



Sundown Pastoral Co Pty Ltd				Certified B Corporation	
SCORE	COMPLETION	VERSION	NAME	SECTOR	COMPANY SIZE
95.4	100%	6	Active Assessment	Agriculture/Growers	10-49

As wholly-owned subsidiary of Stathan NGH Pty Ltd., Sundown Pastoral Co Pty Ltd 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 Sundown Pastoral Co Pty Ltd as part of their certification as a B Corporation. Answers to questions that would reveal sensitive information (e.g. that would advantage competitors or prejudice litigation) are highlighted with a "Sensitive" textbox.

Sensitive

# Mission & Engagement

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

## 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: 0.33 of 0.33

## Mission Statement

Please share the text of your formal mission statement here.

Mission Statement: It's our quest to become one of the Earth's most carbon friendly agricultural enterprises, producing the highest quality Food and Fibre. Vision: Sundown Pastoral Company takes pride in being a family owned and operated company making it our quest to become one of the Earth's most environmentally sustainable agricultural enterprises, whilst producing high quality Food and Fibre. This has meant turning traditional farming methods on their head and questioning the conventional wisdom of every stage of agricultural production with strict environmental stewardship and high ethical standards, research, development and innovation. Sundown Pastoral Company takes pride in striving to be leaders in Australian agricultural, where our business operation profits with positive contribution to its supply chain and its community. It is the mission of the Sundown Pastoral Directors to continue best practice of their agricultural land and leave the planet a better place for future generations.

Points Available: 0.00

---

## Social and Environmental Decision-Making

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

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

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

Points Earned: 0.27 of 0.67

---

## 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: 0.44 of 0.67

---

## 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: 0.33

---

## 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: 0.67 of 0.67

---

## Identification of Material Issues

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

Carbon is the most substantial issue we tackle, but water use efficiency, chemical use, soil health, and energy use are all material issues we focus on, which help drive our successes on carbon in addition to addressing the standalone issues

Points Available: 0.00

---

## Ethics & Transparency

OPERATIONS  
**2.8**

---

## Governance Structures

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

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

Points Available: 0.57

---

## Internal Good Governance

How does your company support internal management and good governance?

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

Points Earned: 0.57 of 0.57

---

## Ethics Policies and Practices

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

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

Points Earned: 0.43 of 0.57

---

## 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: 0.57 of 0.57

---

## Reviewed / Audited Financials

Does the company produce financials that are verified annually by an independent source through an Audit or Review?

- ☐ No
- ☒ Yes, through a review
- ☐ Yes, through an audit

Points Earned: 0.29 of 0.57

---

## Financial Controls

Does your company maintain any of the following financial controls?

Please check all that apply.

- ☒ Segregation of Accounts Receivable and Accounts Payable duties
- ☒ Segregation of payment authorization, execution, and/or record keeping
- ☒ Access to accounting software systems is limited to appropriate personnel
- ☒ Access to credit or ATM cards is limited to appropriate personnel
- ☒ Routine management or third-party reviews of inventory management system
- ☒ 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
- ☐ None of the above

Points Earned: 0.57 of 0.57

---

## Company Transparency

What information does the company make publicly available and transparent?

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

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

Points Earned: 0.29 of 0.57

---

## Impact Reporting

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

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

Points Earned: 0.17 of 0.57

## 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

---

# Reporting Currency

Select your reporting currency

☒ Australian Dollar - AUD

Points Available: 0.00

---

## Revenue Year Before Last

Total Earned Revenue

From the fiscal year before last

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

From the fiscal year before last

☐ We do not track this

Sensitive

Points Available: 0.00

---

## Revenue Last Year

Total Earned Revenue

From the last fiscal year

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

From the last fiscal year

☐ We do not track this

Sensitive

Points Available: 0.00

---

## Net Income Last Year

Net Income

From the last fiscal year

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

From the last fiscal year

☐ We do not track this

Sensitive

Points Available: 0.00

---



## Net Income Year Before Last

### Net Income

From the fiscal year before last

From the fiscal year before last

☐ We do not track this

Sensitive

Points Available: 0.00

## Mission Locked - Impact Business Model

IMPACT BUSINESS MODELS

10.0

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

### Mission Lock

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

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

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

Points Earned: 10.00 of 10.00

### Workers

## Workers Impact Area Introduction

OPERATIONS

0.0

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

## Majority Hourly vs. Salaried Workers

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

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

- ☒ Fixed Salary
- ☐ Daily or hourly wage

Points Available: 0.00

---

## Use Of Contracted Labor

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

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

- ☐ Yes, some of our labor is contracted to third party subcontractors that manage staff on our behalf
- ☒ Yes, we hire individual independent contractors who are contracted to work 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

---

## Independent Contractor Instructions

For the remainder of the Workers section, you should consider independent contractors that work for the company 20+ hours per week over a 6+ month period as "employees" or "workers"

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

Points Available: 0.00

---

## Workers Impact Business Model Introduction

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

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

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

Points Available: 0.00

---

## # of Full Time Workers

Number of Total Full-Time Workers

Current Total Full-Time Workers

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

Current Total Full-Time Workers

☐ We do not track this

Points Available: 0.00

---

## # of Full Time Workers Last Year

Number of Total Full-Time Workers

Total full-time workers twelve months ago

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

Total full-time workers twelve months ago

☐ We do not track this

Points Available: 0.00

---

## # of Part Time Workers

Number of Total Part-Time Workers

Current Total Part-Time Workers

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

Current Total Part-Time Workers

☐ We do not track this

Points Available: 0.00

---

## # of Part Time Workers Last Year

Number of Total Part-Time Workers

Total part-time workers twelve months ago

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

Total part-time workers twelve months ago

☐ We do not track this

Points Available: 0.00

---

## # of Temporary Workers

Number of Total Temporary Workers

Current Total Temporary Workers

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

Current Total Temporary Workers

☐ We do not track this

Points Available: 0.00

## # of Temporary Workers Last Year

Number of Total Temporary Workers

Total temporary workers twelve months ago

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

Total temporary workers twelve months ago

☐ We do not track this

Points Available: 0.00

## Financial Security

OPERATIONS  
2.0

## Lowest Paid Wage

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

Please exclude students and interns in this calculation.

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

☐ We do not track this

Points Available: 0.00

## % of Employees Paid Individual Living Wage

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

Please exclude students and interns in this calculation.

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

Points Available: 2.52

---

## % of Employees Paid Family Living Wage

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

Please exclude students and interns in this calculation.

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

Points Available: 2.52

---

## % Above the Minimum Wage

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

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

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

Points Earned: 0.50 of 1.26

---

## Initiatives To Increase Wages and Benefits

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

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

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

Points Available: 1.26

---

## Compensation Policies and Practices

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

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

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

Points Earned: 0.42 of 1.26

---

## 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 Available: 1.26

---

## 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 Available: 1.26

---

## % Participation in Employee Ownership

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

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

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

Points Available: 1.26

---

## Retirement Programs

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

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

Points Earned: 0.94 of 1.26

---

## Financial Services for Employees

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

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

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

Points Earned: 0.16 of 0.63

## Health, Wellness, & Safety

OPERATIONS  
**3.0**

### Government Provision Of Healthcare

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

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

Points Available: 0.00

### Healthcare Coverage

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

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

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

Points Earned: 1.43 of 1.43



## 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: 0.71 of 2.86

---

## Supplementary Health Benefits

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

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

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

Points Available: 1.43

---

## Supplementary Health Benefits Eligibility for Part-Time Workers

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

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

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

Points Available: 1.43

---

## Health and Wellness Initiatives

What health and wellness initiatives or policies does your company offer beyond insurer-provided programs?

Check all that apply.

- ☐ We sponsor and encourage workers to participate in health and wellness activities during the workweek (e.g. walking or steps programs)
- ☐ We offer incentives for workers to complete health risk assessments or participate in health and wellness activities (e.g., a fund for exercise equipment, subsidized gym membership)
- ☐ Employees have access to behavioral health counseling services, web resources, or Employee Assistance Programs
- ☐ Spouses, partners, or children of employees are provided access to behavioral health counseling services, web resources, or Employee Assistance Programs
- ☐ We have policies and programs in place to prevent ergonomic-related injuries in the workspace
- ☐ Over 25% of workers have completed a health risk assessment in the last twelve months
- ☐ Management receives reports on aggregate participation in worker wellness programs
- ☐ Other - please describe
- ☒ Company does not offer any formal health and wellness initiatives

Points Available: 1.43

---

## 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: 0.95 of 1.43

## Career Development

OPERATIONS  
**1.4**

### 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: 0.47 of 0.50

### Amount of Training for New Hires

What was the average amount of training that a newly hired worker received in the past twelve months?

Use average of both full-time and part-time employees.

- ☐ No training
- ☒ On-the-job training (one day to one week)
- ☐ On-the-job training (one week to one month)
- ☐ Apprenticeship or technical training (over one month)
- ☐ N/A - No new hires during the last 12 months

Points Earned: 0.17 of 0.50

## 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 Earned: 0.60 of 1.00

---

## 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 Available: 0.50

---

## 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: 0.20 of 0.50

---

# 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 Available: 0.50

## Career Development (Salaried)

OPERATIONS  
0.0

### 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: 0.05 of 0.21

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

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

Points Available: 0.21

---

## External Professional Development Participation

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

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

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

Points Available: 0.43

---

## Subsidized Educational Opportunities

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

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

- ☒ 0
- ☐ 1-5%
- ☐ 6-15%
- ☐ 15%+

Points Available: 0.43

## Engagement & Satisfaction

OPERATIONS  
**1.4**

## Employee Handbook Information

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

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

Points Earned: 0.33 of 0.33

---

## 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: 0.40 of 0.67

---

## 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 childcare
- ☐ Off-site subsidized childcare
- ☐ Onsite health facility, doctor, or medical staff who can be called or easily accessed
- ☐ Policy to support breastfeeding mothers
- ☐ Other - please describe
- ☒ None

Points Available: 1.33

---

## Worker Empowerment

How does your company engage and empower workers?

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

Points Earned: 0.50 of 0.67

---



# 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 Earned: 0.17 of 0.67

## Departed Employees

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

Enter 0 if None.

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

Sensitive

☐ We do not track this

Points Available: 0.00

## Engagement & Satisfaction (Salaried)

OPERATIONS  
1.7

### 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: 0.60 of 0.60

## Paid Primary Caregiver Leave for Salary Workers

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

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

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

Points Earned: 0.42 of 0.60

---

## Worker Flexibility Options

What job flexibility options does the company provide, whenever feasible, in writing and in practice for the majority of workers?

Please check all that apply.

- ☐ Part-time work schedules at the request of workers
- ☒ Flex-time work schedules allowing freedom to vary start and stop times
- ☐ Telecommuting (e.g. working from home one or more days per week)
- ☐ Job-sharing
- ☐ None of the above

Points Earned: 0.15 of 0.60

---

## Workplace Flexibility in Practice

Which of the following flexible workplace practices have been used in the past 12 months?

Please check all that apply.

- ☐ Managers or executives worked part-time or in a job-share
- ☐ Managers or executives are in a telecommuting position
- ☐ We hired new people into permanent positions that are telecommuting
- ☐ We hired new people into permanent positions that are part-time or job-share
- ☐ We have transitioned staff into part-time, job-share, or telecommuting positions
- ☐ Other - please describe
- ☒ None of the above

Points Available: 0.60

---

# Attrition Rate for Salaried Workers

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

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

Sensitive

## Community

### Community Impact Area Introduction

OPERATIONS  
0.0

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

### Community Oriented Impact Business Model

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

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

- ☒ Yes
- ☐ No

Points Available: 0.00

### Sourcing From Small-Scale Farmers or Coop Members

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

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

- ☐ Yes
- ☒ No

Points Available: 0.00

## 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

---

## Local Community Based Business

Is your company a community based business, focused on serving your local economy?

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

- ☐ Yes
- ☒ No

Points Available: 0.00

## Diversity, Equity, & Inclusion

OPERATIONS  
**1.5**

### Diverse Ownership and Leadership

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

Please select all that apply.

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

Points Earned: 0.34 of 0.69

---

## Creating and Managing Inclusive Work Environments

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

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

Points Available: 0.69

---

## Measurement of Diversity

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

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

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

Points Available: 0.69

---

## High to Low Pay Ratio

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

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

Points Earned: 0.69 of 0.69

---

## Female Management

How many of your company managers identify as women?

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

Points Earned: 0.46 of 0.69

---

## Management from Underrepresented Populations

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

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

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

Points Available: 0.69

---

## Supplier Diversity Policies or Programs

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

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

Points Available: 0.34

---

## Supplier Ownership Diversity

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

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

Points Earned: 0.09 of 0.69

## Economic Impact

OPERATIONS  
**2.1**

### 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 are spread across three geographical locations in 2 states, from Northeastern NSW to Northeastern QLD. We have local staff and policies to purchase locally whenever possible, along with community engagement, local sponsorship, and involvement in community events and education.

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:

☐ We do not track this

Points Available: 0.00

## Job Growth Rate

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

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

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

Points Available: 1.74

---

## Non-accredited Investor Ownership

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

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

Points Available: 0.87

---

## Local Ownership

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

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

- ☐ Yes
- ☒ No
- ☐ Don't know

Points Available: 0.87

---



## 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: 0.87 of 0.87

---

## Local Purchasing and Hiring Policies

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

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

- ☒ 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
- ☒ Incentives for staff to live within 20 miles of local company facility
- ☐ Other (please describe)
- ☐ No written local purchasing or hiring policies in place

Points Earned: 0.43 of 0.43

---

## Spending on Local Suppliers

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

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

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

Points Available: 0.87

---

## Impactful Banking Services

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

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

Points Earned: 0.87 of 0.87

## Civic Engagement & Giving

OPERATIONS  
**1.4**

### 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: 0.39 of 0.55

# Charitable Giving and Community Investment Policies and Practices

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

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

Points Earned: 0.33 of 0.55

## % 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: 0.44 of 2.21

## Total Amount of Charitable Donations

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

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

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

Sensitive

- ☐ We do not track this

Points Available: 0.00

## Advancing Social and Environmental Performance

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

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

Points Earned: 0.28 of 0.28

## Supply Chain Management

OPERATIONS  
**2.8**

### 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

## 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

---

## Suppliers in Low-Income Communities

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

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

Points Earned: 0.40 of 0.40

---

## 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: 0.80

---

## 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: 0.80 of 0.80

---

# 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%
- ☐ 1-9%
- ☐ 10-24%
- ☐ 25-74%
- ☐ 75-99%
- ☒ 100%
- ☐ Don't know

Points Earned: 0.80 of 0.80

## 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: 0.80 of 0.80

## Environment

Environment Impact Area Introduction

OPERATIONS  
0.0

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

## Land Under Cultivation

Does your company control any land under cultivation?

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

- ☒ Yes
- ☐ No

Points Available: 0.00

## Sourcing Ag Products

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

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

☐ Yes

☒ No

Points Available: 0.00

---

## Environmental Business Model

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

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

☒ Through an innovative manufacturing, wholesale or agriculture process which is designed to significantly reduce environmental impact compared to typical practices for the industry

☐ Through a product or service that preserves, conserves, or restores the environment or resources

☐ None of the above

Points Available: 0.00

## Environmental Management

OPERATIONS  
**1.0**

---

### Green Building Standards

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

☒ <20%

☐ 20-49%

☐ 50-79%

☐ 80%+

☐ N/A

Points Available: 1.00

---

## Facility Improvement with Landlord

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

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

Points Available: 1.00

---

## 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: 1.00 of 2.00

---

## 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 Available: 1.00



## 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: 0.41 of 0.55

---

## Total Energy Use

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

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

- ☐ We do not track this

Points Available: 0.00

---

## Total Renewable Energy Use

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

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

- ☐ We do not track this

Points Available: 0.00

---

## 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: 0.17 of 0.27

---

## 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: 0.65 of 1.09

---

## 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 Earned: 1.09 of 1.09

---

# Monitoring Greenhouse Gas Emissions

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

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

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

Points Earned: 0.55 of 0.55

---

## Total Scope 1 GHGs

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

Scope 1:

- Scope 1:
- ☐ We do not track this

Points Available: 0.00

---

## Total Scope 2 GHGs

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

Scope 2:

- Scope 2:
- ☐ We do not track this

Points Available: 0.00

---

## Total Scope 3 GHGs

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

Scope 3:

- Scope 3:
- ☐ We do not track this

Points Available: 0.00

---

## Monitoring Air Emissions

How does your company monitor and manage your significant air emissions?

- ☒ 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 reporting period
- ☐ Eliminated emissions of this by-product entirely
- ☐ N/A

Points Available: 0.55

---

## Carbon Intensity

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

Please use USD to allow for standardized comparisons.

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

Points Available: 0.55

---

## Carbon Intensity

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

Please use USD to accurately evaluate the answer option.

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

Points Available: 1.09

---

## 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: 1.09

---

## 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 Earned: 0.55 of 1.09

---

## 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: 0.36 of 0.55

---

## % GHG Emissions Offset

If your company purchased certified carbon credits in the reporting period, what % of Scope 1 and 2 GHG emissions were offset?

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

Points Available: 0.55

## 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: 0.64 of 0.64

## 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: 1.27 of 1.27

## 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: 0.64 of 0.64

---

## Water Use Practices

Regarding water use, does your company practice the following within the facilities you owned or leased?

- ☐ Regularly assess microbial, chemical and mineral content of water used and manage water sources appropriately
- ☒ Manage use and release of wastewater in order to preserve surrounding water sources
- ☒ Design business processes to conserve/minimize water
- ☐ None of the above

Points Earned: 0.42 of 0.64

---

## 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: 1.27 of 1.27

---



# 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: 0.64 of 0.64

## Land & Life

OPERATIONS  
10.2

### 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: 0.62 of 0.83

### 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

5

☐ We do not track this

Points Available: 0.00

---

## Recycling Programs

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

Please check all that apply.

☐ Paper

☐ Cardboard

☒ Plastic

☒ Glass & metal

☒ Composting

☐ None of the above

Points Earned: 0.62 of 0.83

---

## 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 Earned: 0.83 of 0.83

---

## 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: 0.83 of 0.83

---

## Environment Impact Packaging

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

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

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

Points Earned: 0.50 of 0.83

---

## % 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 Available: 1.66

---

## 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: 0.83 of 0.83

---

## Total Hazardous Waste Produced

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

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

- ☐ We do not track this

Points Available: 0.00

---

## Reducing Waste

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

The past two years

The past two years

- ☐ We do not track this

Points Available: 0.00

---

## Hazardous Waste Disposal

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

This includes batteries, paint, electronic equipment, etc.

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

Points Earned: 0.83 of 0.83

---

## Tracking Chemicals in the Supply Chain

Does your company do any of the following to track chemicals in the supply chain for the majority of materials?

Please check all that apply.

- ☐ Do not track chemicals in the supply chain
- ☐ Require suppliers to disclose specified chemicals of concern
- ☒ Ask suppliers if they know all the chemical ingredients intentionally added to their product and all residuals of high concern present in the product (asking if they know only, not to provide the data to you)
- ☐ Require suppliers to provide chemical information to a third party
- ☐ Disclose all by-products, contaminants or trace materials to the public

Points Earned: 0.28 of 0.83

---

## 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: 0.17 of 0.83

---

## Pest Management Practices

Does your farm use any of the following pest management techniques on land-under-cultivation?

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

- ☒ Pest- and disease-resistant varieties
- ☒ Field scouting
- ☒ Crop rotation
- ☒ Canopy humidity management
- ☒ Soil and plant tissue sampling to understand pest management
- ☒ Insect phenology modeling to understand pest management needs
- ☐ Other - please describe
- ☐ None of the above
- ☐ N/A

Points Earned: 0.83 of 0.83

---

## 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 Available: 0.83

---

## Managing Pesticide Use

Does your farm follow these practices regarding the application of pesticides and herbicides?

If your company is a farmer cooperative, or does not apply any pesticides or other agrochemicals, select N/A.

- ☒ Farm monitors toxicity of pesticide and herbicide use and set goals to reduce overall use of high toxicity pesticides
- ☒ Farm employs reduced dosage strategies (e.g. spot spraying, alternate row spraying when the target pest does not require complete coverage)
- ☒ Application equipment is calibrated more than once per season or uses technology that continuously calibrates
- ☒ Farm uses precision application method based on multiple samplings per field (with varying application rates per field or block)
- ☐ Other (please describe)
- ☐ None of the above
- ☐ N/A

Points Earned: 0.83 of 0.83

---

## 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.

- ☒ There is a soil management plan
- ☒ Areas at high risk of erosion are identified on a map (considering factors such as slope, soil, and concavity)
- ☒ Farm management regularly monitors soil quality and is aware of areas at risk for soil erosion
- ☒ Farm management maintains records to demonstrate changes in soil quality season-by-season
- ☒ Farm records show evidence of soil quality improvement
- ☐ Other - please describe
- ☐ None
- ☐ N/A

Points Earned: 0.83 of 0.83

---

## 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: 0.83 of 0.83

---

## 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: 0.41 of 0.83

---

## 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: 0.83 of 0.83

---

## Monitoring Biodiversity

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

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

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

Points Earned: 0.21 of 0.83

## Environmentally Innovative Agricultural Process - Impact Business Model



---

This IBM section is applicable if your company utilizes innovative agricultural processes that significantly reduce your environmental footprint based on past performance or industry benchmarks (e.g. regenerative agriculture).

## Environmentally Innovative Agricultural Process Introduction

Are your agricultural processes designed to be innovative by either (1) substantially reducing your environmental footprint compared to past performance, OR (2) having a significantly lower environmental footprint than the norms of your industry? (Please note: this question is specifically asking about your agricultural processes, NOT the sustainability of your product ingredients, input materials, product design, or usage of your product. These practices are captured other sections of the Environment Impact Area.)

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

☒ Yes

☐ No

Points Available: 0.00

---

## Agricultural Environmental Management

Do you have an environmental management system that tracks the material aspects of your or your farmer's environmental impact, that includes objectives and targets for incorporating environmental conservation into land management and growing processes?

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

☒ Yes

☐ No

Points Available: 0.00

---

## Agricultural Environmental Impact Benchmarks

Have you benchmarked or researched your environmental performance compared to peer companies or the industry in general?

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

☐ We have benchmarked quantitative environmental metrics to other similar companies or industries in order to compare our performance

☒ We have researched sustainability practices to determine best practices and identify how our practices compare to other companies in our industry

☐ No

Points Available: 0.00

---

## Material Environmental Impacts In Industry

Which of the following are material environmental impacts of concern in your agricultural process?

- ☐ Waste production or usage of materials
- ☒ Water usage or water quality
- ☒ Chemical usage
- ☒ Energy usage or GHG emissions
- ☒ Other - please describe
- ☐ Don't Know
- ☐ Our industry doesn't have material environmental impacts

Points Available: 0.00

---

## Focus of Environmental Performance

For which material environmental impacts have you implemented processes that substantially reduce the environmental footprint of your agriculture?

- ☐ Waste production or usage of materials
- ☒ Water usage or water quality
- ☒ Chemical usage
- ☒ Energy usage or GHG emissions
- ☒ Other - please describe
- ☐ None of the above

Points Available: 0.00

---

## Primary Environmental Management Practice

For those practices that you've selected above, which of the following is the primary method by which you've materially reduced the environmental footprint of your agriculture?

- ☐ The company is engaged in best practices (crop rotation and other methods) to minimize damage to soil and agriculture run-off
- ☐ Water conservation growing techniques are used (drip-tech and hydroponic growing)
- ☐ The company is engaged in best practices around pest management (including integrated pest management)
- ☐ The company has implemented methods that include the recycling and/or re-use of at least 50% of materials
- ☒ The company is engaged in best practices around carbon sequestration (planting cover crops, etc.)
- ☐ None of the above

Points Earned: 19.20 of 19.20

---

## Other Environmental Management Practices

Beyond your primary method indicated above, which other practices do you also have in place on a majority of the land cultivated for your products?

- ☒ The company is engaged in best practices (crop rotation and other methods) to minimize damage to soil and agriculture run-off
- ☒ Water conservation growing techniques are used (drip-tech and hydroponic growing)
- ☒ The company is engaged in best practices around pest management (including integrated pest management)
- ☒ Company has implemented methods that include the recycling and/or re-use of at least 50% of materials
- ☒ The company is engaged in best practices around carbon sequestration (planting cover crops, etc.)
- ☐ None of the above

Points Earned: 9.60 of 9.60

---

## Environmental Management Outcomes

Are any of the following true regarding the results of your environmentally focused agricultural processes?

- ☒ We have achieved carbon neutrality
- ☒ We have achieved zero waste or a closed loop material process
- ☐ We can confirm that water is used only in accordance with the local watershed needs
- ☐ We have eliminated all harmful chemicals from our manufacturing process
- ☐ None of the above

Points Earned: 1.20 of 1.20

---

## Tons of Carbon Offset

What was the number of metric tons of carbon (CO<sub>2</sub>) off-set by your environmental practices during the last 12 months?

What was the number of metric tons of carbon (CO<sub>2</sub>) off-set by your environmental practices during the last 12 months?

☐ We do not track this

Points Available: 0.00

---

## Revenue from Environmentally Innovative Agricultural Process

What were your total revenues last fiscal year from products grown using the previously selected environmental agricultural practices?

What were your total revenues last fiscal year from products grown using the previously selected environmental agricultural practices?

☐ We do not track this

Points Available: 0.00

## Customers Impact Area Introduction

OPERATIONS

**0.0**

---

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

### Customer Impact Business Model Introduction

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

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

☐ Yes

☒ No

Points Available: 0.00

---

## Customer Stewardship

OPERATIONS

**0.8**

---

### 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: 0.36 of 0.71

---

## Supplier Quality Assurance Reviews

In the last 12 months, what % of Significant Suppliers (on currency basis) are subjected to regular audits by independent third party auditors against recognized food safety principles?

Select N/A only if you are a farm that does not source from other farms.

- ☐ 0-49%
- ☐ 50-62%
- ☐ 63-75%
- ☐ >75%
- ☒ N/A

Points Available: 1.43

---

## 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: 0.18 of 0.71

---

## 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 Available: 0.71

---

## 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: 0.36 of 0.71

## Disclosure Questionnaire

---

### Disclosure Industries

---

Disclosure questions on specific production and trade.

#### Disclosure Alcohol

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

Alcohol

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

- ☐ Yes
- ☒ No

Points Available: 0.00

---

#### Disclosure Tobacco

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

Tobacco

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

- ☐ Yes
- ☒ No

Points Available: 0.00

---

## Disclosure Fossil Fuels

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

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

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

☐ Yes

☒ No

Points Available: 0.00

---

## Disclosure Prisons

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

Prisons

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

☐ Yes

☒ No

Points Available: 0.00

---

## Disclosure Bottled Water

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

Bottled water

☐ Yes

☒ No

Points Available: 0.00

---

## Disclosure Animal Products or Services

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

Animal-based products or services (including seafood)

☒ Yes

☐ No

Points Available: 0.00

---

## Disclosure Monoculture Agriculture

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

Monoculture agriculture

☐ Yes

☒ No

Points Available: 0.00

---

## Disclosure Genetically Modified Organisms

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

Genetically modified organisms

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

☐ Yes

☒ No

Points Available: 0.00

---

## Disclosure Biodiversity Impacts

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

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

☒ Yes

☐ No

Points Available: 0.00

---

## Disclosure Energy and Emissions Intensive Industries

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

Energy- and emissions-intensive industries

☐ Yes

☒ No

Points Available: 0.00

---



## Disclosure Water Intensive Industries

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

Water-intensive industries

☒ Yes

☐ No

Points Available: 0.00

---

## Disclosure Illegal Products or Subject to Phase Out

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

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

☐ Yes

☒ No

Points Available: 0.00

---

## Disclosure Industries at Risk of Human Rights Violations

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

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

☐ Yes

☒ No

Points Available: 0.00

---

## Other Disclosure Industries

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

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

☐ Yes

☒ No

Points Available: 0.00

---

## Company Explanation Of Disclosure Item Flags

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

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

Sundown's primary activity is growing cotton (agriculture industry = biodiversity and water disclosures), but it also grows other crops, such as wheat, and has a small cattle operation on farm land (cattle = animal-based product/service disclosure)

Points Available: 0.00

## Disclosure Practices

---

Disclosure questions on sensitive practices.

### No formal Registration Under Domestic Regulations

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

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

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

☐ Yes

☒ No

Points Available: 0.00

---

### Tax Reduction Through Corporate Shells

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

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

☐ Yes

☒ No

Points Available: 0.00

---

### Operates in conflict zones

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

Company operates in conflict zones

☐ Yes

☒ No

Points Available: 0.00

---

## Sale of Data

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

Company sells or provides access to consumer or user data

☐ Yes

☒ No

Points Available: 0.00

---

## Facilities located in sensitive ecosystems

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

Company facilities are located adjacent to or in sensitive ecosystems

☐ Yes

☒ No

Points Available: 0.00

---

## Activities against freedom of association/collective bargaining

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

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

☐ Yes

☒ No

Points Available: 0.00

---

## Workers Under Bond

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

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

☐ Yes

☒ No

Points Available: 0.00

---

## Confirmation of Right to Work

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

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

☐ Yes

☒ No

Points Available: 0.00

---

## Employs Individuals on Zero-Hour Contracts

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

Company employs individuals on zero-hour contracts

☐ Yes

☒ No

Points Available: 0.00

---

## Company workers are prisoners

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

Company uses workers who are prisoners

☐ Yes

☒ No

Points Available: 0.00

---

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

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

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

☐ Yes

☒ No

Points Available: 0.00

---

## Overtime For Hourly Workers Is Compulsory

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

Overtime work is compulsory and exceeds 48 hours in a week

☐ Yes

☒ No

Points Available: 0.00

---

## Other Disclosure Practices

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

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

☐ Yes

☒ No

Points Available: 0.00

---

## Company Explanation Of Disclosure Item Flags

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

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

Does not apply

Points Available: 0.00

---

## Disclosure Outcomes & Penalties

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

### On-Site Fatality

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

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

☐ Yes

☒ No

Points Available: 0.00

---

## Litigation or Arbitration

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

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

- ☐ Yes  
☒ No

Points Available: 0.00

---

## Company has filed for bankruptcy

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

Company has filed for bankruptcy

- ☐ Yes  
☒ No

Points Available: 0.00

---

## Bribery, Fraud, or Corruption

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

Bribery, fraud, or corruption

- ☐ Yes  
☒ No

Points Available: 0.00

---

## Anti-Competitive Behavior

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

Anti-competitive behavior

- ☐ Yes  
☒ No

Points Available: 0.00

---

## Financial Reporting, Taxes, Investments, or Loans

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

Financial reporting, tax payments, investments, or loans

☐ Yes

☒ No

Points Available: 0.00

---

## Political Contributions or International Affairs

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

Political contributions or international affairs

☐ Yes

☒ No

Points Available: 0.00

---

## Labor Issues

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

Labor issues (including safety and discrimination)

☐ Yes

☒ No

Points Available: 0.00

---

## Recalls

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

Recalls due to quality control issues

☐ Yes

☒ No

Points Available: 0.00

---

## Breaches of Confidential Information

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

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

☐ Yes

☒ No

Points Available: 0.00

---

## Consumer Protection

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

Consumer protection (including product safety and marketing claims)

☐ Yes

☒ No

Points Available: 0.00

---

## Significant Layoffs

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

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

☐ Yes

☒ No

Points Available: 0.00

---

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

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

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

☐ Yes

☒ No

Points Available: 0.00

---



## Large Scale Land Conversion, Acquisition, or Relocation

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

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

☐ Yes

☒ No

Points Available: 0.00

---

## Penalties Assessed For Environmental Issues

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

Environmental management penalties, including animal welfare

☐ Yes

☒ No

Points Available: 0.00

---

## Violation of Indigenous Peoples Rights

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

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

☐ Yes

☒ No

Points Available: 0.00

---

## Other Disclosure Outcomes & Penalties

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

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

☐ Yes

☒ No

Points Available: 0.00

---

## Company Explanation Of Disclosure Item Flags

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

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

Does not apply

Points Available: 0.00

## Supply Chain Disclosure

---

Disclosure questions concerning the significant suppliers of the company

### Supplier Child Labor, Prison Labor, or Forced Labor

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

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

- ☐ Yes
- ☒ No
- ☐ Don't Know

Points Available: 0.00

---

### Suppliers in Conflict Zones

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

Operation in conflict zones

- ☐ Yes
- ☒ No
- ☐ Don't Know

Points Available: 0.00

---

### Suppliers Negative Social Impact

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

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

- ☐ Yes
- ☒ No
- ☐ Don't Know

Points Available: 0.00

---

## Suppliers Negative Environmental Impact

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

Practices or outcomes that produced substantial negative environmental impact

- ☐ Yes
- ☒ No
- ☐ Don't Know

Points Available: 0.00