

Movida Aluguel de Carros

SCORE	COMPLETION	VERSION	NAME	SECTOR	SIZE
83.4	100%	5	2018 - Active	Wholesale/Retail	1000+

As wholly-owned subsidiary of JSL SA, Movida Aluguel de Carros 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 Movida Aluguel de Carros 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

Mission & Engagement

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.

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

Mission Statement

Please type or paste your mission statement here.

Please type or paste your mission statement here.

Democratização da Mobilidade proporcionando experiências inovadoras para uma sociedade mais justa e sustentável

Points Available: 0.00

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: 0.12 of 0.15

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: 0.31 of 0.31

Stakeholder Engagement

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

Please check all that apply.

- ☒ No formal stakeholder engagement
- ☐ At least annual meetings or other engagement mechanisms with local community members
- ☐ At least annual meetings or other engagement mechanisms with social or environmental advocacy groups
- ☐ Online stakeholder forum to provide/report social or environmental concerns or feedback
- ☐ Third party or anonymous surveys
- ☐ Other (please describe)

Points Available: 0.62

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: 0.15 of 0.31

Board Review of Social or Environmental Performance

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

- ☐ No
- ☒ Yes - The Board receives a general update on the company's social and/or environmental performance
- ☐ Yes - The Board reviews key performance indicators (KPIs) on the company's social and/or environmental performance
- ☐ N/A - No Board of Directors or equivalent governing body

Points Earned: 0.15 of 0.31

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 Available: 0.31

Corporate Accountability

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.

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: 0.25 of 0.25

Governing Body Composition

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

Please check all that apply.

- ☐ At least 50% of board members are independent
- ☐ All directors serve four or less other board mandates
- ☒ Requires separation of the board chair and chief executive positions
- ☐ Company is a cooperative and elects Board from membership
- ☐ None of the above
- ☐ N/A - No Board of Directors or other governing body

Points Earned: 0.25 of 0.50

Governing Body Characteristics

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

- ☒ Meets at least quarterly
- ☒ Requires minimum attendance rate for each board member
- ☒ Has budgetary authority to hire independent third-party consultants without management approval
- ☐ Conducts regular self-assessment of board performance
- ☐ Conducts regular independent assessment of board performance
- ☐ None of the above
- ☐ N/A - No Board of Directors or equivalent governing body

Points Earned: 0.50 of 0.50

Governing Body Stakeholder Representation

Which of the following stakeholder groups or relevant independent experts have voting seats on the Board of Directors or other governing body?

- ☐ Executive employee representative
- ☐ Non-executive employee representative

- ☐ Community expertise (e.g. local universities)
- ☐ Environmental expertise (e.g. environmental nonprofits)
- ☐ Customers
- ☒ None of the above
- ☐ N/A - No Board of Directors or equivalent

Points Available: 0.25

Audit Committee Characteristics

Which of the following apply to your company's Board of Directors Audit Committee?

Please check all that apply.

- ☒ Committee meets at least quarterly
- ☒ All Audit Committee members are independent
- ☒ Procedures are in place for internal auditors to report directly to the Audit Committee in the case of concerns regarding the accuracy and integrity of the financial reports
- ☐ All audit and non-audit fees of the independent auditor are disclosed
- ☐ None of the above
- ☐ N/A - No Audit Committee
- ☐ N/A - No Board of Directors

Points Earned: 0.50 of 0.50

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.

Financial Controls

Does the company maintain any of the following internal financial controls?

Please check all that apply.

- ☒ Fraud risk assessment is conducted at least annually and any internal control deficiencies identified are communicated to BoD and senior management.
- ☒ Formal internal audit department has direct access to the BoD and Audit Committee
- ☒ Job descriptions for managers and employees clearly define lines of financial reporting and responsibilities and limits for the authorization, approval and verification of disbursements.
- ☒ Documented financial control activities at the minimum cover controls around cash disbursement, accounts receivable, accounts payable, and inventory management.
- ☒ Majority of financial controls are automated
- ☐ None of the above

Points Earned: 0.75 of 0.75

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: 0.75 of 0.75

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

Points Earned: 0.75 of 0.75

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: 0.75 of 0.75

Transparency

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.

Audited Financials

Does the company produce financials that are audited annually by an internationally accredited Certified Public Accountant (CPA)?

- ☒ Yes
- ☐ No

Points Earned: 0.50 of 0.50

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 1.00

Impact Reporting

Does your company produce a public-facing annual report detailing its mission-related/sustainability performance? If yes, does this report include the following?

- ☐ None - My company does not produce a public-facing mission-related annual report
- ☐ Input from relevant stakeholder groups to help determine what information to report
- ☒ Clear descriptions of your mission-related activities
- ☐ Quantifiable targets related to your mission
- ☒ Quantifiable results from your mission (e.g. lbs of carbon offset)
- ☒ Consistent variables of measurement which allow comparisons to previous years
- ☒ Compliance with the Global Reporting Initiative (GRI) or equivalent disclosure level based on a third-party voluntary reporting standard
- ☐ Third-party validation/review
- ☒ Financial and sustainability information in an integrated report

Points Earned: 1.00 of 1.00

Governing Body Transparency

Which of the following apply to transparency practices regarding the Board of Directors?

Please check all that apply.

- ☒ Company publicly reports members names, bios/CVs and relationship, including any conflict of interest with the company
- ☒ Company publicly reports attendance rate of board meetings
- ☒ Company publicly reports remuneration of board members and chief executive
- ☐ None of the above

Points Earned: 0.50 of 0.50

Governance Metrics

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

Last Fiscal Year

On what date did your last fiscal year end?

On what date did your last fiscal year end?

December 31st, 2018

Points Available: 0.00

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

Revenue Year Before Last

Total Earned Revenue

From the fiscal year before last

From the fiscal year before last

Points Available: 0.00

Revenue Last Year

Total Earned Revenue

From the last fiscal year

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

From the last fiscal year

Points Available: 0.00

Earnings Before Interest & Taxes Last Year

EBIT (Earnings Before Interest & Taxes)

From the last fiscal year

From the last fiscal year

Points Available: 0.00

Earnings Before Interest & Taxes Year Before Last

EBIT (Earnings Before Interest & Taxes)

From the fiscal year before last

From the fiscal year before last

Points Available: 0.00

Net Income Year Before Last

Net Income

From the fiscal year before last

From the fiscal year before last

Points Available: 0.00

Net Income Last Year

Net Income

From the last fiscal year

From the last fiscal year

Points Available: 0.00

Payments to Government

Payments to government in the last fiscal year.

Select N/A if company is pre-revenue.

Payments to government in the last fiscal year.

Points Available: 0.00

Mission Locked

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

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: 7.50 of 10.00

Workers

Worker Metrics

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

Majority Hourly vs. Salaried Workers

Are the majority 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

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

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

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

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

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

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

Compensation & Wages

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

Total Wages

Total Wages (including bonuses)

Points Available: 0.00

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? 445

☐ We do not track this

Points Available: 0.00

Paying Above the Minimum Wage

Are all your full-time, part-time, and temporary workers paid above minimum wage?

☒ Yes

☐ No

Points Earned: 1.23 of 1.23

% Above the Minimum Wage

What % above the minimum wage did your lowest-paid worker receive during the last fiscal year?

Include full-time, part-time or temporary employees.

☐ <10%

☒ 10-29%

☐ 30-49%

☐ 50-69%

☐ 70-89%

☐ 90%+

☐ N/A

Points Earned: 0.49 of 2.46

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 Earned: 1.23 of 1.23

% 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: 0.41 of 1.23

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 Available: 1.23

Bonus Pool Distribution

Tell us how your bonus pool is distributed.

Tell us how your bonus pool is distributed.

Avaliação conforme resultado de 2018: Espécie 58,31% - Ações 41,69%

Points Available: 0.00

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.

A empresa concede matching em ações quando há conversão opcional de parte do bônus em ações da empresa.

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 Available: 1.23

High to Low Pay Ratio

What multiple is the highest compensation (inclusive of bonus) as compared to the median compensation for full-time employees within the lowest decile (10%) salary bracket in the past FY?

- ☒ >30x
- ☐ 21-30x
- ☐ 16-20x
- ☐ 11-15x
- ☐ 6-10x
- ☐ 1-5x

Points Available: 2.46

Compensation & Wages (Salaried)

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

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: 0.41 of 1.23

Benefits

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

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: 1.58 of 1.58

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: 1.05 of 1.58

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 Earned: 0.59 of 0.79

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: 1.58 of 1.58

Workers Participating in Healthcare Plan

What % of hourly and salaried full-time workers are enrolled in the private healthcare plan offered by your company?

Please only include workers who do not have health insurance elsewhere. Select N/A if workers only receive health care through a national plan.

- ☐ <50%
- ☐ 50%-75%
- ☒ 76%-99%
- ☐ 100%
- ☐ N/A

Points Earned: 0.53 of 0.79

Part Time Worker Participation in Healthcare Plan

What % of hourly and salaried part-time workers who work more than 20 hours a week are enrolled in the private health care plan offered by your company?

- ☐ No additional health insurance benefits provided by the company to part time workers
- ☐ 0%
- ☐ 1-39%
- ☐ 40-59%
- ☐ 60-79%
- ☒ 80%+
- ☐ N/A - No part-time workers
- ☐ N/A - Workers receive health under national plan

Points Earned: 1.58 of 1.58

Worker Benefits (Salaried)

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

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: 0.95 of 1.05

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: 1.05 of 1.05

Training & Education

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

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.

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: 0.20 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 Available: 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: 0.20 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.

% 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: 0.88 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.

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: 0.48 of 0.48

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: 0.36 of 0.48

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: 0.24 of 0.48

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: 0.48 of 0.48

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: 0.36 of 0.48

Human Rights & Labor Policy

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

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?

- ☐ No
- ☒ Yes, 50%+ of company's operations have been reviewed or certified
- ☐ Yes, company conducted human rights reviews beyond what is required by law
- ☐ Yes, compliance reports are shared with stakeholder (workers, suppliers, NGOs, government)

Points Earned: 0.20 of 0.60

Occupational Health & Safety

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

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: 0.32 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 Earned: 0.48 of 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 Earned: 0.48 of 0.48

Worker Business Models Introduction

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.

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.

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 net basis)
- ☐ 1-5%
- ☐ 6-15%
- ☒ >15%

Points Earned: 2.67 of 2.67

Promoting Employees

What % of employees have been internally promoted within the last 12 months?

Exclude material owners in your calculation.

- ☐ 0%
- ☐ 1-5%
- ☐ 6-15%
- ☒ >15%

Points Earned: 2.67 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.

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

Points Available: 0.00

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.

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

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 Earned: 0.89 of 0.89

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: 0.59 of 0.89

Female Management

What % of the managers (excluding executives) is from any of the following populations?

Women

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

Points Earned: 0.89 of 0.89

Management from Underemployed Groups

What % of the managers (excluding executives) is from any of the following populations?

Chronically underemployed

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

Points Available: 0.89

Executive Diversity Statistics

What % of Executives are women or individuals from chronically underemployed communities?

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

Points Earned: 0.59 of 0.89

Minority/Previously Excluded Executives

Optional unweighted metrics: Approximately what % of executives are from the following groups?

Chronically underemployed

Chronically underemployed 0

☐ We do not track this

Points Available: 0.00

Female Executives

Optional unweighted metrics: Approximately what % of executives are from the following groups?

Women

Women 1

☐ 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 Available: 0.89

Managing Gender Pay Equity Managers

Is average compensation for men and women equal in comparable executive, managerial and non-managerial roles?

Managers

Allow a 5% margin of error while calculating. For more information on calculating, see Explain.

- ☐ Yes
- ☒ No
- ☐ N/A - Only one gender represented
- ☐ Don't know

Points Available: 0.29

Manging Gender Pay Equity Non-Managers

Is average compensation for men and women equal in comparable executive, managerial and non-managerial roles?

Non-executive full-time workers

- ☒ Yes
☐ No
☐ N/A - Only one gender represented
☐ Don't know

Points Earned: 0.29 of 0.29

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 Available: 0.89

Managing Gender Pay Equity Executives

Is average compensation for men and women equal in comparable executive, managerial and non-managerial roles?

Executives

Allow a 5% margin of error while calculating. For more information on calculating, see Explain.

- ☐ Yes
☒ No
☐ N/A - Only one gender represented
☐ Don't know

Points Available: 0.29

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: 0.59 of 0.89

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.

Corporate Citizenship Program

Does your company have a formal corporate citizenship program in place that includes the following:

A corporate citizenship program should include allocated resources and oversight.

- ☐ Statement on the intended social or environmental impact of company's charitable contributions
- ☐ Donations (excluding for political causes) and in-kind contributions
- ☐ Formal written donations commitment (including commitments with third-party certification, like 1% for the planet)
- ☒ Volunteering during paid working hours
- ☐ Pro bono service (e.g. consulting projects, management overhead)
- ☒ Community development programs
- ☒ Community-based investments
- ☒ Matching individual workers' charitable donations as an effort to encourage charitable giving
- ☒ Allowing workers and/or customers to select charities to receive company's donations
- ☐ Other (please describe)
- ☐ None of the above

Points Earned: 0.89 of 0.89

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: 0.89 of 0.89

% 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 Available: 0.89

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: 0.15 of 0.44

Total Amount of Volunteer Service Hours

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

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

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

☐ We do not track this

Points Available: 0.00

Volunteer Service Per Capita

What was the % 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: 0.30 of 0.89

Total Amount of Charitable Donations

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

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

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

☒ We do not track this

Points Available: 0.00

% 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 Available: 3.56

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 Available: 0.44

Local Involvement

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

Geographic Structure and Scope

We realize for large companies that have numerous facilities and multinational operations, the definition of local is potentially complex. Please briefly describe the structure of your company geographically, including the location and number of employees located at your headquarters and largest facilities. Also state the total number of facilities managed by your company.

We realize for large companies that have numerous facilities and multinational operations, the definition of local is potentially complex. Please briefly describe the structure of your company geographically, including the location and number of employees located at your headquarters and largest facilities. Also state the total number of facilities managed by your company.

Operações em todos os estados do Brasil, com atuação nos principais aeroportos. Em torno de 800 colaboradores na matriz.

Points Available: 0.00

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 Earned: 0.60 of 1.20

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 Earned: 0.40 of 1.20

National Sourcing

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

- ☐ 0%
- ☐ 1-9%
- ☐ 10-19%
- ☐ 20-29%
- ☒ 30%+

Points Earned: 1.20 of 1.20

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: 1.20 of 1.20

Local Impact Assessments

Has your company done any of the following local community impact assessment activities to identify and measure your impacts on communities in which you do business?

- ☐ Conducted a study or assessment of local community social and environmental impacts
- ☐ Engaged broad range of stakeholders in study or assessment, including consultation with any individuals from underserved populations
- ☐ Identified negative and positive impacts (actual or potential)
- ☐ Publicly disclosed assessment results including potential and actual impacts
- ☐ Implemented action plan to prevent or mitigate negative impacts
- ☒ No assessment undertaken

Points Available: 1.20

Suppliers, Distributors & Product

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

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

Purchases from Tier 1 Significant Suppliers

Value of Purchases from Significant Suppliers

Tier 1

Tier 1

- ☐ We do not track this

Points Available: 0.00

Purchases from Tier 2 Significant Suppliers

Value of Purchases from Significant Suppliers

Tier 2

Tier 2

- ☐ We do not track this

Points Available: 0.00

Number of Tier 2 Significant Suppliers

Number of Significant Suppliers

Tier 2

Tier 2

- ☐ We do not track this

Points Available: 0.00

Number of Tier 1 Significant Suppliers

Number of Significant Suppliers

Tier 1

Tier 1

☐ We do not track this

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: 1.07 of 1.07

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: 1.07 of 1.07

Length of Supplier Relationships

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

- ☐ Less than 24 months
- ☐ 24-60 months
- ☐ 61-96 month
- ☒ 96+ months
- ☐ Don't know

Points Earned: 1.07 of 1.07

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 Earned: 0.54 of 1.07

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: 1.07 of 1.07

Supplier Code of Conduct Topics

Does the company's written Supplier Code of Conduct specifically hold suppliers accountable for performance in the following topics in accordance to a recognized standard?

This may include policies on Fair Trade.

- ☒ Working hours
☒ Freely chosen employment
☐ Compensation
☒ Child labor
☒ Freedom of association
☒ Health and safety
☒ Information on how the Code will be monitored and reviewed (self-audits, site visits, etc.)
☐ None of the above
☐ N/A - No Supplier Code of Conduct

Points Earned: 1.07 of 1.07

Supplier Code of Conduct Remediation

In the cases where suppliers were not yet adhering to the Supplier Code of Conduct, which of the following remediation practices have been implemented before determining whether to terminate the relationship?

- ☒ Breaches reported to senior management
☐ Company has fully disclosed to the public any material breaches of conduct by suppliers that have occurred in the past 5 years
☒ Company formulated a corrective action plan with suppliers with goals and a timeline for improvement
☒ Company provided training and education to address non-compliance and poor performance
☒ Company required a time period for suppliers to make changes to adhere to code of conduct or otherwise terminated contract
☐ Others (please describe)
☐ N/A - No Supplier Code of Conduct
☐ N/A - No remediation policy
☐ N/A - Company's Suppliers have not had a breach in the last 10 years

Points Earned: 1.07 of 1.07

Supplier Code of Conduct Self-Audits

What % of your suppliers are verified for compliance with the Supplier Code of Conduct at least annually?

Tier 1 Suppliers with self-audit

- ☐ 0%

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

Points Earned: 0.21 of 0.27

Supplier Code of Conduct Third Party Verification

What % of your suppliers are verified for compliance with the Supplier Code of Conduct at least annually?

Tier 2 Suppliers with third party verification

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

Points Available: 0.27

Supplier Code of Conduct Self-Audits

What % of your suppliers are verified for compliance with the Supplier Code of Conduct at least annually?

Tier 2 Suppliers with self-audit

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

Points Available: 0.27

Supplier Code of Conduct Third Party Verification

What % of your suppliers are verified for compliance with the Supplier Code of Conduct at least annually?

Tier 1 Suppliers with third party verification

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

Points Earned: 0.21 of 0.27

Supplier Feedback Mechanisms

Are the following mechanisms in place to solicit feedback from suppliers?

- ☒ Company has a formal grievance mechanism to methodically address complaints and resolve disputes along its supply chain
- ☐ Formal mechanism in place for suppliers to provide feedback (e.g. supplier satisfaction surveys)
- ☐ Other (please describe)
- ☐ None of the above

Points Earned: 1.07 of 1.07

Tracking Supplier Information

Does the company have a tracking system in place and map information from Tier 1 Significant Suppliers on any of the following?

- ☒ Major product and service categories
- ☐ Flow of materials and information
- ☐ Potential Human Rights issues/violations
- ☒ Labor issues/violations
- ☒ Environmental issues/violations
- ☐ Company also tracks the above for Tier 2 Significant Suppliers
- ☐ None of the above

Points Earned: 1.07 of 1.07

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: 1.07

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: 1.07

Social or Environmental Purchases

What % of materials or products purchased have third party social or environmental certification or approval, or are from Significant Suppliers that are purpose driven enterprises or have a third party company level certification or approval?

- ☐ 0%
- ☐ <10%
- ☐ 10-19%
- ☐ 20-30%
- ☐ >30%
- ☒ Don't Know

Points Available: 1.07

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: 0.71 of 1.07

Community Business Models Introduction

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

Community Oriented 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.

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 Available: 1.23

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: 1.23 of 1.23

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: 0.21 of 0.62

Environmental Management Systems

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

Please check all that apply.

- ☒ Environmental policy statement documenting the organization's commitment to the environment
- ☒ Completed assessment of the environmental aspects and impacts of the organization's business activities, including upstream and downstream emissions
- ☐ Stated objectives and reduction targets for key environmental aspects of the organization's operations
- ☐ Monitoring and reporting of progress on key aspects' reduction targets

- ☐ Programming designed, with allocated resources, to achieve these targets
- ☐ 3rd party auditing and certification of EMS
- ☐ No environmental management system

Points Earned: 0.49 of 1.23

Context-Based Environmental Management

Does your company measure and manage the following environmental inputs and outputs in a context-based manner?

- ☐ Water
- ☐ Solid waste
- ☒ Greenhouse gas (GHG)
- ☐ None of the above

Points Earned: 0.62 of 1.23

Product Design for the Environment

Which of the following systems do you have in place to design products and services that integrate environmental considerations (DFE)?

- ☒ None of the above
- ☐ Source reduction employed in reducing materials use in both products and packaging
- ☐ Standardized product components/ parts to maximize useful life via disassembly/reprocessing
- ☐ Identifies resource content on manufactured items to enable eventual recycling
- ☐ Program that facilitates maintenance, servicing and reassembly of company's own products
- ☐ Company takes back similar products from other manufacturers for disassembly/reprocessing
- ☐ Company participates in a product reclamation program established by another party
- ☐ Other (please describe)

Points Available: 1.23

Natural Habitat Conservation Procedures

Does the company have demonstrable procedures in place to reduce or mitigate impacts to natural habitats? If yes, which of the following statements apply to these procedures?

Procedures include a Conservation Strategic Plan.

- ☐ No conservation procedures/plan in place
- ☐ Includes percentage of habitat protected or restored by type of habitat and status
- ☐ Addresses future plans and targets for managing impacts regarding habitat loss or degradation, loss of biodiversity, or overall depletion of ecosystems
- ☒ N/A - Company does not have opportunity to control or influence land development processes

Points Available: 1.23

Inputs

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

Life Cycle Assessments

For what percentage of your products on a revenue basis has your company performed Life Cycle Assessments or had their environmental impact certified by a third party?

- ☐ 100%
- ☐ 25-49%
- ☐ 75-99%
- ☐ 1-24%
- ☐ 50-74%
- ☐ 0
- ☒ No formal life cycle study, but life cycle considerations taken into materials selection
- ☐ N/A: My revenue is generated from a service and a LCA can not be conducted

Points Earned: 0.57 of 2.83

% of Environmentally Preferred Input Materials

What is the % of recycled, biodegradable, internally sourced or environmentally preferred materials are used in the top quartile of products sold and the associated packaging?

- ☒ 0%
- ☐ 1-9%
- ☐ 10-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75-94%
- ☐ 95%+
- ☐ Don't know
- ☐ N/A - Company does not sell a physical product

Points Available: 2.83

Monitoring Water Use Relative to Revenue

Does your company monitor, record and report its energy and water usage, relative to company revenues?

Water

- ☐ 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 and record, set reduction targets and report progress on targets annually to a voluntary public reporting program
- ☐ We have met or exceeded those targets in the last FY

Points Earned: 1.89 of 2.83

Monitoring Energy Use Relative to Revenue

Does your company monitor, record and report its energy and water usage, relative to company revenues?

Energy

- ☐ 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 and record, set reduction targets and report progress on targets annually to a voluntary public reporting program
- ☐ We have met or exceeded those targets in the last FY

Points Earned: 1.89 of 2.83

Total Water Use

Total water use (liters) during the last 12 months

Total water use (liters) during the last 12 months

☐ We do not track this

Points Available: 0.00

Total Renewable Energy Use

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

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

☐ We do not track this

Points Available: 0.00

Total Energy Use

Total company energy use (Gigajoules) during the last 12 months

Total company energy use (Gigajoules) during the last 12 months

☐ We do not track this

Points Available: 0.00

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: 1.42 of 2.83

Energy Use Reductions

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

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

- ☐ 0%
- ☐ 1-4%
- ☐ 5-9%
- ☐ 10-14%
- ☐ 15-19%
- ☐ 20%+

☒ Don't know

Points Available: 2.83

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.

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 Earned: 1.82 of 2.73

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: 2.73 of 2.73

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: 2.73 of 2.73

Total Scope 3 GHGs

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

Scope 3

Scope 3

☒ We do not track this

Points Available: 0.00

Total Scope 1 GHGs

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

Scope 1

Scope 1

☐ We do not track this

Points Available: 0.00

Total Scope 2 GHGs

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

Scope 2

Scope 2

☐ We do not track this

Points Available: 0.00

Non-hazardous Waste Generated

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

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

☒ We do not track this

Points Available: 0.00

Total Hazardous Waste Produced

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

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

☒ We do not track this

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

Greenhouse Gas Reduction Strategies

Have you studied the GHG emissions of your entire operation and supply chain and identified the most intensive sources and set strategies for improvement?

- ☒ Yes, for Scope 1
- ☒ Yes, for Scope 2
- ☐ Yes, for Scope 3
- ☐ Yes, for product life cycle
- ☐ No
- ☐ Don't know

Points Earned: 2.05 of 2.73

Waste Generation

Which of the following apply to your company's waste generation?

- ☐ We have adopted a zero waste goal
- ☐ We are approaching zero waste in our hazardous waste generation (90% or better from baseline)
- ☐ We are approaching zero waste in our solid waste generation (90% or better from baseline)
- ☐ We have received external recognition or certification for waste reduction (e.g. Zero Waste International Alliance's recognition program)
- ☒ None of the above

Points Available: 2.73

Transportation, Distribution & Suppliers

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

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 Earned: 0.34 of 0.69

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 Earned: 0.34 of 0.69

Reducing Carbon Emissions from Transportation

Does the company currently use any of the following specific practices to reduce carbon emissions from transportation?

Please check all that apply.

- ☐ Offer transit subsidies to employees as part of a low carbon transportation program
- ☐ Company policy and practice that requires inbound freight or shipping to be transported via lowest impact methods (such as avoiding shipment by air transport)
- ☐ Company policy and practice that outbound freight or shipping is transported via lowest impact methods
- ☒ Other (please describe)
- ☐ None of the above

Points Earned: 0.17 of 0.69

Suppliers Tracking Energy Use

What % of Significant Suppliers track and report the following?

Energy usage

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

Points Earned: 0.09 of 0.34

Suppliers Tracking Air and Water Emissions

What % of Significant Suppliers track and report the following?

Any hazardous or toxic air or water emissions

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

Points Earned: 0.09 of 0.34

Suppliers Tracking Water Use

What % of Significant Suppliers track and report the following?

Water usage

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

Points Earned: 0.09 of 0.34

Suppliers Tracking Hazardous Waste

What % of Significant Suppliers track and report the following?

Generation/recycling/reduction of hazardous waste

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

Points Earned: 0.09 of 0.34

Suppliers Tracking Waste and Recycling

What % of Significant Suppliers track and report the following?

Generation/recycling/reduction of solid waste

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

Points Earned: 0.09 of 0.34

Suppliers Tracking Greenhouse Gases

What % of Significant Suppliers track and report the following?

GHG Emissions

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

Points Earned: 0.09 of 0.34

Suppliers Using Renewable Energy

What % of Significant Suppliers have achieved the following?

Used at least 10% renewable energy at their facilities

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

Points Earned: 0.04 of 0.17

Suppliers Reducing Greenhouse Gases

What % of Significant Suppliers have achieved the following?

Reduced GHG emissions or use of ozone-depleting substances by at least 10% in the past two years

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

Points Earned: 0.04 of 0.17

Suppliers Responsibly Disposing Hazardous Waste

What % of Significant Suppliers have achieved the following?

Responsibly disposed of all hazardous waste generated from production

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

Points Earned: 0.04 of 0.17

Suppliers Reducing Water Use

What % of Significant Suppliers have achieved the following?

Recycled water on site or use close-loop or other water recovery systems to reduce the use of potable water

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

Points Earned: 0.04 of 0.17

Suppliers Reducing Waste

What % of Significant Suppliers have achieved the following?

Implemented initiatives to reduce waste at the source or divert waste from landfills/incineration by at least 10 % in the past two years

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

Points Earned: 0.04 of 0.17

Environmental Models Introduction

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.

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

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.

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.

ÁREA DE SUSTENTABILIDADE IRÁ TRAÇAR UM PLANO PARA IMPLANTAR ISO.

Points Available: 0.00

Renewable or Cleaner-burning Energy

Recognizes products/services that reduce GHG emissions through the provision of renewable or cleaner burning energy

Renewable / Cleaner Burning Energy Overview

Tell us more about how your product or service provides or is powered by renewable energy or cleaner-burning energy than market alternatives.

Tell us more about how your product or service provides or is powered by renewable energy or cleaner-burning energy than market alternatives.

95.7% do combustível comprado pela MOVIDA é ETANOL.

Points Available: 0.00

Renewable / Cleaner Burning Energy Description

Which of the following product or service descriptions apply?

- ☐ Product/service is self-powered by fossil fuel-based energy that is cleaner-burning than market alternatives (e.g. LPG-powered car; natural gas burning heater)
- ☒ Product/service is self-powered by non-fossil fuel renewable energy (e.g. solar-powered lantern)
- ☐ Product/service provides or contributes to the provision of cleaner-burning or non-low impact renewable energy (e.g. LPG distribution)
- ☐ Product/service provides or contributes to the provision of non-GHG emitting low-impact renewable energy (e.g. solar panel installation, wind turbine manufacturing)
- ☐ These descriptions do not apply to our company's product/service (Skip the remainder of this section)

Points Available: 0.00

Types of Renewable Energy

Which of the following renewable energy types are provided by product/service?

- ☐ Solar
- ☐ Wind
- ☒ Biodiesel/biomass
- ☐ Small-scale hydro
- ☐ Other

Points Available: 0.00

Carbon Offset Certification

Has the company's renewable energy products/services received a third-party verification or certification for carbon offsets?

- ☐ Certified emission reduction credits (verified and registered by United Nations)
- ☐ Verified emission reductions credits ("unofficial" carbon credits, not allocated by the UN)
- ☐ Renewable energy credits or local equivalent (third-party verified units of renewable energy)
- ☒ None of the above

Points Available: 1.07

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

Tons of Carbon Offset

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 CO2 saved/off-set

Metric tons of CO2 saved/off-set

- ☐ 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 Generated

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 generated with cleaner alternative

kWh generated with cleaner alternative

☒ We do not track this

Points Available: 0.00

Revenue Generated

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

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

Points Available: 0.00

Verification of Renewable / Cleaner Burning Energy

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: 0.54 of 1.07

Efficacy of Renewable / Cleaner Burning Energy

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 Available: 1.07

Negative Impact Management

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

- ☐ Yes
- ☒ No

Points Available: 1.07

Innovative Renewable / Cleaner Burning Energy

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

Is there something different or innovative about the product/service that has changed the industry? Is this something that is

replicable, unique at the time that it was created, and that has been emulated by other organizations?

Points Available: 0.00

Customers

Customer Models Introduction

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

Customer Impact Business Model Introduction

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

- ☐ Yes
☒ No

Points Available: 0.00

Disclosure Questionnaire

Disclosure Industries

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

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

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

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

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

Disclosure Tobacco

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

Tobacco

- ☐ Yes
☒ No

Points Available: 0.00

Fossil fuels

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

Fossil fuel-based oil or coal utility

- ☒ Yes
☐ No

Points Available: 0.00

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.

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Points Available: 0.00

Disclosure Practices

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.

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Points Available: 0.00

Disclosure Outcomes

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.

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Points Available: 0.00

Disclosure Penalties

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.

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Points Available: 0.00

Supplier Disclosure

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

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

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

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?

NÃO SE APLICA

Points Available: 0.00