

# Question Filter

Early Life Nutrition China					
SCORE	COMPLETION	VERSION	NAME	SECTOR	SIZE
88.2	100%	5	2018 - Active	Wholesale/Retail	250-999

As wholly-owned subsidiary of Danone SA, Early Life Nutrition China is required to make it's full B Impact Assessment transparent. The PDF contains a completed B Impact Assessment that has been reviewed by B Lab with Early Life Nutrition China as part of their certification as a B Corporation. Answers to questions that would reveal sensitive information (e.g. that would advantage competitors or prejudice litigation) are covered as such:

# Governance

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## Mission & Engagement

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This section reviews opportunities for your business to adopt a social or environmental mission and engage its employees, board members, and the community to achieve that mission.

OPERATIONS

1.8

### Level of Impact Focus

Select the description that best describes your business.

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

- ☐ Positive social/environmental impact is desirable but not a particular focus for our business.
- ☐ Social and environmental impact is frequently considered but it isn't a high priority.
- ☐ We consider social and environmental impact in some aspects of our business but infrequently.
- ☒ We consistently incorporate social and environmental impact into decision-making because we consider it important to the success and profitability of our business.
- ☐ We treat our social/environmental impact as a primary measure of success for our business and prioritize it even in cases where it may not drive profitability.

Points Available: 0.00

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### Mission Statement

Please type or paste your mission statement here.

Please type or paste your mission statement here.

Points Available: 0.00

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### Mission Statement Characteristics

Does your company have a corporate mission statement, and does it include any of the following?

Please check all that apply.

- ☐ No written statement
- ☐ A written corporate mission statement that does not include a social or environmental commitment
- ☒ A general commitment to social and/or environmental responsibility and stewardship
- ☐ A commitment to a specific positive social impact (e.g. poverty alleviation, sustainable economic development)
- ☐ A commitment to a specific positive environmental impact (e.g. reducing waste to landfill with upcycled products)
- ☐ A commitment to serve a target in-need beneficiary group (e.g. low income customers, smallholder farmers)

Points Earned: 0.13 of 0.25

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## Social & Environmental Internal Engagement

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

Check all that apply. If your company does not have a written social or environmental mission, select "No social or environmental mission."

- ☐ No social or environmental mission
- ☐ Company has a social or environmental mission, but there is no training of employees on that mission
- ☐ Only informal inclusion of the company's social and environmental goals in orientation, training or instruction, and/or performance evaluation
- ☒ All workers receive orientation, training, or instruction that explicitly covers the company's social and/or environmental mission and goals
- ☒ Managers' performance evaluation includes how the manager executed on the company's social or environmental mission and goals
- ☒ Non-managers' performance evaluation includes execution of company's social or environmental mission and goals

*Points Earned: 0.50 of 0.50*

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## Social/Environmental Key Performance Indicators

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

- ☐ We don't track key social or environmental performance indicators
- ☒ We measure KPIs/metrics or outputs that we have identified and defined in order to determine if we are achieving our social and environmental objectives
- ☒ We measure social and environmental outcomes over time (e.g. 3rd-party studies, customer or household surveys, progress out of poverty index, etc.)

*Points Earned: 0.50 of 0.50*

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## Mission-driven Executive Compensation

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

Please check all that apply.

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

*Points Earned: 0.50 of 0.50*

## Stakeholder Engagement

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

Check all that apply.

- ☐ No formal stakeholder engagement
- ☐ Annual stakeholder meeting
- ☒ Online stakeholder forum to provide/report social or environmental concerns or feedback
- ☒ Meetings or other engagement mechanisms with local community members
- ☒ Meetings or other engagement mechanisms with social or environmental advocacy groups
- ☐ Community/environmental representation on an advisory board.
- ☐ Third party or anonymous surveys about social/environmental performance
- ☐ Other (please describe)

Points Earned: 0.25 of 0.25

## Corporate Accountability

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This section explores ways for your business to drive better long-term success by creating a governing board and giving traditionally underrepresented stakeholders a place on the board.

OPERATIONS

1.8

### Governance Structures

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

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

Points Earned: 0.33 of 0.33

### Governing Body Characteristics

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

Please check all that apply.

- ☐ Meets at least twice annually
- ☒ Includes at least one independent member
- ☒ Includes at least 50% independent members
- ☒ Oversees executive compensation
- ☒ Has an Audit Committee with at least one independent member
- ☒ Has a Compensation Committee with at least one independent member
- ☐ Company is a cooperative and elects Board from membership
- ☐ None of the above
- ☐ N/A - no Board of Directors or equivalent

Points Earned: 0.67 of 0.67

## Governing Body Responsibilities

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

Please check all that apply.

- ☒ Guiding corporate strategy, setting strategic goals and major plans of action
- ☒ Approving annual budgets, overseeing major capital expenditures and general risk management
- ☒ Overseeing executive compensation
- ☒ Overseeing the company's social and environmental mission, with specific goals and targets (if no mission statement, do not select this option)
- ☐ Other
- ☐ None of the above
- ☐ N/A - no Board of Directors or other governing body

Points Earned: 0.67 of 0.67

## Governing Body Stakeholder Representation

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

Select all that apply.

- ☒ Non-executive employee representative
- ☒ Community expertise (e.g. local university representative)
- ☐ Environmental expertise (e.g. environmental nonprofits)
- ☐ Customers
- ☐ None
- ☐ N/A - no Board of Directors or other governing body

Points Earned: 0.17 of 0.33

## Ethics

This section reviews opportunities to protect your business against financial mismanagement through proactive efforts including creating protections for whistle-blowers and managing conflicts of interests.

OPERATIONS

**2.8**

## Financial Controls

Does the company maintain any of the following financial controls?

Please check all that apply.

- ☐ None
- ☒ IT systems have different password protection systems that are changed periodically with different access levels according to the position of the staff member accessing the data
- ☒ Fraud risk assessment is conducted at least annually and any internal control deficiencies identified are communicated to BoD and senior management
- ☒ Lines of financial reporting, responsibilities and limits for the authorization, approval and verification of disbursements are all documented in writing
- ☒ Financial control activities are documented and at a minimum cover controls around cash disbursement, accounts receivable, accounts payable, and inventory management

Points Earned: 0.55 of 0.55

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## Instruction on Code of Ethics

Which of the following describes how your company instructs employees regarding your Code of Ethics about behavioral expectations, bribery and corruption?

Please check all that apply.

- ☐ No Code of Business Conduct (or equivalent policy) or training on the Code
- ☒ We instruct the Board of Directors on the Code at least annually
- ☒ We instruct all newly hired workers on the Code
- ☒ We instruct managers on the code on an on-going basis
- ☒ We instruct all non-managerial workers on the Code on an ongoing basis
- ☒ We communicate changes to the Code whenever it is updated
- ☐ Other (please describe)

Points Earned: 0.55 of 0.55

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## Code of Ethics

Which of the following aspects are covered in your Code of Ethics?

- ☒ Bribes in any form, including kickbacks or gifts, on any portion of contract payments or soft dollar practices are prohibited
- ☒ Formal oversight policy covering direct or indirect political contributions, charitable donations and sponsorships
- ☐ Financial and in-kind contributions to political parties, politicians, lobby groups, charitable organizations and advocacy groups are publicly disclosed
- ☐ Other (please describe)
- ☐ None of the above
- ☐ N/A - No Business Code of Conduct

Points Earned: 0.36 of 0.55

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## Breached Code of Ethics Breachment Policy

In cases where there are material breaches to the company's Code of Ethics, does the company have formal written guidelines in place for taking the following actions?

- ☐ Breaches, including case details, are reported publicly
- ☒ Reported breaches are investigated promptly via an independent party
- ☒ Employees are dismissed or disciplined if found in breach
- ☐ Contracts with business partners in breach are terminated
- ☒ Company makes improvements to anti-corruption program based on reported cases
- ☐ Other (please describe)
- ☐ None of the above
- ☐ N/A - No Business Code of Conduct

Points Earned: 0.55 of 0.55

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## Anti-Corruption Practices

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

- ☒ An accessible written whistle-blowing policy that provides legal protection and strict confidentiality for employees
- ☒ Helpline or anonymous mechanism to report grievances/concerns
- ☒ Individual or department oversight with direct access to Board of Directors
- ☐ Other (please describe)
- ☐ None of the above

Points Earned: 0.55 of 0.55

## Conflict of Interest Questionnaire

Is there an annual conflict of interest questionnaire filled out by all board members and officers?

Include members of other governing body if not a Board. Please choose N/A if your company has no governing body.

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

Points Earned: 0.27 of 0.27

## Transparency

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This section reviews opportunities for your business to improve employee relations by providing more employee access to financial information and to improve customer relations by providing more feedback opportunities.

OPERATIONS

2.1

## Financial Reporting Standards

During the last fiscal year, with which financial reporting standards did your company comply?

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

Points Earned: 1.33 of 1.33

## Reviewed / Audited Financials

If your company's financial statements were audited or reviewed, what type of individual or entity conducted that review?

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

Points Earned: 0.33 of 0.33

## Financial Transparency with Employees

Does the company have a formal process to share financial information (except salary info) with its full-time employees?

- ☐ No
- ☒ Yes - the company shares financial information if employees ask for them
- ☒ Yes - The company discloses all financial information (except salary info) at least yearly
- ☐ Yes - The company discloses all financial information (except salary info) at least quarterly
- ☐ Yes - The company has complete transparency of financial information and formally empowers all employees and departments to actively participate in financial planning (i.e. Open Book Management)
- ☐ Yes - In addition to sharing financials the company also has an intentional education program around shared financials

Points Earned: 0.50 of 0.67

## Impact Reporting

Does the company publicly share information on its social and/or environmental performance? If so, how?

- ☒ No public reporting on social or environmental performance
- ☐ Specific quantifiable social and/or environmental indicators or outcomes are made public
- ☐ Company sets public targets and shares progress to those targets
- ☐ Information is shared/updated annually
- ☐ Information is presented in a formal report that allows comparison to previous time periods
- ☐ Information adheres to a comprehensive third party standard (ex. GRI or B Impact Assessment)
- ☐ A third party has validated the information shared
- ☐ Impact reporting is integrated with financial reporting

Points Available: 0.67

## Governance Metrics

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

OPERATIONS

0.0

### Last Fiscal Year

On what date did your last fiscal year end?

On what date did your last fiscal year end?

Points Available: 0.00



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**Reporting Currency**

Reporting currency

- ☐ Afghani - AFN
- ☐ Algerian Dinar - DZD
- ☐ Argentine Peso - ARS
- ☐ Armenian Dram - AMD
- ☐ Aruban Guilder - AWG
- ☐ Australian Dollar - AUD
- ☐ Azerbaijanian Manat - AZN
- ☐ Bahamian Dollar - BSD
- ☐ Bahraini Dinar - BHD
- ☐ Baht - THB
- ☐ Balboa - PAB
- ☐ Barbados Dollar - BBD
- ☐ Belarussian Ruble - BYR
- ☐ Belize Dollar - BZD
- ☐ Bermudian Dollar - BMD
- ☐ Bolivar Fuerte - VEF
- ☐ Boliviano - BOB
- ☐ Brazilian Real - BRL
- ☐ British Pound - GBP
- ☐ Brunei Dollar - BND
- ☐ Bulgarian Lev - BGN
- ☐ Burundi Franc - BIF
- ☐ CFA Franc BCEAO - XOF
- ☐ CFA Franc BEAC - XAF
- ☐ CFP Franc - XPF
- ☐ Canadian Dollar - CAD
- ☐ Cape Verde Escudo - CVE
- ☐ Cayman Islands Dollar - KYD
- ☐ Cedi - GHS
- ☐ Chilean Peso - CLP
- ☐ Colombian Peso - COP
- ☐ Comoro Franc - KMF
- ☐ Congolese Franc - CDF
- ☐ Convertible Marks - BAM
- ☐ Costa Rican Colon - CRC
- ☐ Croatian Kuna - HRK
- ☐ Cuban Peso - CUP
- ☐ Czech Koruna - CZK
- ☐ Dalasi - GMD
- ☐ Danish Krone - DKK
- ☐ Denar - MKD
- ☐ Djibouti Franc - DJF
- ☐ Dobra - STD
- ☐ Dominican Peso - DOP
- ☐ East Caribbean Dollar - XCD
- ☐ Egyptian Pound - EGP
- ☐ El Salvador Colon - SVC
- ☐ Ethiopian Birr - ETB
- ☐ Euro - EUR
- ☐ Falkland Islands Pound - FKP
- ☐ Fiji Dollar - FJD
- ☐ Forint - HUF
- ☐ Gibraltar Pound - GIP
- ☐ Gourde - HTG
- ☐ Guarani - PYG
- ☐ Guinea Franc - GNF
- ☐ Guyana Dollar - GYD

- ☐ Hong Kong Dollar - HKD
- ☐ Hryvnia - UAH
- ☐ Iceland Krona - ISK
- ☐ Indian Rupee - INR
- ☐ Iranian Rial - IRR
- ☐ Iraqi Dinar - IQD
- ☐ Jamaican Dollar - JMD
- ☐ US Dollar - USD
- ☐ Jordanian Dinar - JOD
- ☐ Kenyan Shilling - KES
- ☐ Kina - PGK
- ☐ Kip - LAK
- ☐ Kroon - EEK
- ☐ Kuwaiti Dinar - KWD
- ☐ Kwacha - MWK
- ☐ Kwanza - AOA
- ☐ Kyat - MMK
- ☐ Sri Lanka Rupee - LKR
- ☐ Lari - GEL
- ☐ Latvian Lats - LVL
- ☐ Lebanese Pound - LBP
- ☐ Lek - ALL
- ☐ Lempira - HNL
- ☐ Leone - SLL
- ☐ Liberian Dollar - LRD
- ☐ Libyan Dinar - LYD
- ☐ Lilangeni - SZL
- ☐ Lithuanian Litas - LTL
- ☐ Loti - LSL
- ☐ Malagasy Ariary - MGA
- ☐ Malaysian Ringgit - MYR
- ☐ Manat - TMT
- ☐ Mauritius Rupee - MUR
- ☐ Metical - MZN
- ☐ Mexican Peso - MXN
- ☐ Moldovan Leu - MDL
- ☐ Moroccan Dirham - MAD
- ☐ Mvdol - BOV
- ☐ Naira - NGN
- ☐ Nakfa - ERN
- ☐ Namibia Dollar - NAD
- ☐ Nepalese Rupee - NPR
- ☐ Netherlands Antillian Guilder - ANG
- ☐ New Israeli Sheqel - ILS
- ☐ New Leu - RON
- ☐ New Taiwan Dollar - TWD
- ☐ New Zealand Dollar - NZD
- ☐ Turkish Lira - TRY
- ☐ UAE Dirham - AED
- ☐ Uganda Shilling - UGX
- ☐ Uzbekistan Sum - UZS
- ☐ Vatu - VUV
- ☐ Viet Nam Dong - VND
- ☐ Sudanese Pound - SDG
- ☐ Pataca - MOP
- ☐ Quetzal - GTQ
- ☐ Peso Uruguayo - UYU

- ☐ Philippine Peso - PHP
- ☐ Pula - BWP
- ☐ Qatari Rial - QAR
- ☐ Norwegian Krone - NOK
- ☐ Singapore Dollar - SGD
- ☐ Swedish Krona - SEK
- ☐ Swiss Franc - CHF
- ☐ Yen - JPY
- ☐ Zloty - PLN
- ☐ Nicaraguan Cordoba - NIO
- ☐ Rufiyaa - MVR
- ☐ Rupiah - IDR
- ☐ Russian Ruble - RUB
- ☐ Rwanda Franc - RWF
- ☐ Saint Helena Pound - SHP
- ☐ Saudi Riyal - SAR
- ☐ Serbian Dinar - RSD
- ☐ Seychelles Rupee - SCR
- ☐ Solomon Islands Dollar - SBD
- ☐ Som - KGS
- ☐ Rand - ZAR
- ☐ Rial Omani - OMR
- ☐ Surinam Dollar - SRD
- ☐ Syrian Pound - SYP
- ☐ Taka - BDT
- ☐ Tala - WST
- ☐ Tanzanian Shilling - TZS
- ☐ Tenge - KZT
- ☐ Trinidad and Tobago Dollar - TTD
- ☐ Tugrik - MNT
- ☐ Tunisian Dinar - TND
- ☐ Riel- KHR
- ☐ Ngultrum - BTN
- ☐ North Korean Won - KPW
- ☐ Nuevo Sol - PEN
- ☐ Ouguiya - MRO
- ☐ Pa'anga - TOP
- ☐ Pakistan Rupee - PKR
- ☐ Yemeni Rial - YER
- ☐ Won - KRW
- ☒ Yuan Renminbi - CNY
- ☐ Zambian Kwacha - ZMW
- ☐ Zimbabwe Dollar - ZWL
- ☐ Somoni - TJS
- ☐ Somali Shilling - SOS

Points Available: 0.00

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Revenue Year Before Last

Total Earned Revenue

From the fiscal year before last

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## Revenue Last Year

Total Earned Revenue

From the last fiscal year

This question will be used for scored calculation questions later in the assessment. Please complete for accurate scoring.

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## Earnings Before Interest & Taxes Last Year

EBIT (Earnings Before Interest & Taxes)

From the last fiscal year

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## Earnings Before Interest & Taxes Year Before Last

EBIT (Earnings Before Interest & Taxes)

From the fiscal year before last

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## Net Income Year Before Last

Net Income

From the fiscal year before last

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## Net Income Last Year

Net Income

From the last fiscal year

## Payments to Government

Payments to government in the last fiscal year.

Select N/A if company is pre-revenue.

## Mission Locked - Impact Business Model

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

IMPACT BUSINESS MODELS

2.5

### Mission Lock

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

- ☒ Signed a contract or board resolution to amend or adopt a legal form that requires consideration of employees, community, and the environment (i.e. Signed B Corp Term sheet but have not yet adopted stakeholder consideration)
- ☐ Amended corporate governing documents to require the consideration of employees, community and the environment (e.g. Amended Articles of Incorporation)
- ☐ Has a specific legal entity/governance structure that preserves mission (i.e. cooperative)
- ☐ Legal entity/governance structure preserves mission and requires stakeholder consideration (i.e. Benefit Corp or cooperative that has amended governing documents to include stakeholder consideration)
- ☐ Other - Please describe
- ☐ None of the above

Points Earned: 2.50 of 10.00

## Workers

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### Worker Metrics

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

OPERATIONS

0.0

# Majority Hourly vs. Salaried Workers

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

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

- ☒ Fixed Salary
- ☐ Daily/Hourly Wage

Points Available: 0.00

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## # of Full Time Workers

Number of Total Full-Time Workers

Current Total Full-Time Workers

- Current Total Full-Time Workers
- ☐ We do not track this

Points Available: 0.00

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## # of Full Time Workers Last Year

Number of Total Full-Time Workers

Total Full-Time Workers 12 months ago

- Total Full-Time Workers 12 months ago
- ☐ We do not track this

Points Available: 0.00

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## # of Part Time Workers Last Year

Number of Total Part-Time Workers

Total Part-Time Workers 12 months ago

- Total Part-Time Workers 12 months ago
- ☐ We do not track this

Points Available: 0.00

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## # of Part Time Workers

Number of Total Part-Time Workers

Current Total Part-Time Workers

- Current Total Part-Time Workers
- ☐ We do not track this

Points Available: 0.00

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## # of Temporary Workers

Number of Total Temporary Workers

Current Total Temporary Workers

Current Total Temporary Workers

☐ We do not track this

Points Available: 0.00

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## # of Temporary Workers Last Year

Number of Total Temporary Workers

Total Temporary Workers 12 months ago

Total Temporary Workers 12 months ago

☐ We do not track this

Points Available: 0.00

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## Compensation & Wages

This section reviews opportunities to attract more talent and boost employee productivity by offering more comprehensive financial incentives.

OPERATIONS

4.8

### Total Wages

Total Wages (including bonuses)

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### Lowest Paid Wage

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

Please exclude students and interns in this calculation.

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

☐ We do not track this

Points Available: 0.00



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## Inflation Rate Compensation Adjustments

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

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

- ☐ Yes  
☒ No

Points Available: 1.82

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## % Increase in Wages

Subtracting for inflation increase, what was the average % increase in wage/salary paid to all full-time and part-time workers (excluding bonuses, commissions) in the last fiscal year?

Select 0% if average increase was at or below inflation rate.

- ☐ 0%  
☐ 0.1-1.9%  
☒ 2.0-4.9%  
☐ 5%+

Points Earned: 1.21 of 1.82

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## Bonus Plan Characteristics

Which of the following are true about the company's bonus plan:

- ☐ Bonuses are given but there is no formal bonus plan  
☒ Formal guidelines on the structure of the bonus plan (e.g. eligibility, profit/revenue target tied to the bonus pool, allocation criteria) are disseminated and accessible to all workers  
☒ All full-time and part-time workers are eligible in the plan  
☐ None of the above

Points Earned: 1.82 of 1.82

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## Bonus Pool Distribution

Tell us how your bonus pool is distributed.

Tell us how your bonus pool is distributed.

Points Available: 0.00

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## Non-Cash Bonus

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

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

Points Available: 0.00

## Employees Receiving a Bonus

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

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

Points Earned: 1.82 of 1.82

## 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 Available: 3.63

## Compensation & Wages (Salaried)

This section reviews opportunities to attract more talent and boost employee productivity by offering more comprehensive financial incentives.

OPERATIONS

0.9

### Bonus Plan Characteristics

In the last fiscal year, the company's bonus plan for non-executives represented what % of the company's salary base?

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

- ☐ 0%
- ☐ <1%
- ☐ 1-5%
- ☒ 6-15%
- ☐ >15%

Points Earned: 0.93 of 1.40

## Benefits

This section reviews opportunities for your business to attract more talent by offering comprehensive benefits to workers.

OPERATIONS

5.5

## Supplementary Health Benefits

Are any of the following benefits provided to employees to supplement government programs?

- ☒ Disability coverage/ accident insurance
- ☒ Life insurance
- ☐ Financial services (credit or savings programs)
- ☐ Private dental insurance
- ☒ Private supplemental health insurance
- ☐ Other (describe)
- ☐ None of the above

Points Earned: 2.37 of 2.37

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## Paid Secondary Caregiver Leave

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

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

Points Earned: 0.79 of 2.37

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## Healthcare Eligibility for Part Time Workers

How many hours per week must a part-time employee work in order to qualify for the previously-selected benefits?

- ☐ No benefits beyond what is provided under national law
- ☐ 30+ hours per week
- ☐ 25-30 hours per week
- ☐ 20-24 hours per week
- ☐ <20 hours per week
- ☒ N/A - No part-time workers

Points Available: 1.19

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## Supplementary Benefits

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

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

- ☒ Free transportation or transit subsidy
- ☒ Free or subsidized meals
- ☒ Health benefits extend to immediate family (spouse and children)
- ☐ Child-care (On-site or subsidized)
- ☐ Access to local medical services/clinic (on-site or subsidized)
- ☐ Free or subsidized housing
- ☒ Other free or subsidized benefits (describe)
- ☐ None

Points Earned: 2.37 of 2.37

# Worker Benefits (Salaried)

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This section reviews opportunities for your business to attract more talent by offering comprehensive benefits to workers.

OPERATIONS

1.4

## Number of Paid Days Off

How many paid days off (including holidays) do full-time employees receive annually?

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

Points Earned: 0.85 of 0.85

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## Paid Primary Caregiver Leave for Salary Workers

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

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

Points Earned: 0.64 of 0.85

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## Training & Education

---

This section reviews opportunities for your business to help develop and promote talented employees by filling positions with internal candidates.

OPERATIONS

0.7

## Amount of Training for New Hires

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

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

- ☐ No training
- ☐ On-the-job training (1-day to 1 week)
- ☒ On-the job training (1 week to 1 month)
- ☐ Apprenticeship/technical training (1 month+)
- ☐ N/A - No new hires during the last 12 months

Points Earned: 0.18 of 0.27

## Intern Hiring Practices

Which of the following is true of intern hiring practices?

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

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

Points Earned: 0.53 of 0.53

## Training & Education (Salaried)

This section reviews opportunities for your business to help develop your salaried workforce.

OPERATIONS

1.9

### 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 (i.e. training beyond regular job responsibilities, e.g. public speaking training or management training for non-managers)

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

Points Earned: 0.59 of 0.78

### Life Skill Training Participation

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

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

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

Points Earned: 0.39 of 0.78

---

## 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: 0.59 of 0.78

---

## External Professional Development Participation

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

Only include professional development paid for in advance, reimbursed or subsidized by the company.

- ☐ None
- ☒ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75%+

Points Earned: 0.39 of 1.56

---

## Worker Ownership

This section reviews opportunities for your business to engage workers by offering partial ownership of the company. OPERATIONS

4.6

### % Participation in Employee Ownership

What % of all full-time employees (including founders and executives) own stocks, stock equivalents and stock options, or participate in an ESOP or other qualified ownership plans in the company?

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

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

Points Earned: 3.50 of 3.50

## % of Company Owned by Non-Executive Employees

What % of the company is owned by non-executive, non-founder, full-time workers?

Select 0% if none of the workers own the business. Select N/A if your company is a consumer/shared services cooperative, a producer cooperative or a nonprofit.

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

Points Earned: 1.17 of 3.50

## Management & Worker Communication

---

This section reviews opportunities to improve workers' performance by offering more guidance through one-on-one feedback and a written employee handbook. OPERATIONS

1.8

### Employee Review Process

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

Check all that apply.

- ☒ Is conducted on at least an annual basis
- ☐ Includes peer and subordinate input
- ☒ Provides written guidance for career development
- ☒ Includes social and environmental goals
- ☒ Clearly identifies achievable goals
- ☐ None of the above

Points Earned: 0.40 of 0.40

### Worker Satisfaction Surveys

Does the company do any of the following regarding worker satisfaction / engagement?

- ☒ Company conducts anonymous surveys at least biannually
- ☒ Company separates survey results by gender and/or by other underrepresented groups
- ☒ Company shares results with employees
- ☐ None of the above

Points Earned: 0.40 of 0.40

---

## Employee Satisfaction

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

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

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

Points Earned: 0.40 of 0.40

---

## Termination Policy

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

Exclude situations requiring immediate dismissal / with cause.

- ☐ No required written notice prior to termination
- ☒ Written notice of worker performance only
- ☐ Written notice of worker performance and a stated probationary period
- ☐ N/A--no written termination policy

Points Earned: 0.20 of 0.40

---

## Worker / Management Conflict Mediation

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

- ☐ Informally-designated worker who passes information to other workers
- ☒ Union representative
- ☒ Human Resources-designated representative
- ☐ Employee Representative mutually-designated by company management and employees
- ☒ 3rd party Ombudsman
- ☐ Other (describe)
- ☐ None of the above

Points Earned: 0.40 of 0.40

---

## Management & Worker Communication (Salaried)

---

This section reviews opportunities to improve workers' performance by offering more guidance through one-on-one feedback and a written employee handbook.

OPERATIONS

**0.3**



## Performance Reviews

Is there a written performance review for any of the following workers?

Check the box if all workers in that category receive a formal performance review on an annual basis.

- ☐ No written performance review
- ☒ Managers
- ☒ Full-time non-managerial workers
- ☐ Part-time non-managerial workers
- ☐ Temporary workers

Points Earned: 0.30 of 0.40

## Human Rights & Labor Policy

---

Questions include your company's policies, practices and certifications related to human rights.

OPERATIONS

0.6

### Employee Handbook Information

Does your company have a written employee handbook that workers have access to and includes the following information?

- ☐ No written employee handbook
- ☒ A non-discrimination statement
- ☐ An anti-harassment policy
- ☒ Statement on work hours
- ☒ Pay and performance issues
- ☒ Policies on benefits, training and leave
- ☐ Grievance resolution
- ☐ Disciplinary procedures and possible sanctions
- ☐ Statement regarding workers' right to bargain collectively and freedom of association
- ☒ Prohibition of child labor and forced/compulsory labor

Points Earned: 0.30 of 0.30

### Non-Discrimination Policy

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

Please check all that apply.

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

Points Earned: 0.30 of 0.30

## Labor Practices Review

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

- ☐ Yes  
☒ No

Points Available: 0.60

## Occupational Health & Safety

This section reviews opportunities to protect your workers against accidents and injuries.

OPERATIONS

1.4

### Worker Safety Practices

Which of the following are true of your occupational health and safety policies?

- ☒ There are written policies and practices to minimize on-the-job employee accidents and injuries
- ☒ Injury/accident/lost /absentee days are measured and transparent
- ☒ A worker health and safety committee helps monitor and advise on health and safety programs.
- ☐ None of the above

Points Earned: 0.48 of 0.48

### Health and Safety Program

Does your company have a formal safety and health program to engage with workers that includes the following:

- ☐ None - no formal safety and health program
- ☒ Annual safety and health training for all workers, including at least one emergency drill per year
- ☒ Injury/accident/illness/lost days data is recorded and made transparent for all workers
- ☒ Formal safety reporting system for employees to submit their safety concerns
- ☒ A safety position, safety committee or safety program representative reporting to senior level position (Vice-President or higher)

Points Earned: 0.96 of 0.96

### Handling Hazardous Materials

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

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

- ☐ All workers who are in contact with hazardous materials receive initial and on-going (2x per year) training for proper storage, handling, and disposal of materials
- ☐ All workers who handle hazardous materials are required to wear protective gear, including clothing, eye and foot protection
- ☐ All workers are made aware of all health risks associated with handling hazardous materials
- ☐ We monitor the health of all workers who work with hazardous materials and provide them with annual health check-ups
- ☐ Other (describe)
- ☐ None
- ☒ N/A

Points Available: 0.48

## Machinery Practices

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

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

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

Points Available: 0.48

## Worker Business Models Introduction - Impact Business Model

---

This section of the assessment identifies if a company is designed to deliver a specific, material, positive impact for its workers through providing distributed ownership for all employees.

IMPACT BUSINESS MODELS

0.0

### Workers Impact Business Model Introduction

Is your company structured to benefit its employees in the following way?

- ☐ Ownership structures that provide significant equity (>40%) and empowerment to all employees (i.e. employee-owned companies/cooperative)
- ☒ No

Points Available: 0.00

## Community

---

### Job Creation

---

This section surveys growth in the company and employment opportunities available for under-employed populations and low-income communities.

OPERATIONS

4.0

## New Jobs Added Year Before Last

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

Prior 12 months:

Prior 12 months:

☐ We do not track this

*Points Available: 0.00*

---

## New Jobs Added Last Year

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

Last 12 months:

Last 12 months:

☐ We do not track this

*Points Available: 0.00*

---

## Job Growth Rate

What % of full-time and part-time jobs were newly created at your company during the last 12 months?

This does not include existing positions that were filled due to vacancy.

- ☐ 0% (Has not grown on a net basis)
- ☐ 1-14%
- ☐ 15-24%
- ☒ 25%+

*Points Earned: 2.67 of 2.67*

---

## Promoting Employees

What % of positions above entry level have been filled through internal promotion during the last 12 months?

If there have been no job openings above an entry level, enter 0.

- ☐ 0%
- ☒ 1-24%
- ☐ 25-49%
- ☐ 50%+

*Points Earned: 1.33 of 2.67*

---

## Attrition Rate

What % of full-time and part-time workers have left the company during the last 12 months?

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

---

## Departed Employees

Number of full-time and part-time workers that departed/left the company during the last 12 months.

Enter 0 if None. Select N/A only if there are no workers.

---

## Diversity & Inclusion

This section is an opportunity to highlight diversity in various areas of your organization, such as the workforce, Board of Directors, and suppliers.

OPERATIONS

3.9

## Female Employees

Number of total full-time and part-time female employees.

Enter 0 if None. Select N/A only if there are no workers.

Number of total full-time and part-time female employees.

☐ We do not track this

Points Available: 0.00

---

## Ownership Diversity

What % of the company is owned by:

Women and/or individuals from chronically-underemployed communities

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

Points Available: 0.94

---

## Non-managerial Worker Diversity

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

Chronically-underemployed

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

Points Available: 0.94

---

## Non-managerial Worker Diversity

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

Women

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

Points Earned: 0.94 of 0.94

---

## Expatriate Management

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

Expatriates

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

Points Available: 0.00

---

## Female Management

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

Women

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

*Points Earned: 0.94 of 0.94*

---

## Management from Underemployed Groups

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

Chronically-underemployed

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

*Points Available: 0.94*

---

## Nonprofit Ownership

What % of the company is owned by:

Non-profit organization

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

*Points Available: 0.47*

---

## Ownership by Individuals from Underemployed Groups

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

Individuals from chronically underemployed communities

Individuals from chronically underemployed communities

☒ We do not track this

*Points Available: 0.00*

---

## Female Ownership

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

Women

Women

☐ We do not track this

*Points Available: 0.00*

---

## Board of Directors Diversity

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

Select N/A only if your company is governed by an owner/manager structure and does not have a Board of Directors or governing body.

- ☐ 0%
- ☐ 1-9%
- ☐ 10-24%
- ☐ 25-39%
- ☒ 40-49%
- ☐ 50%+
- ☐ N/A - No board of directors or equivalent
- ☐ Don't know

*Points Earned: 0.94 of 0.94*

---

## Supplier Ownership Diversity

What % of your Significant Suppliers are majority owned by women or individuals from underrepresented populations?

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

*Points Earned: 0.14 of 0.94*



## Diversity and Inclusion Training

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

Check all that apply.

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

Points Earned: 0.94 of 0.94

## Civic Engagement & Giving

---

This portion of the review highlights opportunities to encourage employee volunteerism and to donate cash or products that can accelerate the efforts of local non-profits.

OPERATIONS

3.6

### Corporate Citizenship Program

Does your company have a formal corporate citizenship program (with allocated resources) in place that includes the following:

- ☒ Statement on the intended social or environmental impact of company's charitable contributions
- ☒ Cash and in-kind donations (excluding political causes)
- ☒ Volunteer and pro bono service
- ☐ Formal donations commitment (e.g. 1% for the planet)
- ☐ Matching individual workers' charitable donations
- ☐ Allowing workers and/or customers to select charities to receive company's donations
- ☐ Other (please describe)
- ☐ None of the above

Points Earned: 0.67 of 0.84

## Civic Memberships and Partnerships

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

Check all that apply.

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

Points Earned: 0.42 of 0.42

## Volunteer Service Policies

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

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

Points Earned: 0.84 of 0.84

---

## % of Employees Volunteer Service

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

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

Points Earned: 0.21 of 0.84

---

## Tracking Volunteer Service

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

- ☐ We do not currently monitor and record our hours contributed
- ☒ Our company monitors and records hours contributed (no increase targets)
- ☐ Our company monitors hours contributed and has specific increase targets
- ☐ Our company monitors hours contributed and has met specific increase targets during the reporting period

Points Earned: 0.14 of 0.42

---

## Total Amount of Volunteer Service Hours

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

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

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

735

- ☐ We do not track this

Points Available: 0.00

---

## Volunteer Service Per Capita

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

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

- ☐ 0%
- ☒ 0.1-0.5% of time
- ☐ 0.6-1% of time
- ☐ 1.1-2% of time
- ☐ >2% of time
- ☐ Don't know / not monitored

*Points Earned: 0.28 of 0.84*

---

## 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.

---

## % of Revenue Donated

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

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

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

*Points Earned: 0.67 of 3.37*

## Policy Advocacy for Social and Environmental Standards

Has your company worked with policymakers and/or stakeholders (including competitors) to develop or advocate for increased adoption of social and environmental standards or voluntary practices in your industry in the past two years?

Check all that apply.

- ☐ Yes, company has offered support in name and/or signed petitions
- ☒ Yes, company has provided active staff time or financial support
- ☒ Yes, company has directly introduced, testified, made recommendations or provided expertise to advance standards
- ☒ Yes, company has worked with other industry players on a cooperative initiative
- ☐ Yes, and efforts resulted in a specific institutional, industry or regulatory reform
- ☐ Other (please describe)
- ☐ None of the above

Points Earned: 0.42 of 0.42

## Local Involvement

---

This section explores ways for your business to further engage with the community through local ownership and suppliers.

OPERATIONS

1.1

### Local Purchasing and Hiring Policies

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

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

Points Available: 1.50

### Spending on Local Suppliers

What % of your company's expenses (excluding labor) was spent with independent suppliers local to the company's headquarters or relevant production facilities?

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

Points Available: 1.50

---

## Focus on Local Customers

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

- ☐ Yes  
☒ No

Points Available: 1.50

---

## In Country Management

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

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

- ☐ <49%  
☐ 50-74%  
☒ 75-94%  
☐ 95%+

Points Earned: 1.13 of 1.50

---

## Suppliers, Distributors & Product

This portion of the assessment addresses actions to upkeep standards of your company's significant suppliers and products.

OPERATIONS

**8.8**

### 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/Advertising
- ☒ Office Supplies
- ☒ Benefits Providers
- ☒ Technology
- ☐ Raw materials
- ☐ Farms
- ☒ Other

Points Available: 0.00

---

## Social or Environmental Screening of Suppliers

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

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

- ☒ Yes  
☐ No

*Points Available: 0.00*

---

## Supplier Screen Topics

What is the social and environmental screen that is used for a majority of your company's Significant Suppliers:

- ☐ No formal screening process in place  
☒ Screened for negative practices or regulatory non-compliance (e.g. no child labor)  
☒ Screened for positive practices (e.g. environmentally-friendly manufacturing process; excellent labor practices, etc)

*Points Earned: 1.50 of 1.50*

---

## Supplier Evaluation Practices

When monitoring and evaluating the on-going social and environmental performance of the majority of Significant Suppliers, which of the following apply?

- ☐ No formal supplier monitoring and evaluation process  
☒ Significant Suppliers are evaluated based on company's own criteria  
☒ Significant Suppliers are evaluated based on specific social and environmental performance standards that are best-in-class for your industry (ISO, SA8000, etc)  
☐ Company visits a majority of Significant Suppliers on-site

*Points Earned: 1.50 of 1.50*

---

## Length of Supplier Relationships

What is the average tenure of your relationships with Significant Suppliers?

- ☐ Less than 12 months  
☐ 13-36 months  
☒ 37-60 months  
☐ 61+ months  
☐ Don't know

*Points Earned: 1.00 of 1.50*

## Verified Fair Wages

Is the payment of a fair wage to workers for a majority of Significant Suppliers verified or certified?

Fair wages are based on fair trade standard or local living standard.

- ☒ Neither verified nor certified
- ☐ Verified by the company
- ☐ Certified as part of a product or production process certification or certified by another third-party
- ☐ Other (describe)

Points Available: 1.50

---

## Supplier Code of Conduct

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

- ☒ Yes
- ☐ No

Points Earned: 1.50 of 1.50

---

## Support for In Need Suppliers

Do you have a program that identifies suppliers in need of support, education and/or training? If so, which of the following characteristics apply to your program?

- ☐ Company reviews all Significant Suppliers for potential training needs
- ☐ Company has a formal education and support program for selected Significant Suppliers
- ☐ Company sets goals and expectations with suppliers to improve their social and environmental performance
- ☐ Company provides incentives for suppliers with strong social and environmental performance
- ☐ Other (describe)
- ☒ No formal supplier development program

Points Available: 1.50

---

## Independent Contractor Practices

Which of the following describe your relationships with all your company's independent contractors?

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

Points Available: 1.50

---

## Supplier Certifications

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

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

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

*Points Earned: 0.38 of 1.50*

---

## Product Accreditations and Certifications

During the last fiscal year, what % of revenues are generated from products that have a certification that assesses the product or production process for the product (including certifications related to social and environmental performance)?

- ☐ 0%
- ☐ 1-9%
- ☐ 10-24%
- ☐ 25-74%
- ☐ 75-99%
- ☒ 100%
- ☐ Don't know
- ☐ N/A

*Points Earned: 1.50 of 1.50*

---

## Tracking System for Quality Assurance

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

- ☒ Yes
- ☐ No
- ☐ NA

*Points Earned: 1.50 of 1.50*

---

## Community Business Models Introduction - Impact Business Model

---

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

IMPACT BUSINESS MODELS

**0.0**



## Community Oriented Business Models

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

- ☐ A producer-owned cooperative structure in which suppliers share control and benefits of company operations (e.g. farmer cooperative, artisanal cooperative)
- ☐ Purchasing fair/direct trade to improve livelihoods for underserved groups in your supply chain
- ☐ A micro-distribution or micro-franchising model that provides economic opportunities to underserved groups
- ☐ A formal standing commitment to donate a significant portion of sales/profits/ownership to charitable causes (>2% sales, >20% profits/ownership)
- ☐ Providing high quality jobs and/or professional development for individuals with chronic barriers to employment (workforce development programs)
- ☐ Our company was created as a result of a government privatization scheme (within the past 5 years) or to produce a product in and for the local economy that previously had only been available through import (import substitution model)
- ☒ None of the above

Points Available: 0.00

## Environment

---

### Land, Office, Plant

---

The section of the review is an opportunity to feature company efforts in place to preserve the environment through company property management.

OPERATIONS

**4.0**

### Previously Constructed Buildings

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

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

Points Available: 1.07

## Facility Environmental Efficiency

Which best describes a majority of the company's offices and plant facilities' environmental efficiency?

- ☒ Buildings employ energy saving strategies (e.g. energy use monitoring, efficient appliances and lighting, renewable energy use)
- ☒ Buildings use systems for increasing water efficiency (e.g. water efficient appliances, fixtures, and landscaping)
- ☒ Buildings use systems to monitor and improve air quality (e.g. increased ventilation)
- ☐ Building construction and/or operations make use of sustainable materials (e.g. reclaimed products)
- ☒ New building sites are chosen based on sustainability considerations (e.g. minimizing impact on ecosystems and waterways)
- ☐ Buildings are LEED certified or LEED equivalent certified
- ☐ Other (describe)
- ☐ None

Points Earned: 0.96 of 1.07

---

## Recycling Programs

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

- ☒ Company recycles and reuses materials on premises, with clearly-marked bins for use
- ☒ A written recycle/reduce/reuse policy that is posted at plant facilities with clearly-marked bins
- ☐ Other (describe)
- ☐ None

Points Earned: 1.07 of 1.07

---

## Recycling Programs

Does the majority of your facilities on a square foot basis have a facility wide recycling program that has ongoing collection of at least all standard materials in your area?

See Explain this for definition.

- ☒ Yes
- ☐ No

Points Earned: 1.07 of 1.07

---

## Environmentally Efficient Equipment

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

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

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

Points Earned: 0.36 of 0.53

---

## Environmental Management Systems

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

Please check all that apply.

- ☐ No environmental management system
- ☒ Policy statement documenting the company's commitment to the environment
- ☐ Internal or external assessment undertaken of the environmental impact of your company's business activities
- ☐ Stated objectives and targets exist for environmental aspects of your company operations
- ☐ Programming designed, with allocated resources, to achieve these targets
- ☐ Periodic compliance and auditing to evaluate impact of activities
- ☐ Other (describe)

*Points Earned: 0.21 of 1.07*

---

## Environmental Reviews or Audits

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

If yes, select what type of audit or review was conducted; if no, select no.

- ☒ No
- ☐ Internal Review
- ☐ 3rd party-conducted review
- ☐ 3rd party-conducted audit
- ☐ Other (describe)

*Points Available: 1.07*

---

## Indoor Air Quality Audits

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

Select all options that apply.

- ☒ No smoking within 25 feet of building entrances
- ☐ Compliance with the following criteria in ASHRAE Standard 62.1 1010, Ventilation for Acceptable Indoor Air Quality: Ventilation rates for applicable spaces meeting combined outdoor air rate in cfm per person shown in Table 6.1 (Compliance may be shown through CO2 measurement, BMS data or volumetric measurements.)
- ☐ Compliance with Table 5.1, Air Intake Minimum Separation Distances
- ☐ Compliance with Operations and Maintenance Section 8 via documented O&M records
- ☐ HVAC Filters - ASHRAE 52.1 2007 MERV rating of at least 8, with no air by pass
- ☐ Temperature and relative humidity levels in compliance with ASHRAE Standard 55
- ☐ Written IAQ Compliant response policy
- ☐ None of the above

*Points Earned: 0.36 of 1.07*

---

## Inputs

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The portion of the assessment is an opportunity to highlight conservation of energy, water, and materials in your company's operations.

OPERATIONS

**8.8**

## Monitoring and Managing Water Use

Does your company monitor, record and/or report its water usage?

- ☐ We do not currently monitor and record our usage
- ☒ We monitor and record usage (no reduction targets)
- ☐ We monitor and record usage, and have specific reduction targets
- ☐ We monitor usage and have met specific reduction targets during the last fiscal year

*Points Earned: 0.71 of 2.13*

---

## Monitoring Energy Usage

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

- ☐ We do not currently monitor and record usage
- ☒ We monitor and record usage (no reduction targets)
- ☐ We monitor and record usage, and have specific reduction targets
- ☐ We monitor usage and have met specific reduction targets during the last fiscal year

*Points Earned: 0.71 of 2.13*

---

## Environmentally Certified Products

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

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

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

*Points Earned: 2.13 of 2.13*

---

## Environmental Assessment and Product Design

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

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

- ☐ Periodic Life Cycle Assessment
- ☐ Cradle-to-Cradle certification
- ☐ Product has been source reduced
- ☒ Product has gone through toxicity reduction exercise
- ☐ None
- ☐ N/A My revenue is generated from a service

*Points Earned: 2.13 of 2.13*

---

## % of Environmentally Preferred Input Materials

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

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

*Points Available: 2.13*

---

## Water Conservation Practices

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

Please check all that apply.

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

*Points Earned: 1.06 of 2.13*

---

## Electricity Sources

From what sources does your company get its electricity?

Please check all that apply.

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

*Points Earned: 1.59 of 2.13*

## Low Impact Renewable Energy Use

During the last fiscal year, what % of energy used by your company came from low-impact renewable sources?

Include on-site renewable generation. If none, or if you don't know, enter 0.

- ☐ 0%
- ☒ 1-9%
- ☐ 10-24%
- ☐ 25-49%
- ☐ 50%+

Points Earned: 0.53 of 2.13

## Outputs

---

The section of the review is a chance to present information on reductions to emissions of greenhouse gases and waste at your company's facilities.

OPERATIONS  
**7.1**

### Monitoring Greenhouse Gas Emissions

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

Scopes 1 and 2 greenhouse gas (GHG) emissions

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

Points Available: 4.29

---

### Hazardous Waste Disposal

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

Hazardous waste includes batteries, paint, electronic equipment, etc. Select N/A if your company does not generate any hazardous waste.

- ☐ <90%
- ☐ 90-99%
- ☒ 100%
- ☐ N/A
- ☐ Don't know

Points Earned: 4.29 of 4.29

---

## Hazardous Materials On-Site

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

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

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

*Points Earned: 2.86 of 4.29*

---

## Scope of Emission Calculation

If yes, what aspects of your company's operations are included in the emission calculation?

Select N/A if you do not track GHG emissions.

- ☐ Scope 1
- ☐ Scope 2
- ☐ Scope 3
- ☒ N/A

*Points Available: 0.00*

---

## Types of Carbon Credits Purchased

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

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

*Points Available: 2.14*

---

## Transportation, Distribution & Suppliers

The section of the review addresses environmental conscious efforts of significant suppliers and distribution methods.

OPERATIONS

**3.0**

## Significant Suppliers Reporting Practices

Do any of your company's significant suppliers monitor and report on the following?

Please check all that apply.

- ☒ Use of renewable energy at their facilities
- ☒ Water recycling on-site or use a close-loop or other water recovery system
- ☒ Waste production
- ☒ Proper disposal of hazardous materials and provide documentation of such disposal
- ☒ Implementation of programs to reduce waste production or divert waste from landfills
- ☐ Have implemented programs to reduce GHG emissions, ozone depleting, toxic air and toxic water emissions
- ☐ Other (describe)
- ☐ None

*Points Earned: 1.54 of 1.54*

---

## Significant Suppliers Reporting Practices

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

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

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

*Points Earned: 0.77 of 0.77*

---

## Sourcing % raw materials from Local Suppliers

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

Raw materials (in currency terms) grown or harvested

By company or local independent suppliers.

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

*Points Available: 0.77*



---

## 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?

Cost of Goods Sold (excluding labor)

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

Points Available: 0.77

---

## Shipping Policies

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

- ☐ Yes
- ☒ No

Points Available: 0.38

---

## 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 (including hybrid, LPG, and electric) to transport and distribute product
- ☐ Utilize strategic planning software to minimize fuel usage and shipping footprint
- ☒ Train drivers and handlers in fuel efficient techniques
- ☒ Utilize freight/shipping methods with lower environmental impacts (i.e. - avoiding air shipment)
- ☐ Other (describe)
- ☐ None

Points Earned: 0.77 of 0.77

---

## Environmental Models Introduction - Impact Business Model

---

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

IMPACT BUSINESS MODELS

0.0

## Environmental Business Model

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

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

Points Available: 0.00

## Environment Products & Services Introduction - Impact Business Model

---

This section of the assessment identifies specific ways that a company's product or service may be designed to deliver a specific, material, positive impact on the environment.

IMPACT BUSINESS MODELS

0.0

### Environmental Product Benefits

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

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

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

Points Available: 0.00

### Environmental Product/Service Certifications

How would you describe the positive environmental outcome produced for the environment by your product/service? If you have environmental product certifications, please list them here.

To meet the definition of a qualified third-party certification, the certification must be independently verified, be standards-based, and have those standards be transparent.

How would you describe the positive environmental outcome produced for the environment by your product/service? If you have environmental product certifications, please list them here.

Points Available: 0.00

## Toxin Reduction / Remediation - Impact Business Model

---

Recognizes products/services that reduce or remediates toxins or pollution

IMPACT BUSINESS MODELS

## Toxin / Pollution Reduction Overview

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

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

Points Available: 0.00

## Toxin / Pollution Reduction Description

Which of the following product or service descriptions apply?

- ☐ Product minimizes need of toxic chemicals compared to market alternatives (non-GMO)
- ☒ Product/services use less toxic/hazardous chemicals or materials than market alternatives (i.e. non-toxic cleaners, organic food, integrated pest management for agriculture)
- ☐ Product/service remediates environmental damage after discharges to air, land or water (i.e. brownfield remediation, oil spill clean-up)
- ☐ Product/service directly prevents pollution or hazardous discharge (i.e. pollution management technologies)
- ☐ These descriptions do not apply to our company's product/service (Skip the remainder of this section)

Points Available: 0.00

## % Toxin Reduction

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

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

☐ We do not track this

Points Available: 0.00

## Revenue from Toxin Reduction / Remediation

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

## Tons of Carbon Offset

If tracked, what was the total or per use number of metric tons of carbon (CO<sub>2</sub>) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Metric tons of GHG/CO<sub>2</sub> equivalent

Metric tons of GHG/CO<sub>2</sub> equivalent

☐ We do not track this

Points Available: 0.00

---

## Water Saved

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

Liters of water saved/off-set

Liters of water saved/off-set

☐ We do not track this

*Points Available: 0.00*

---

## kWh Saved

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

kWh saved/off-set

kWh saved/off-set

☐ We do not track this

*Points Available: 0.00*

---

## Waste Diverted

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

Metric tons of waste saved from landfill or incineration

Metric tons of waste saved from landfill or incineration

☐ We do not track this

*Points Available: 0.00*

---

## Verification of Toxin Reduction

How do you verify that your product contributes to the outcome previously selected?

Select all that apply.

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

*Points Earned: 1.11 of 1.11*

## Efficacy of Toxin Reduction / Remediation

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

- ☒ Yes  
☐ No  
☐ N/A - No direct research conducted

Points Earned: 1.11 of 1.11

## Negative Impact Management

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

- ☐ Yes  
☒ No

Points Available: 1.11

## Innovative Toxin Reduction / Remediation

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

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

Points Available: 0.00

## Customers

### Customer Models Introduction - Impact Business Model

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

IMPACT BUSINESS MODELS

0.0

### Customer Impact Business Model Introduction

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

- ☒ Yes  
☐ No

Points Available: 0.00

# Customer Products & Services Introduction - Impact Business Model

---

Gating question for picking the community product or service most relevant to your core business intent.

IMPACT BUSINESS MODELS

0.0

## Positive Impact of Product/Service

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

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

Points Available: 0.00

---

## Beneficial Product Type

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

Only select the ONE most relevant option for each product line. This will guide you to a series of questions specific to the type of impact you indicate you are creating.

- ☐ Access to products/services that fulfill basic human needs for individuals without prior access (e.g. providers of electricity or clean drinking water to rural poor communities, affordable housing projects, waste and sanitation systems or disposal)
- ☒ Improved or Maintained Health/Wellness (e.g. medical equipment, medical services and medicines, preventative health services or products, healthy living products, exercise and sporting products, prescription eyeglasses)
- ☐ Improved Education or Skills Development (e.g. schools, textbooks, tutoring services, career leadership training, education tools, games and software)
- ☐ Increased economic opportunity for underserved groups (e.g. financial or insurance services or benefits consulting for the underserved, new mechanisms to connect products to market)
- ☐ Increased operational success or capital for purpose driven or underserved enterprises (e.g. impact investing or fundraising platforms, non-profit accounting services)
- ☐ Increased social and/or environmental impact for businesses or other organizations (e.g. sustainability consulting)
- ☐ Increased Access to Arts, Media, or Culture (e.g. independent media, artisanal crafts, photography, information services)
- ☐ Improves market access through physical or technological infrastructure (e.g. mobile telecommunications, business technologies or software, roads, bridges, railways, ports, building and construction materials not previously available)
- ☐ None of the above

Points Available: 0.00

---

## Total Customer Organizations

Total Number of Customers

Organizations:

Organizations:

☒ We do not track this

Points Available: 0.00

## Total Customer Individuals

Total Number of Customers

Individuals:

Individuals:

☒ We do not track this

Points Available: 0.00

## Health & Wellness Improvement - Impact Business Model

Recognizes products/services that promote the health and wellness of individuals

IMPACT BUSINESS MODELS

3.3

### Health Product Description

Which of the following best describes your health related product or service?

- ☒ Our product reduces health risk, such as by producing healthy alternatives to products that are traditionally unhealthy or toxic to consumers (healthy food alternatives that meet rigorous government standards, BPA free, etc.)
- ☐ Our product/service contributes to the positive development of individual health and well-being (wellness programs, sporting equipment)
- ☐ Our product/service supports healthcare through improving the efficiency or access to healthcare systems (health insurance, drug tracking, hospital equipment, etc.)
- ☐ Our product/service directly provides healthcare that cures or prevents illness/disability
- ☐ None of the above

Points Available: 0.00

### Severity Of Health Issue Addressed

What is the severity of the health issue or issues addressed by your product/service?

Please click on the Help Text icon for instructions

- ☐ Low
- ☐ Mid
- ☐ High
- ☐ My product/service enables healthcare that cures or prevents illnesses/disabilities of all kinds
- ☒ My product/service does not address a particular ailment, it contributes to overall positive health outcomes
- ☐ Don't know

Points Available: 0.00

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## Extent of Positive Health Outcomes

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

- ☐ My product/service has been demonstrated to effectively and substantially address the stated health problem, independent of other factors
- ☒ My product contributes to the stated positive health outcome, but does so dependent upon other resources/circumstances outside of our control

*Points Available: 0.00*

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## Revenue from Health Product/Service

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

---

## Governments Served

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

Governments

Governments

☒ We do not track this

*Points Available: 0.00*

---

## Households Served

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

Households

Households

☒ We do not track this

*Points Available: 0.00*



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## Individuals Served

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

Individuals

Individuals

☒ We do not track this

*Points Available: 0.00*

---

## Organizations Served

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

Businesses/Non-Profits

Businesses/Non-Profits

☒ We do not track this

*Points Available: 0.00*

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## Communities Served

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

Communities

Communities

☒ We do not track this

*Points Available: 0.00*

---

## Client Tracking Methods

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

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

*Points Available: 0.00*

## Verification of Health Outcomes

How do you verify that your product contributes to the outcome previously selected?

Select all that apply.

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

Points Earned: 1.67 of 1.67

## Efficacy of Health Product/Service

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

- ☒ Yes
- ☐ No
- ☐ NA

Points Earned: 1.67 of 1.67

## Innovative Health Products

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

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

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Points Available: 0.00

## Negative Impact Management

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

- ☐ Yes
- ☒ No

Points Available: 1.67

## Serving In Need Populations - Impact Business Model

Recognizes social product models that are targeted to or benefits traditionally in need and underserved populations

IMPACT BUSINESS MODELS

0.4

## Impact on Underserved Populations

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

- ☒ Yes  
☐ No

Points Available: 0.00

---

## Underserved Beneficiaries Overview

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

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

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Points Available: 0.00

---

## Underserved Beneficiary Types

If your beneficiaries are underserved individuals, which of the following underserved populations do they belong to? If you serve organizations that serve the underserved, which of the following populations are your client's beneficiaries?

Select the option that most accurately reflects the majority of underserved beneficiaries.

- ☒ Low income, poor, or very poor  
☐ Other populations underserved in your product/service category, which can include minorities, veterans, disabled individuals  
☐ Individuals who are not underserved in your product/service category (do not continue)

Points Available: 0.00

---

## Impact on Underserved Populations Description

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

- ☐ My product/service helps the financial viability of purpose-driven enterprises, which in turn allows them to continue to serve their underserved target population (ex. marketing or accounting services for a social service agency)  
☐ My product/service directly helps purpose driven enterprises improve positive impact for their underserved beneficiaries, but is not designed specifically for that underserved population (e.g. teaching curriculum sold to low income schools)  
☒ My product/service directly helps purpose driven enterprises improve positive impact for their underserved beneficiaries, and is specifically designed to benefit that underserved population (e.g. teacher training/curriculum specifically designed to address challenges of teaching low income students)  
☐ My product/service is directly used by the previous underserved populations (e.g. products marketed to or designed for the underserved)

Points Available: 0.00

---

## Poor Communities Served

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

Poor

- ☐ Urban
- ☒ Rural
- ☒ Peri-urban
- ☐ N/A

*Points Available: 0.00*

---

## Very Poor Communities Served

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

Very poor

- ☐ Urban
- ☒ Rural
- ☒ Peri-urban
- ☐ N/A

*Points Available: 0.00*

---

## Low-Income Communities Served

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

Low Income

- ☒ Urban
- ☒ Rural
- ☒ Peri-urban
- ☐ N/A

*Points Available: 0.00*

---

## Underserved Group Demographics

If relevant, which of the following beneficiary groups is your product/service targeting?

Not all beneficiary populations are themselves under-served groups.

- ☒ Young children (younger than 5 years old)
- ☐ Children and adolescents (5 years of age or older but younger than 18)
- ☐ Adults
- ☐ Elderly/older adults
- ☐ Persons with disabilities
- ☐ Minority/previously excluded populations
- ☐ Women
- ☐ Pregnant women
- ☐ Other at risk populations
- ☐ None of the above

*Points Available: 0.00*

---

## Underserved Client Tracking

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

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

Points Available: 0.00

---

## Revenue from Serving In Need Populations

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

---

## % of Customers In-need

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

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

☐ We do not track this

Points Available: 0.00

---

## In-Need Individuals Served

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

Individuals

Individuals

☐ We do not track this

Points Available: 0.00

---

## In-need Organizations Served

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

Businesses/Non-Profits

Businesses/Non-Profits

☒ We do not track this

Points Available: 0.00

---

## Underserved Government Entities

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

Governments

Governments

☐ We do not track this

Points Available: 0.00

---

## In-Need Communities Served

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

Communities

Communities

☒ We do not track this

Points Available: 0.00

---

## Underserved Households

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

Households

Households

☐ We do not track this

Points Available: 0.00

---

## Client Tracking Methods

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

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

Points Available: 0.00

---

## Increasing Accessibility for Underserved Groups

Which of the following products/services attributes assist in targeting the previously selected underserved communities:

- ☐ Product/service is accompanied by a zero-interest or below-market financing option (directly from company or through finance partner) with small repayment amounts to provide the poor access to purchase
- ☐ Company utilizes a cross-subsidization model whereby higher pricing for middle and high-income clients facilitates offering lower/subsidized pricing for low income clients/customers
- ☐ Product/service pricing model includes transparent pricing for all customers
- ☒ Vendor provides training on safe use and/or maintenance of the product/service
- ☐ These product/service attributes do not apply to our company (Skip the remainder of this section)

Points Earned: 0.36 of 1.80

---

## Innovative Practices to Increase Accesssibilitiy

Use the field below to describe any innovative technology, distribution or pricing models selected previously.

Use the field below to describe any innovative technology, distribution or pricing models selected previously.

Points Available: 0.00

---

## Poor Clients Served

If relevant, how many customers/clients served in the last 12 months qualify as poor or very poor, with incomes below \$2/day? Do not double-count (e.g. if you report 5 households, do not also report the number of individuals in those 5 households). Estimates within +/- 5% acceptable.

Individuals

Individuals

☒ We do not track this

Points Available: 0.00

---

## Low-Income Households Served

If relevant, how many customers/clients served in the last 12 months qualify as poor or very poor, with incomes below \$2/day? Do not double-count (e.g. if you report 5 households, do not also report the number of individuals in those 5 households). Estimates within +/- 5% acceptable.

Households

Households

☒ We do not track this

Points Available: 0.00

---

## Percent of BoP Beneficiaries

What % of customers/beneficiaries qualify as poor or very poor with incomes below \$2.00 per day?

Estimates within +/- 5% are acceptable. See currency converter in help text to get local currency terms.

What % of customers/beneficiaries qualify as poor or very poor with incomes below \$2.00 per day?

☒ We do not track this

Points Available: 14.40

---

## Revenue Products Benefiting Bottom of Pyramid

How much revenue is generated through sale to clients/customers that live on less than \$2/day?

How much revenue is generated through sale to clients/customers that live on less than \$2/day?

☒ We do not track this

Points Available: 0.00

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## Disclosure Questionnaire

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## Disclosure Industries

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Disclosure questions on specific production and trade.

## Internationally Banned Pesticides/Herbicides

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

Pesticides/herbicides subject to international phase-out or bans

☐ Yes

☒ No

Points Available: 0.00



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## Disclosure Wildlife Regulated Under CITES

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

Wildlife or wildlife products regulated under the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES)

☐ Yes

☒ No

*Points Available: 0.00*

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## Radioactive Materials

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

Radioactive materials

☐ Yes

☒ No

*Points Available: 0.00*

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## Commercial Logging

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

Commercial logging and logging equipment

☐ Yes

☒ No

*Points Available: 0.00*

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## Internationally Banned Pharmaceuticals

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

Pharmaceuticals subject to international phase-outs or bans

☐ Yes

☒ No

*Points Available: 0.00*

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## Disclosure Tobacco

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

Tobacco

- ☐ Yes  
☒ No

Points Available: 0.00

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## Fossil fuels

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

Fossil fuel-based oil or coal utility

- ☐ Yes  
☒ No

Points Available: 0.00

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## Banned Persistent Organic Pollutants

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

Persistent organic pollutants (POPs) that are banned or scheduled to be phased out of production

- ☐ Yes  
☒ No

Points Available: 0.00

---

## Banned Ozone Depleting Substances

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

Ozone depleting substances subject to international phase-out

- ☐ Yes  
☒ No

Points Available: 0.00

---

## Genetically Modified Organisms

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

Genetically modified organisms

- ☐ Yes  
☒ No

Points Available: 0.00

---

## Disclosure Firearms Weapons

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

Firearms, weapons or munitions

☐ Yes  
☒ No

Points Available: 0.00

---

## Illegal Products or Subject to Phase Out

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

Any product or activity deemed illegal under host country laws or regulations or international conventions and agreements

☐ Yes  
☒ No

Points Available: 0.00

---

## Unbonded Asbestos Fibers

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

Unbonded asbestos fibers

☐ Yes  
☒ No

Points Available: 0.00

---

## Disclosure Alcohol

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

Alcohol (excluding beer and wine)

☐ Yes  
☒ No

Points Available: 0.00

---

## Company Explanation Of Disclosure Item Flags

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

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

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

Points Available: 0.00

# Disclosure Practices

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Disclosure questions on sensitive practices.

## Tax Reduction Through Corporate Shells

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

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

- ☐ Yes  
☒ No

Points Available: 0.00

---

## Company prohibits freedom of association/collective bargaining

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

Company prohibits workers from freely associating and bargaining collectively for the terms of one's employment

- ☐ Yes  
☒ No

Points Available: 0.00

---

## Workers cannot leave site during non-working hours

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

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

This includes workers who live on site.

- ☐ Yes  
☒ No

Points Available: 0.00

---

## Facilities located in sensitive ecosystems

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

Company facilities are located adjacent to or in sensitive ecosystems

- ☐ Yes  
☒ No

Points Available: 0.00

## Workers paid below minimum wage

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

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

☐ Yes

☒ No

Points Available: 0.00

---

## Overtime For Hourly Workers Is Compulsory

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

Overtime work for hourly workers is compulsory

☐ Yes

☒ No

Points Available: 0.00

---

## Does not transparently report corporate financials to government

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

Company does not transparently report corporate financials to government

☐ Yes

☒ No

Points Available: 0.00

---

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

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

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

☐ Yes

☒ No

Points Available: 0.00

---

## No signed employment contracts for all workers

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

Company does not have a signed contract of employment with each worker

- ☐ Yes  
☒ No

Points Available: 0.00

---

## Animal Testing

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

Animal testing is conducted

- ☐ Yes  
☒ No

Points Available: 0.00

---

## Employs Individuals on Zero-Hour Contracts

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

Company employs individuals on zero-hour contracts

- ☐ Yes  
☒ No

Points Available: 0.00

---

## ID Cards Withheld or Penalties for Resignation

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

Company keeps workers' original Id Cards/Passports

- ☐ Yes  
☒ No

Points Available: 0.00

---

## Workers not Provided Clean Drinking Water ot Toilets

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

Company does not provide clean drinking water to employees at all times

- ☐ Yes  
☒ No

Points Available: 0.00

---

## Conduct Business in Conflict Zones

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

Company exploitatively operates in conflict zones

- ☐ Yes  
☒ No

Points Available: 0.00

---

## Company workers are prisoners

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

Company uses workers who are prisoners

- ☐ Yes  
☒ No

Points Available: 0.00

---

## Payslips not provided to show wage calculation and deductions

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

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

- ☐ Yes  
☒ No

Points Available: 0.00

---

## No formal Registration Under Domestic Regulations

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

Company is not formally registered in accordance with domestic regulations

☐ Yes

☒ No

Points Available: 0.00

---

## Company Explanation Of Disclosure Item Flags

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

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

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

Does not apply

Points Available: 0.00

---

## Disclosure Outcomes

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

### On-Site Fatality

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

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

☐ Yes

☒ No

Points Available: 0.00

---

### Recalls

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

Material recalls due to quality control issues

☐ Yes

☒ No

Points Available: 0.00



---

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

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

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

- ☐ Yes  
☒ No

Points Available: 0.00

---

## Large Scale Land Conversion, Acquisition, or Relocation

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

Construction or operation of company facilities resulted in physical resettlement or economic displacement involving 5,000 or more people near your facility

- ☐ Yes  
☒ No

Points Available: 0.00

---

## Breaches of Confidential Information

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

Company has had material breaches of individual's confidential information

- ☐ Yes  
☒ No

Points Available: 0.00

---

## Company has filed for bankruptcy

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

Company has filed for bankruptcy

- ☐ Yes  
☒ No

Points Available: 0.00

---

## Litigation or Arbitration

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

Material litigation or arbitration against company

- ☐ Yes  
☒ No

Points Available: 0.00

---

## Company Explanation Of Disclosure Item Flags

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

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

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

Points Available: 0.00

---

## Disclosure Penalties

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Disclosure questions concerning complaints, fees and sanctions applied to your company.

### Political Contributions or International Affairs

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

Political contributions

- ☐ Yes  
☒ No

Points Available: 0.00

---

### Animal Welfare Penalties Assessed

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

Animal welfare

- ☐ Yes  
☒ No

Points Available: 0.00

---

## Bribery, Fraud, or Corruption

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

Bribery, fraud or corruption

- ☐ Yes  
☒ No

Points Available: 0.00

---

## Penalties Assessed Pertaining To Company Taxes

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

Taxes

- ☐ Yes  
☒ No

Points Available: 0.00

---

## Financial Reporting, Taxes, Investments, or Loans

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

Financial reporting

- ☐ Yes  
☒ No

Points Available: 0.00

---

## International Affairs Penalties

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

Geographic operations or international affairs

- ☐ Yes  
☒ No

Points Available: 0.00

---

## Labor Issues

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

Labor issues (internal and supply chain)

- ☐ Yes  
☒ No

Points Available: 0.00

---

## Penalties Assessed Regarding Investments Or Loans

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

Investments or Loans

- ☐ Yes  
☒ No

Points Available: 0.00

---

## Consumer Protection

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

Product safety

- ☐ Yes  
☒ No

Points Available: 0.00

---

## Penalties Assessed For Environmental Issues

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

Environmental issues

- ☐ Yes  
☒ No

Points Available: 0.00

---

## Penalties Assessed Regarding Company's Employee Safety

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

Employee safety or workplace conditions

- ☐ Yes  
☒ No

Points Available: 0.00

---

## Penalties Assessed Regarding Company's Marketing

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

Marketing

- ☐ Yes  
☒ No

Points Available: 0.00

---

## Penalties Assessed Regarding Diversity/Equal Opportunity

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

Diversity and equal opportunity

- ☐ Yes  
☒ No

Points Available: 0.00

---

## Company Explanation Of Disclosure Item Flags

If you selected "Yes" previously, please provide a detailed explanation of the complaint/fine/sanction here.

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

If you selected "Yes" previously, please provide a detailed explanation of the complaint/fine/sanction here.

Points Available: 0.00

---

## Supplier Disclosure

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Disclosure questions concerning the significant suppliers of the company

## Workers Who are Prisoners

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

Significant suppliers use any workers who are prisoners

- ☐ Yes  
☐ No  
☒ Don't Know

Points Available: 0.00

---

## Business in Conflict Zones

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

Significant Suppliers exploitatively operate in conflict zones

- ☐ True  
☐ False  
☒ Don't Know

Points Available: 0.00

---

## Accidental Hazardous Substances

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

Significant Suppliers' sites have experienced accidental discharges to air, land or water of hazardous substances

- ☐ Yes  
☐ No  
☒ Don't Know

Points Available: 0.00

---

## Land Acquisition

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

Construction or operation of Significant Suppliers involved large scale land acquisition

- ☐ Yes  
☐ No  
☒ Don't Know

Points Available: 0.00

---

## Construction or Refurbishment of Dams

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

Construction or operation of Significant Suppliers involved the construction or refurbishment of dams

- ☐ Yes  
☐ No  
☒ Don't Know

Points Available: 0.00

---

## Land Conversion or Degradation

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

Construction or operation of Significant Suppliers involved large scale land conversion and/or degradation

- ☐ Yes  
☐ No  
☒ Don't Know

Points Available: 0.00

---

## Resettlement or Economic Displacement

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

Construction or operation of Significant Suppliers' facilities resulted in physical resettlement or economic displacement involving 5,000 or more people near their facility

- ☐ Yes  
☐ No  
☒ Don't Know

Points Available: 0.00

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## Material Fines or Sanctions

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

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

- ☐ Yes  
☐ No  
☒ Don't Know

Points Available: 0.00

## Operational Fatality

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

Significant Suppliers have had an operational or on-the-job fatality

- ☐ Yes  
☐ No  
☒ Don't Know

Points Available: 0.00

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## Workers Under the Age of 15

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

Significant Suppliers employ workers under the age of 15 (or other minimum work age covered by the International Labour Organization Convention No. 138 )

- ☐ Yes  
☒ No  
☐ Don't Know

Points Available: 0.00

## Other Disclosures

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### Other Disclosures

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

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

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

Points Available: 0.00