

# Question Filter

Daterra Atividades Rurais					Certified B Corporation
SCORE	COMPLETION	VERSION	NAME	SECTOR	SIZE
85.0	100%	6	2019 - Active	Agriculture/Growers	250-999

As wholly-owned subsidiary of CIA DPASCHOAL DE PARTICIPAÇÕES, Daterra Atividades Rurais is required to make its full B Impact Assessment transparent. The PDF contains a completed B Impact Assessment that has been reviewed by B Lab with Daterra Atividades Rurais as part of their certification as a B Corporation. Answers to questions that would reveal sensitive information (e.g. that would advantage competitors or prejudice litigation) are covered as such:

## Mission & Engagement

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1.7

### Level of Impact Focus

Describe your company's approach to creating positive impact.

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

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

Points Available: 0.00

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### Mission Statement Characteristics

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

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

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

Points Earned: 0.14 of 0.29

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### Mission Statement

Please share the text of your formal mission statement here.

Please share the text of your formal mission statement here.

Points Available: 0.00

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## Social and Environmental Decision-Making

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

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

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

Points Earned: 0.40 of 0.57

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## Social and Environmental Performance Training

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

Please check all that apply.

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

Points Earned: 0.57 of 0.57

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## Board Review of Social or Environmental Performance

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

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

Points Earned: 0.57 of 0.57

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## Stakeholder Engagement

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

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

Points Available: 0.29

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## Management of Material Social and Environmental Issues

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

- ☒ We track impact metrics that we've chosen based on company mission or executive decision
- ☐ We have conducted a materiality assessment of our company using stakeholder engagement mechanisms or research
- ☐ We have identified and measure metrics based on the results of the materiality assessment we conducted for the company
- ☐ We have set performance targets for all identified material issues and measurements
- ☐ We measure the material social and environmental outcomes produced by our performance on our KPIs over time
- ☐ None of the above

Points Earned: 0.11 of 0.57

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## Identification of Material Issues

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

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

Points Available: 0.00

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## Ethics & Transparency

OPERATIONS

2.4

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## Governance Structures

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

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

Points Earned: 0.18 of 0.36

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## Code of Ethics

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

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

Points Earned: 0.09 of 0.36

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## Instruction on Code of Ethics

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

Please check all that apply.

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

Points Earned: 0.24 of 0.36

## Breached Code of Ethics Breachment Policy

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

- ☐ Breaches, including case details, are reported to Board of Directors
- ☐ Breaches, including case details, are reported publicly
- ☒ Reported breaches are investigated promptly via 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
- ☐ None of the above
- ☐ N/A - No Business Code of Conduct

*Points Earned: 0.36 of 0.36*

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## Anti-Corruption Practices

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

- ☐ Written employee whistle-blowing policy with confidentiality policy
- ☐ Circulation of whistle-blowing policy to all employees and business partners
- ☐ Communication of the anti-corruption system at least annually to the relevant internal and external stakeholders
- ☐ Annual training on the anti-corruption system
- ☐ Providing supporting tools and guidance (e.g. self-assessment survey for high-risk departments)
- ☒ Anonymous mechanisms to report concerns and grievances
- ☐ Individual or department oversight with direct access to Board of Directors
- ☐ We take part of a collective action/coalition with governments, community-based organizations, NGOs and other businesses to act against corruption
- ☐ Other - please describe
- ☐ None of the above

*Points Earned: 0.07 of 0.36*

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## Monitoring Ethics and Corruption

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

- ☐ Responsibility for the monitoring has been clearly assigned and resources have been made available
- ☒ Mechanisms are in place for continuous monitoring (internal employee self-evaluations, automated controls monitoring)
- ☒ The management of the company (e.g. Board of Directors, Audit Committee) review the results of internal and external reviews and ensure that required changes are implemented in an appropriate and prompt manner
- ☐ External independent assurance is conducted to provide further security to management and stakeholders regarding the effectiveness of the anti-corruption programme
- ☐ Regular reporting announcements about the program are made at least annually to relevant internal and external stakeholders (workshops, CEO announcement, newsletter)
- ☐ None of the above

*Points Earned: 0.15 of 0.36*

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## Financial Reporting Standards

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

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

*Points Earned: 0.73 of 0.73*

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## Reviewed / Audited Financials

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

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

*Points Earned: 0.18 of 0.18*

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## Financial Controls

Does your company maintain any of the following financial controls?

Please check all that apply.

- ☒ IT systems have different password protection systems that are changed periodically with different access levels according to the position of the staff member accessing the data
- ☐ Fraud risk assessment is conducted at least annually, with any identified internal control deficiencies communicated to Board of Directors 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
- ☐ None of the above

*Points Earned: 0.36 of 0.36*

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## Company Transparency

What information does the company make publicly available and transparent?

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

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

*Points Available: 0.36*

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## Crop Sales Information

Does your company share receipts of all crop sales, price, and quantity?

If the company does not have any land under cultivation, select N/A.

- ☒ Shared with all managers
- ☐ Shared with all non-managers
- ☐ Shared with growers/members
- ☐ Shared publicly (e.g. posted on website)
- ☐ No receipts are shared
- ☐ N/A

*Points Earned: 0.09 of 0.36*

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## Governance Metrics

OPERATIONS  
**0.0**

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



## Last Fiscal Year

On what date did your last fiscal year end?

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

On what date did your last fiscal year end?

*Points Available: 0.00*

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# Reporting Currency

Select your reporting currency

- ☐ US Dollar - USD
- ☐ Euro - EUR
- ☐ Australian Dollar - AUD
- ☐ Canadian Dollar - CAD
- ☐ Danish Krone - DKK
- ☐ Hong Kong Dollar - HKD
- ☐ Iceland Krona - ISK
- ☐ New Israeli Sheqel - ILS
- ☐ New Zealand Dollar - NZD
- ☐ Norwegian Krone - NOK
- ☐ British Pound - GBP
- ☐ Singapore Dollar - SGD
- ☐ Swedish Krona - SEK
- ☐ Swiss Franc - CHF
- ☐ Yen - JPY
- ☐ Zloty - PLN
- ☐ Afghani - AFN
- ☐ Algerian Dinar - DZD
- ☐ Argentine Peso - ARS
- ☐ Armenian Dram - AMD
- ☐ Aruban Guilder - AWG
- ☐ Azerbaijanian Manat - AZN
- ☐ Bahamian Dollar - BSD
- ☐ Bahraini Dinar - BHD
- ☐ Baht - THB
- ☐ Balboa - PAB
- ☐ Barbados Dollar - BBD
- ☐ Belarussian Ruble - BYR
- ☐ Belize Dollar - BZD
- ☐ Bermudian Dollar - BMD
- ☐ Bolivar Fuerte - VEF
- ☐ Boliviano - BOB
- ☒ Brazilian Real- BRL
- ☐ Brunei Dollar - BND
- ☐ Bulgarian Lev - BGN
- ☐ Burundi Franc - BIF
- ☐ Cape Verde Escudo - CVE
- ☐ Cayman Islands Dollar - KYD
- ☐ Cedi - GHS
- ☐ CFA Franc BCEAO - XOF
- ☐ CFA Franc BEAC - XAF
- ☐ CFP Franc - XPF
- ☐ Chilean Peso - CLP
- ☐ Colombian Peso - COP
- ☐ Comoro Franc - KMF
- ☐ Congolese Franc - CDF
- ☐ Convertible Marks - BAM
- ☐ Nicaraguan Cordoba - NIO

- ☐ Costa Rican Colon - CRC
- ☐ Croatian Kuna - HRK
- ☐ Cuban Peso - CUP
- ☐ Czech Koruna - CZK
- ☐ Dalasi - GMD
- ☐ Denar - MKD
- ☐ Djibouti Franc - DJF
- ☐ Dobra - STD
- ☐ Dominican Peso - DOP
- ☐ East Caribbean Dollar - XCD
- ☐ Egyptian Pound - EGP
- ☐ El Salvador Colon - SVC
- ☐ Ethiopian Birr - ETB
- ☐ Falkland Islands Pound - FKP
- ☐ Fiji Dollar - FJD
- ☐ Forint - HUF
- ☐ Gibraltar Pound - GIP
- ☐ Gourde - HTG
- ☐ Guarani - PYG
- ☐ Guinea Franc - GNF
- ☐ Guyana Dollar - GYD
- ☐ Hryvnia - UAH
- ☐ Indian Rupee - INR
- ☐ Iranian Rial - IRR
- ☐ Iraqi Dinar - IQD
- ☐ Jamaican Dollar - JMD
- ☐ Jordanian Dinar - JOD
- ☐ Kenyan Shilling - KES
- ☐ Kina - PGK
- ☐ Kip - LAK
- ☐ Kroon - EEK
- ☐ Kuwaiti Dinar - KWD
- ☐ Kwacha - MWK
- ☐ Kwanza - AOA
- ☐ Kyat - MMK
- ☐ Lari - GEL
- ☐ Latvian Lats - LVL
- ☐ Lebanese Pound - LBP
- ☐ Lek - ALL
- ☐ Lempira - HNL
- ☐ Leone - SLL
- ☐ Liberian Dollar - LRD
- ☐ Libyan Dinar - LYD
- ☐ Lilangeni - SZL
- ☐ Lithuanian Litas - LTL
- ☐ Loti - LSL
- ☐ Malagasy Ariary - MGA
- ☐ Malaysian Ringgit - MYR

- ☐ Manat - TMT
- ☐ Mauritius Rupee - MUR
- ☐ Metical - MZN
- ☐ Mexican Peso - MXN
- ☐ Moldovan Leu - MDL
- ☐ Moroccan Dirham - MAD
- ☐ Mvdol - BOV
- ☐ Naira - NGN
- ☐ Nakfa - ERN
- ☐ Namibia Dollar - NAD
- ☐ Nepalese Rupee - NPR
- ☐ Netherlands Antillian Guilder - ANG
- ☐ New Leu - RON
- ☐ New Taiwan Dollar - TWD
- ☐ Ngultrum - BTN
- ☐ North Korean Won - KPW
- ☐ Nuevo Sol - PEN
- ☐ Ouguiya - MRO
- ☐ Pa'anga - TOP
- ☐ Pakistan Rupee - PKR
- ☐ Pataca - MOP
- ☐ Peso Uruguayo - UYU
- ☐ Philippine Peso - PHP
- ☐ Pula - BWP
- ☐ Qatari Rial - QAR
- ☐ Quetzal - GTQ
- ☐ Rufiyaa - MVR
- ☐ Rupiah - IDR
- ☐ Russian Ruble - RUB
- ☐ Rwanda Franc - RWF
- ☐ Saint Helena Pound - SHP
- ☐ Saudi Riyal - SAR
- ☐ Serbian Dinar - RSD
- ☐ Seychelles Rupee - SCR
- ☐ Solomon Islands Dollar - SBD
- ☐ Som - KGS
- ☐ Somali Shilling - SOS
- ☐ Somoni - TJS
- ☐ Sri Lanka Rupee - LKR
- ☐ Sudanese Pound - SDG
- ☐ Surinam Dollar - SRD
- ☐ Syrian Pound - SYP
- ☐ Taka - BDT
- ☐ Tala - WST
- ☐ Tanzanian Shilling - TZS
- ☐ Tenge - KZT
- ☐ Trinidad and Tobago Dollar - TTD
- ☐ Tugrik - MNT

- ☐ Tunisian Dinar - TND
- ☐ Turkish Lira - TRY
- ☐ UAE Dirham - AED
- ☐ Uganda Shilling - UGX
- ☐ Uzbekistan Sum - UZS
- ☐ Vatu - VUV
- ☐ Viet Nam Dong - VND
- ☐ Yuan Renminbi - CNY
- ☐ Rand - ZAR
- ☐ Rial Omani - OMR
- ☐ Riel- KHR
- ☐ Yemeni Rial - YER
- ☐ Won - KRW
- ☐ Zambian Kwacha - ZMW
- ☐ Zimbabwe Dollar - ZWL

Points Available: 0.00

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## Revenue Year Before Last

Total Earned Revenue

From the fiscal year before last

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

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## Revenue Last Year

Total Earned Revenue

From the last fiscal year

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

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# Net Income Last Year

Net Income

From the last fiscal year

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

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# Net Income Year Before Last

Net Income

From the fiscal year before last

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# Payments to Government

Payments to government in the last fiscal year

Select N/A if company is pre-revenue.

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# Mission Locked - Impact Business Model

IMPACT BUSINESS MODELS  
10.0

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

## Mission Lock

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

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

*Points Earned: 10.00 of 10.00*

## Workers

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### Workers Impact Area Introduction

OPERATIONS

**0.0**

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This section gives you a chance to articulate the qualifications for being considered a worker in the company before answering related questions.

### Majority Hourly vs. Salaried Workers

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

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

- ☒ Fixed Salary
- ☐ Daily or hourly wage

*Points Available: 0.00*



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## Use Of Contracted Labor

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

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

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

Points Available: 0.00

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## Workers Impact Business Model Introduction

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

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

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

Points Available: 0.00

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## # of Full Time Workers

Number of Total Full-Time Workers

Current Total Full-Time Workers

Current Total Full-Time Workers

☐ We do not track this

Points Available: 0.00

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## # of Full Time Workers Last Year

Number of Total Full-Time Workers

Total full-time workers twelve months ago

Total full-time workers twelve months ago

☐ We do not track this

Points Available: 0.00

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## # of Part Time Workers

Number of Total Part-Time Workers

Current Total Part-Time Workers

Current Total Part-Time Workers

☐ We do not track this

Points Available: 0.00

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## # of Part Time Workers Last Year

Number of Total Part-Time Workers

Total part-time workers twelve months ago

Total part-time workers twelve months ago

☐ We do not track this

Points Available: 0.00

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## # of Temporary Workers

Number of Total Temporary Workers

Current Total Temporary Workers

Current Total Temporary Workers

☐ We do not track this

Points Available: 0.00

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## # of Temporary Workers Last Year

Number of Total Temporary Workers

Total temporary workers twelve months ago

Total temporary workers twelve months ago

☐ We do not track this

Points Available: 0.00

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## Financial Security

OPERATIONS  
4.9

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## Lowest Paid Wage

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

Please exclude students and interns in this calculation.

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

☐ We do not track this

*Points Available: 0.00*

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## % of Employees Paid Individual Living Wage

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

Please exclude students and interns in this calculation.

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

*Points Available: 2.52*

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## % of Employees Paid Family Living Wage

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

Please exclude students and interns in this calculation.

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

*Points Available: 2.52*

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## % Above the Minimum Wage

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

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

*Points Earned: 1.26 of 1.26*

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## Initiatives To Increase Wages and Benefits

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

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

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

*Points Available: 1.26*

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## Compensation Policies and Practices

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

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

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

*Points Earned: 0.84 of 1.26*

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## Employees Receiving a Bonus

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

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

*Points Earned: 1.26 of 1.26*

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## Significance of Bonuses

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

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

*Points Earned: 0.47 of 1.26*

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## % Participation in Employee Ownership

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

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

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

*Points Available: 1.26*

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## Retirement Programs

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

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

*Points Earned: 0.94 of 1.26*

## Financial Services for Employees

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

Check all that apply.

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

Points Earned: 0.16 of 0.63

## Health, Wellness, & Safety

OPERATIONS

6.6

### Government Provision Of Healthcare

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

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

Points Available: 0.00

### Healthcare Coverage

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

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

Points Earned: 1.00 of 1.00

---

## Benefits for Seasonal Workers

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

Select N/A if you are a cooperative.

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

*Points Earned: 0.20 of 2.00*

---

## Supplementary Health Benefits

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

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

*Points Earned: 0.50 of 1.00*

---

## Supplementary Health Benefits Eligibility for Part-Time Workers

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

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

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

*Points Earned: 0.25 of 1.00*

---

## Worker Safety Practices

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

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

*Points Earned: 0.67 of 1.00*

---

## Health and Safety Program

What is required in your company's formal safety and health program?

- ☒ Annual safety and health training for all workers, including at least one emergency drill per year
- ☐ Data on injury, accident, lost, or absentee days are 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 who reports to a senior level position (e.g. Vice President or higher)
- ☒ A documented standard procedure for investigating the root causes of accidents and major incidents
- ☒ Implementation of corrective actions after an incident is investigated
- ☒ An annual evaluation of the safety and health system and includes senior management in the evaluation
- ☐ We have no formal safety and health program

*Points Earned: 2.00 of 2.00*

---

## Handling Hazardous Materials

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

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

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

*Points Earned: 1.00 of 1.00*



## Machinery Practices

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

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

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

Points Earned: 1.00 of 1.00

OPERATIONS

## Career Development

1.1

### Formal Employment

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

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

Points Earned: 0.44 of 0.44

## Professional Development Policies and Practices

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

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

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

*Points Earned: 0.28 of 0.44*

---

## Employee Review Process

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

Check all that apply.

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

*Points Available: 0.88*

---

## Internal Promotions

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

Exclude material owners in your calculation.

- ☐ 0%
- ☒ 1-5%
- ☐ 6-15%
- ☐ 15%+

*Points Earned: 0.14 of 0.44*

---

## Rate of Seasonal Workers Re-hiring

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

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

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

*Points Earned: 0.18 of 0.44*

---

## Intern Hiring Practices

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

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

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

*Points Earned: 0.11 of 0.44*

---

## Career Development (Salaried)

OPERATIONS

**0.1**

---

## Skills-Based Training Participation

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

Skills-based training to advance core job responsibilities

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

Points Earned: 0.08 of 0.30

---

## Life Skill Training Participation

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

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

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

Points Earned: 0.08 of 0.30

## Engagement & Satisfaction

OPERATIONS  
**2.3**

---

## Employee Handbook Information

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

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

Points Available: 0.25

## Non-Discrimination Policy

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

Please check all that apply.

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

*Points Earned: 0.25 of 0.25*

---

## Paid Secondary Caregiver Leave

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

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

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

*Points Earned: 0.20 of 0.50*

---

## Supplementary Benefits

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

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

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

*Points Earned: 1.00 of 1.00*

---

## Worker Empowerment

How does your company engage and empower workers?

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

Points Available: 0.50

---

## Worker / Management Conflict Mediation

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

- ☒ An informally-designated worker who passes information to other workers
- ☐ Union representative
- ☒ Human Resources-designated representative
- ☐ Employee Representative who has been mutually-designated by company management and employees
- ☐ Third-party ombudsman
- ☐ Other - please describe
- ☐ None of the above

Points Earned: 0.38 of 0.50

---

## Surveying and Benchmarking Engagement and Attrition

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

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

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

Points Available: 0.50

## Labor Practices Review

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

- ☒ Yes  
☐ No

Points Earned: 0.50 of 0.50

## Engagement & Satisfaction (Salaried)

OPERATIONS

1.5

### Number of Paid Days Off

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

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

Points Earned: 0.90 of 1.00

### Paid Primary Caregiver Leave for Salary Workers

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

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

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

Points Earned: 0.60 of 1.00

## Community

OPERATIONS

This section of the assessment identifies specific ways that a company's business model may be designed to deliver a specific, material, positive impact for their community.

## Community Oriented Impact Business Model

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

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

- ☒ Yes  
☐ No

Points Available: 0.00

## Sourcing From Small-Scale Farmers or Coop Members

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

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

- ☐ Yes  
☒ No

Points Available: 0.00

## Community Oriented Business Models

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

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

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

Points Available: 0.00

## Diversity, Equity, & Inclusion



## Inclusive Hiring Practices

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

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

Points Earned: 0.12 of 0.61

---

## Diverse Ownership and Leadership

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

Please select all that apply.

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

Points Available: 0.61

---

## Inclusive Work Environments

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

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

Points Earned: 0.36 of 0.61

---

## Management of Diversity, Equity, and Inclusion

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

- ☐ We anonymously survey employees on gender identity, race/ethnicity, disability status, and other demographic factors to track the diversity of our workforce
- ☐ We have set specific, measurable diversity improvement goals that are reviewed by senior executives or our Board of Directors
- ☐ We have conducted a pay equity analysis by gender, race/ethnicity, or other demographic factors and, if necessary, implemented equal compensation improvement plans or policies
- ☐ We analyze job categories, satisfaction, promotion, retention rates, or benefits by different demographic groups, and if necessary, have implemented corrective actions for inequitable results
- ☐ We specifically analyze diversity, equity, and inclusion data for individuals who are part of multiple underrepresented groups
- ☒ None of the above

Points Available: 0.61

---

## Measurement of Diversity

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

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

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

Points Earned: 0.45 of 0.61

---

## Low Income Workers

What percentage of your workforce lives in poor/very poor or low-income areas or does not have college degree?

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

Points Earned: 0.61 of 0.61

---

## Women Workers

How many of your workers identify as women?

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

*Points Earned: 0.40 of 0.61*

---

## Workers from Other Underrepresented Populations

What percentage of your workforce identifies as part of another underrepresented social group other than the demographics featured above (e.g. individuals with disabilities, LGBTQ+ individuals, individuals who have been incarcerated, etc.)?

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

*Points Earned: 0.10 of 0.61*

---

## High to Low Pay Ratio

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

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

*Points Earned: 0.15 of 0.61*

---

## Female Management

How many of your company managers identify as women?

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

*Points Available: 0.61*

---

## Management from Underrepresented Populations

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

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

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

*Points Available: 0.61*

---

## Supplier Diversity Policies or Programs

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

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

*Points Available: 0.30*

## Supplier Ownership Diversity

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

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

Points Available: 0.61

## Economic Impact

OPERATIONS  
2.4

### Geographic Structure and Scope

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

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

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Points Available: 0.00

### New Jobs Added Last Year

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

Last twelve months:

Last twelve months: 

162

  
☐ We do not track this

Points Available: 0.00

---

## Job Growth Rate

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

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

- ☒ 0% (no growth on a net basis)
- ☐ 1-14%
- ☐ 15-24%
- ☐ 25%+

*Points Available: 1.48*

---

## Non-accredited Investor Ownership

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

- ☒ 0%
- ☐ 1-4%
- ☐ 5-14%
- ☐ 15-24%
- ☐ 25%+
- ☐ Don't know

*Points Available: 0.74*

---

## Local Ownership

Is the majority (over 50%) of the company's ownership located locally to the majority of the company's workforce?

- ☐ Yes
- ☒ No
- ☐ Don't know

*Points Available: 0.74*

## Local Purchasing and Hiring Policies

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

- ☐ Written preference at each facility to purchase from local suppliers
- ☐ Formal targets or goals for the amount of local purchasing
- ☐ Ready-to-use lists of preferred local suppliers and vendors for specific facilities
- ☒ Written preference for hiring and recruiting local managers 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
- ☐ No written local purchasing or hiring policies in place

Points Earned: 0.37 of 0.37

---

## National Sourcing

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

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

Points Earned: 0.74 of 0.74

---

## Spending on Local Suppliers

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

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

Points Earned: 0.25 of 0.74

---

## Focus on Local Customers

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

- ☐ Yes
- ☒ No

Points Available: 0.74

---

## In Country Management

What percentage 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%+

*Points Earned: 0.74 of 0.74*

---

## Training Community Farmers

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

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

*Points Earned: 0.37 of 0.74*

---

## Civic Engagement & Giving

OPERATIONS  
**2.2**

### Corporate Citizenship Program

How does your company take part in civic engagement?

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

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

*Points Earned: 0.53 of 0.53*



---

## Civic Memberships and Partnerships

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

Check all that apply.

- ☒ Business or trade association
- ☐ Chamber of Commerce
- ☐ Governmental institution
- ☒ Local academic institution
- ☒ Cooperative
- ☐ Other - please describe
- ☐ None

*Points Earned: 0.27 of 0.27*

---

## Community Service Policies and Practices

How does your company manage employee community service?

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

*Points Available: 0.53*

---

## % of Employees Volunteer Service

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

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

*Points Earned: 0.27 of 1.07*

---

## Total Amount of Volunteer Service Hours

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

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

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

☒ We do not track this

*Points Available: 0.00*

---

## Volunteer Service Per Capita

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

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

- ☐ 0%
- ☒ 0.1-0.5% of time
- ☐ 0.6-1% of time
- ☐ 1.1-2% of time
- ☐ 2%+ of time
- ☐ Don't know

*Points Earned: 0.36 of 1.07*

---

## Charitable Giving and Community Investment Policies and Practices

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

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

*Points Available: 0.53*

---

## Relative Input for Community Investments

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

- ☐ None
- ☒ Less than 0.1% of revenues
- ☐ 0.1-0.4% of revenues
- ☐ 0.5-0.9% of revenues
- ☐ 1-1.9% of revenues
- ☐ >2%

*Points Earned: 0.13 of 1.07*

---

## % of Revenue Donated

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

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

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

*Points Earned: 0.43 of 2.13*

---

## Total Amount of Charitable Donations

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

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

## Advancing Social and Environmental Performance

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

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

Points Earned: 0.27 of 0.27

## Supply Chain Management

OPERATIONS  
**1.8**

### Significant Supplier Descriptions

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

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

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

Points Available: 0.00

### Social or Environmental Screening of Suppliers

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

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

- ☒ Yes
- ☐ No

Points Available: 0.00

---

## Supplier Screen Topics

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

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

*Points Earned: 0.15 of 0.59*

---

## Supplier Evaluation Practices

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

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

*Points Available: 0.59*

---

## Outsourced Staffing Services

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

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

- ☐ Yes
- ☒ No

*Points Available: 0.00*

---

## Supplier Code of Conduct

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

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

- ☐ Yes  
☒ No

*Points Available: 0.59*

---

## Support for Improved Supply Chain Social or Environmental Performance

How does your company encourage improved social and environmental performance among your suppliers?

- ☐ We provide incentives for suppliers with strong social and environmental performance  
☐ We set goals and expectations with suppliers to improve their social and environmental performance  
☐ We provide resources to suppliers to improve their social and environmental performance  
☐ Other - please describe  
☒ None of the above

*Points Available: 0.59*

---

## Improving Impact of Suppliers

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

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

*Points Available: 0.29*

---

## % of Suppliers with Programs to Improve Impact

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

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

*Points Available: 1.17*

---

## Length of Supplier Relationships

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

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

*Points Earned: 0.39 of 0.59*

---

## Support for In Need Suppliers

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

- ☐ We review suppliers for potential training needs
- ☐ We have a formal education or support program for selected suppliers
- ☐ We provide small scale suppliers the same contracts, prices, and payment terms (such as days payable outstanding) as other suppliers
- ☐ We pay 30 days payable outstanding to small scale suppliers
- ☐ A formal mechanism is in place for suppliers to provide us feedback (e.g. supplier satisfaction surveys)
- ☐ We have a formal grievance mechanism to address complaints and resolve disputes
- ☐ Other (please describe)
- ☒ None of the above

*Points Available: 0.59*

---

## Independent Contractor Practices

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

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

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

*Points Available: 0.59*

---

## Supplier Certifications

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

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

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

*Points Earned: 0.15 of 0.59*

---

## Third Party Traceability and Labeling Standards

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

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

*Points Earned: 0.59 of 0.59*



# Crops with Environmental Certification

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

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

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

Points Earned: 0.59 of 0.59

## Environment

Environment Impact Area Introduction

OPERATIONS0.0

This section allows your company to provide data on its energy use, carbon footprint and waste management.

### Land Under Cultivation

Does your company control any land under cultivation?

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

- ☒ Yes
- ☐ No

Points Available: 0.00

### Sourcing Ag Products

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

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

- ☐ Yes
- ☒ No

Points Available: 0.00

---

## Environmental Business Model

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

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

- ☐ 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

*Points Available: 0.00*

---

## Description of Positive Environmental Product / Service Impact

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

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

*Points Available: 0.00*

---

## Environmental Product or Service Impact

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

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

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

*Points Available: 0.00*

---

## Environmental Product Benefits

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

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

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

Points Available: 0.00

---

## Land/wildlife Conservation Overview

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

Tell us more about how your product or service conserves natural resources Para de fato fazer a proc

Points Available: 0.00

---

## Direct Impact on Land / Wildlife Conservation

Is land/wildlife conservation a direct positive environmental impact of your product or service?

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

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

Points Available: 0.00

---

## Environmental Management

OPERATIONS  
**2.0**

## Facility Environmental Efficiency

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

This is also known as "green building practices."

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

Points Earned: 0.24 of 0.59

---

## Environmental Management Systems

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

Please check all that apply.

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

Points Earned: 1.18 of 1.18

---

## Environmentally Certified Products

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

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

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

Points Earned: 0.59 of 0.59

---

## Type of Footprint Assessments

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

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

*Points Available: 0.29*

---

## % of Products with Type of Footprint Assessment

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

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

*Points Available: 1.18*

---

## Assessment Conducted of Environmental Footprint of Value Chain

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

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

*Points Available: 0.59*

# Management of Material Environmental Impact in Value Chain

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

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

Points Available: 0.59

## Air & Climate

OPERATIONS  
1.4

### Monitoring Energy Usage

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

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

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

Points Earned: 0.11 of 0.45

### Electricity Sources

From what sources does your company get its electricity?

Please check all that apply.

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

Points Earned: 0.34 of 0.45

---

## Total Energy Use

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

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

☐ We do not track this

*Points Available: 0.00*

---

## Renewable Energy Usage

What percentage of energy use is produced from renewable sources?

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

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

*Points Earned: 0.20 of 0.23*

---

## Total Renewable Energy Use

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

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

☒ We do not track this

*Points Available: 0.00*

---

## Low Impact Renewable Energy Use

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

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

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

*Points Earned: 0.18 of 0.90*

---

## Environmentally Efficient Equipment

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

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

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

*Points Earned: 0.15 of 0.23*

---

## Energy Use Reductions

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

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

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

*Points Available: 0.90*

---

## Monitoring Greenhouse Gas Emissions

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

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

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

*Points Available: 0.45*



---

## Greenhouse Gas Emissions Reduced

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

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

*Points Available: 0.90*

---

## Shipping Policies

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

- ☐ Yes
- ☒ No

*Points Available: 0.23*

---

## Sourcing % of COGS from Local Suppliers

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

Sourcing of COGS Local to Customers

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

*Points Available: 0.90*

---

## Sourcing % raw materials from Local Suppliers

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

Raw materials (in currency terms) grown or harvested

By company or local independent suppliers.

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

Points Available: 0.90

---

## Managing Impact of Transportation

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

Please check all that apply.

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

Points Earned: 0.45 of 0.45

---

## Types of Carbon Credits Purchased

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

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

Points Available: 0.23

---

## Water

OPERATIONS  
**4.3**

---

# Monitoring and Managing Water Use

## Does your company monitor and manage your water usage?

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

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

Points Earned: 0.53 of 0.70

---

## Total Water Use

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

Total water use (liters) during the last 12 months

- ☐ We do not track this

Points Available: 0.00

---

## Water Conservation Practices

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

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

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

Points Earned: 1.40 of 1.40

---

## Monitoring Toxic Wastewater

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

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

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

*Points Earned: 0.35 of 0.70*

---

## Water Quality Practices

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

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

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

*Points Earned: 1.40 of 1.40*

---

## Irrigation Wastewater

Does your company do the following with wastewater from irrigation?

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

*Points Earned: 0.70 of 0.70*

---

## Monitoring and Reporting Non-hazardous Waste

How does your company monitor and manage your waste production?

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

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

Points Earned: 0.20 of 0.79

---

## Non-hazardous Waste Generated

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

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

- ☐ We do not track this

Points Available: 0.00

---

## Total Waste Disposed

Waste Disposed (metric tonnes) during the last 12 months

Waste Disposed (metric tonnes) during the last 12 months

- ☐ We do not track this

Points Available: 0.00

---

## Total Waste Recycled

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

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

- ☐ We do not track this

Points Available: 0.00

---

## Recycling Programs

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

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

Points Earned: 0.79 of 0.79

---

## Waste Reduction Programs

Does your company have a formal program to evaluate how to reduce its generation of hazardous, universal, and/or non-hazardous waste?

- ☐ Yes
- ☒ No
- ☐ Already maximized - we have achieved Zero Waste

*Points Available: 0.79*

---

## Organic Waste Disposal

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

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

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

*Points Earned: 0.79 of 0.79*

---

## Environment Impact Packaging

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

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

*Points Earned: 0.31 of 0.79*

---

## % of Environmentally Preferred Input Materials

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

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

Points Earned: 1.31 of 1.57

---

## Total Hazardous Waste Produced

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

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

☐ We do not track this

Points Available: 0.00

---

## Reducing Waste

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

The past two years

The past two years

☒ We do not track this

Points Available: 0.00

---

## Monitoring Hazardous Waste

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

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

Points Earned: 0.20 of 0.79

---

## Hazardous Waste Disposal

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

This includes batteries, paint, electronic equipment, etc.

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

*Points Earned: 0.79 of 0.79*

---

## Hazardous Materials On-Site

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

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

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

*Points Earned: 0.79 of 0.79*

---

## Suppliers Sustainable Land Management

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

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

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

*Points Earned: 0.31 of 0.79*



---

## Prohibited Pesticide Compliance

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

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

- ☒ Yes
- ☐ No
- ☐ NA

*Points Earned: 0.39 of 0.39*

---

## Pesticide Use

What type of pesticides does your farm apply?

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

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

*Points Earned: 0.39 of 0.79*

---

## Sustainable Land Use Practices

Does your farm comply with sustainable land-use practices?

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

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

*Points Earned: 1.57 of 1.57*

## Soil Management Policies

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

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

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

Points Earned: 0.79 of 0.79

---

## Soil Productivity Practices

What soil productivity or protection practices does your farm apply?

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

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

Points Earned: 0.79 of 0.79

---

## Seed Usage

What type of seed does your company use?

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

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

Points Earned: 0.39 of 0.79

---

## Sustainable Farm Certification

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

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

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

*Points Earned: 0.79 of 0.79*

---

## Monitoring Biodiversity

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

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

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

*Points Earned: 0.79 of 0.79*

## Land/wildlife Conservation - Impact Business Model

IMPACT BUSINESS MODELS

**13.3**

---

Recognizes products/services that preserves or restores natural environments and/or protects animals

## Land/wildlife Conservation Description

Which of the following product or service descriptions apply?

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

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

Points Available: 0.00

---

## Revenue from Land/wildlife Conservation

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

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

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

☐ We do not track this

Points Available: 0.00

---

## Tracking Environmental Metrics

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

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

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

Points Available: 0.00

---

## Hectares Protected

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

Number of hectares protected

Number of hectares protected

☐ We do not track this

*Points Available: 0.00*

---

## Management of Land/wildlife Conservation

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

Please select all that apply.

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

*Points Earned: 0.54 of 1.07*

---

## Innovative Land/wildlife Conservation

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

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

*Points Available: 0.00*

---

## Customers

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# Customers Impact Area Introduction

**0.0**

This section of the assessment identifies specific ways that a company's product may be designed to deliver a specific, material, positive impact for its customers beyond the value normally provided from goods or services.

## Customer Impact Business Model Introduction

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

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

- ☐ Yes  
☒ No

*Points Available: 0.00*

# Customer Stewardship

**2.3**

## Managing Customer Stewardship

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

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

*Points Earned: 0.50 of 0.50*

---

## Product / Service Warranties

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

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

*Points Earned: 0.50 of 0.50*

---

## Product Accreditations and Certifications

What % your products or services have been reviewed and certified by an accreditation body focused on quality?

This can include process certifications like ISO9000 or industry specific quality accreditations.

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

*Points Available: 1.00*

---

## Feedback and Complaint Channels

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

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

*Points Earned: 0.50 of 0.50*

---

## Monitoring Customer Satisfaction and Retention

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

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

*Points Earned: 0.40 of 0.50*

---

## Managing Product Impacts

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

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

*Points Earned: 0.17 of 0.50*

---

## Managing Marketing and Advertising

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

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

*Points Earned: 0.13 of 0.50*



---

## Data Usage and Privacy

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

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

*Points Earned: 0.13 of 0.50*

---

## Data Security Management

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

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

*Points Earned: 0.05 of 0.50*

---

## Disclosure Questionnaire

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### Disclosure Industries

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Disclosure questions on specific production and trade.

## Disclosure Tobacco

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

*Points Available: 0.00*

---

## Fossil fuels

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

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

- ☐ Yes  
☒ No

*Points Available: 0.00*

---

## Monoculture Agriculture

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

Monoculture agriculture

- ☒ Yes  
☐ No

*Points Available: 0.00*

---

## Genetically Modified Organisms

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

*Points Available: 0.00*

---

## Biodiversity Impacts

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

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

- ☒ Yes  
☐ No

*Points Available: 0.00*

---

## Energy and Emissions Intensive Industries

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

Energy- and emissions-intensive industries

- ☐ Yes  
☒ No

*Points Available: 0.00*

---

## Water Intensive Industries

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

Water-intensive industries

- ☒ Yes  
☐ No

*Points Available: 0.00*

---

## Illegal Products or Subject to Phase Out

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

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

- ☐ Yes  
☒ No

*Points Available: 0.00*

---

## Industries at Risk of Human Rights Violations

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

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

☐ Yes

☒ No

Points Available: 0.00

---

## Other

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

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

☐ Yes

☒ No

Points Available: 0.00

---

## Company Explanation Of Disclosure Item Flags

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.

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

Points Available: 0.00

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## Disclosure Practices

Disclosure questions on sensitive practices.

### No formal Registration Under Domestic Regulations

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

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

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

☐ Yes

☒ No

Points Available: 0.00

---

## Tax Reduction Through Corporate Shells

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

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

- ☐ Yes  
☒ No

Points Available: 0.00

---

## Does not transparently report corporate financials to government

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 withholds corporate financials from government

- ☐ Yes  
☒ No

Points Available: 0.00

---

## Conduct Business in Conflict Zones

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

Company operates in conflict zones

- ☐ Yes  
☒ No

Points Available: 0.00

---

## Sale of Data

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

Company sells or provides access to consumer or user data

- ☐ Yes  
☒ No

Points Available: 0.00

---

## Facilities located in sensitive ecosystems

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

Points Available: 0.00

---

## Workers not Provided Clean Drinking Water or Toilets

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 and clean toilets to employees during shifts

- ☐ Yes  
☒ No

Points Available: 0.00

---

## Workers paid below minimum wage

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

Points Available: 0.00

---

## No signed employment contracts for all workers

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 in a language they understand

- ☐ Yes  
☒ No

Points Available: 0.00

---

## Payslips not provided to show wage calculation and deductions

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

Points Available: 0.00

---

## Company prohibits freedom of association/collective bargaining

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

Points Available: 0.00

---

## Workers cannot leave site during non-working hours

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

Points Available: 0.00

---

## ID Cards Withheld or Penalties for Resignation

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 or passports and/or does not allow workers to resign freely without penalty, even if advance notice is given

- ☐ Yes  
☒ No

Points Available: 0.00

---

## Workers Under Bond

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

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

- ☐ Yes  
☒ No

*Points Available: 0.00*

---

## Confirmation of Right to Work

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

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

- ☐ Yes  
☒ No

*Points Available: 0.00*

---

## Employs Individuals on Zero-Hour Contracts

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

*Points Available: 0.00*

---

## Company workers are prisoners

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

*Points Available: 0.00*



---

## Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)

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

Points Available: 0.00

---

## Overtime For Hourly Workers Is Compulsory

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

Overtime work is compulsory and exceeds 48 hours in a week

☐ Yes

☒ No

Points Available: 0.00

---

## Other

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

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

☐ Yes

☒ No

Points Available: 0.00

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## Company Explanation Of Disclosure Item Flags

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.

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

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Points Available: 0.00

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## Disclosure Outcomes & Penalties

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

## On-Site Fatality

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

Points Available: 0.00

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## Litigation or Arbitration

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

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

- ☒ Yes  
☐ No

Points Available: 0.00

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## Company has filed for bankruptcy

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

Points Available: 0.00

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## Bribery, Fraud, or Corruption

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

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

- ☐ Yes  
☒ No

Points Available: 0.00

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## Anti-Competitive Behavior

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

Penalties or allegations of anti-competitive behaviour

- ☐ Yes  
☒ No

*Points Available: 0.00*

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## Financial Reporting, Taxes, Investments, or Loans

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

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

- ☐ Yes  
☒ No

*Points Available: 0.00*

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## Political Contributions or International Affairs

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

Penalties regarding political contributions or international affairs

- ☐ Yes  
☒ No

*Points Available: 0.00*

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## Labor Issues

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

Labor penalties, including safety and discrimination

- ☒ Yes  
☐ No

*Points Available: 0.00*

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## Recalls

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

Recalls due to quality control issues

- ☐ Yes  
☒ No

*Points Available: 0.00*

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## Breaches of Confidential Information

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

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

- ☐ Yes  
☒ No

*Points Available: 0.00*

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## Consumer Protection

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

Penalties regarding consumer protection, including product safety and marketing claims

- ☐ Yes  
☒ No

*Points Available: 0.00*

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## Significant Layoffs

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

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

- ☐ Yes  
☒ No

*Points Available: 0.00*

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

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

*Points Available: 0.00*

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## Large Scale Land Conversion, Acquisition, or Relocation

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

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

☐ Yes

☒ No

*Points Available: 0.00*

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## Penalties Assessed For Environmental Issues

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

Environmental management penalties, including animal welfare

☐ Yes

☒ No

*Points Available: 0.00*

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## Violation of Indigenous Peoples Rights

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

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

☐ Yes

☒ No

*Points Available: 0.00*

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## Other

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

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

- ☐ Yes  
☒ No

Points Available: 0.00

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## Company Explanation Of Disclosure Item Flags

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.

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

Points Available: 0.00

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## Supply Chain Disclosure

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Disclosure questions concerning the significant suppliers of the company

### Child or Forced Labor

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

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

- ☐ Yes  
☒ No  
☐ Don't Know

Points Available: 0.00

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## Business in Conflict Zones

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

Operation in conflict zones

- ☐ Yes  
☒ No  
☐ Don't Know

*Points Available: 0.00*

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## Negative Social Impact

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

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

- ☐ Yes  
☒ No  
☐ Don't Know

*Points Available: 0.00*

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## Negative Environmental Impact

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

Practices or outcomes that produced substantial negative environmental impact

- ☐ Yes  
☒ No  
☐ Don't Know

*Points Available: 0.00*