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?

- ☐ 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 - we do not consider our end-users as underserved

If your beneficiaries are underserved individuals, which of the following underserved populations do they belong to? If you serve organizations 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 individuals
- ☒ Individuals who are not underserved in your product/service category (do not continue)
-

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 this 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 serve 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)
- ☐ 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)
- ☐ My product/service is directly used by the previous underserved populations (e.g. products marketed to or designed for the underserved)
-

Low-Income Communities Served Points Available: 0

If relevant, select which of the following impoverished communities your company serves:

Low Income

- ☐ Urban
- ☐ Rural
- ☐ Peri-urban
-

Poor Communities Served Points Available: 0

If relevant, select which of the following impoverished communities your company serves:

Poor

- ☐ Urban
- ☐ Rural
- ☐ Peri-urban
-

Very Poor Communities Served Points Available: 0

If relevant, select which of the following impoverished communities your company serves:

Very poor

- ☐ Urban
- ☐ Rural
- ☐ Peri-urban
-

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

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.
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

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 offering 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 Accessibility 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

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

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

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

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

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

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
☐ Don't Know

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
-

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

- ☐ Yes
☒ No
☐ Don't Know
-

Accidental Hazardous Substances Points Earned: 0 of 0

Please indicate if any of the following statements are true regarding your company's significant suppliers.
Significant Suppliers' sites have experienced accidental discharges to air, land or water of hazardous substances

- ☐ Yes
☒ No
☐ Don't Know
-

Resettlement or Economic Displacement 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' facilities resulted in physical resettlement or economic displacement involving 5,000 or more people near their facility

- ☐ Yes
☒ No
☐ Don't Know
-

Land Acquisition 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
☒ No
☐ 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
-

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
-

Other Disclosures

Other Disclosures Points Earned: of 0

Are there any other sensitive aspects of the business that are necessary to disclose?

If this does not apply to you, please type "does not apply" in the area below.

does not apply
