

7NXT

SCORE	COMPLETION	VERSION	NAME	SECTOR	COMPANY SIZE
91.7	100%	6	Active Assessment	Service	50-249

As wholly-owned subsidiary of HIIT AcquiCo GmbH, 7NXT is required to make its full B Impact Assessment transparent. The PDF contains a completed B Impact Assessment that has been reviewed by B Lab with 7NXT as part of their certification as a B Corporation. Answers to questions that would reveal sensitive information (e.g. that would advantage competitors or prejudice litigation) are highlighted with a "Sensitive" textbox.

Sensitive

Mission & Engagement

2.1

Level of Impact Focus

Describe your company's approach to creating positive impact.

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

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

Points Available: 0.00

Mission Statement Characteristics

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

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

Please check all that apply.

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

Points Earned: 0.38 of 0.38

Mission Statement

Please share the text of your formal mission statement here.

see below in comment. Please note that 7NXT is a holding company without an operational business. All material answers in the BIA are therefore provided from the perspective of the operational companies 7Mind, buddifyfit and Gymondo.

Points Available: 0.00

Social and Environmental Decision-Making

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

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

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

Points Earned: 0.30 of 0.75

Social and Environmental Performance Training

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

Please check all that apply.

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

Points Earned: 0.50 of 0.75

Managers with Responsibilities to Mission

What percentage of full-time managers have social or environmental mission-related responsibilities or expectations in their job descriptions?

- ☐ 0%
- ☒ 1-49%
- ☐ 50-99%
- ☐ 100%

Points Earned: 0.19 of 0.75

Stakeholder Engagement

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

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

Points Available: 0.38

Management of Material Social and Environmental Issues

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

Answers 3-5 can only be selected if a materiality assessment has been conducted and answer 2 applies.

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

Points Earned: 0.75 of 0.75

Identification of Material Issues

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

7MIND: Material impact issues have been defined at 7Mind in a grassroots, continuous process throughout the history of the company. The earliest aspects the founders and first employees cared for were offering a science-based product, in differentiation to existing, more esoteric offers in the field of mindfulness and meditation. (see also Footnote 1) In its early years, between 2014 and 2016, 7Mind has learned from continuously collected customer feedback that the barriers to entry for people to start a mindfulness and meditation practice remain high. We saw that, simultaneously, there was a stable general interest in 7Mind's offer. As a way to help supply meet demand, we started to partner with health insurance companies who would cover (part of) the costs for 7Mind access. In this sense, one can say that one of the first material issues identified in 7Mind's history was to "make mindfulness universally accessible" which, going forward, became a formal mission goal. Accessibility has, over the further course of the 7Mind development, gone beyond offer-customer match. It now also serves as an inspiration to bring our content for free to students, pupils and their parents/teachers, care works, NGOs and make it accessible for people with disabilities. With 7Mind growing, isolated efforts to do good as a company were not equivalent to company size and revenue anymore. Specific roles were required to scale up existing impact efforts. A People & Culture policy as well as Impact (User, Society, Planet) and DEIB programs were subsequently introduced and 7Mind hired respective owners. "Working mindfully" and "Assuring psychological safety" became core elements of 7Mind's People & Culture policy. In addition, 7Mind turned into a remote first company, offering employees a maximum of flexibility as to where to work. We streamlined regular meetings between reports and team leads, set up an onboarding process and created initiatives to enhance well-being at work. The outcome of all these efforts is best reflected in the simultaneously reshaped 7Mind Values "Connection gives us roots", "Openness allows us to grow", "Purpose shows us the direction" and "Ownership drives us forward". The Values define the guardrails of how 7Minders work together, summarize our culture and define "caring for people" as another one of our core material issues. In the Impact area, we consolidated existing efforts in social responsibility (e.g. NGO partnerships and donations), sustainability (e.g. CO2 accountancy) and ESG reporting (annual Impact Report) into programs with a defined mission and goals, turning the fields into further cornerstones of 7Mind's materiality issues. The intention was to organically build these programs based on what 7Minders had already taken isolated action on in the past and cared for since the start of the company. Building on what in fragments already existed was a way to ensure buy-in and long-term support from the team for social responsibility and sustainability measures. Our DEIB Expert introduced a process- and data-based approach to Diversity, Equity, Inclusion and Belonging. We started to measure Diversity, Equity, Inclusion (DEIB) scores which we regularly communicate to all employees. We also implemented learning opportunities, including a mandatory DEIB onboarding featuring an unconscious bias training in order to highlight our inclusive culture and make sure new 7Minders learn about our DEIB initiatives as early as possible. We also entirely re-worked our internal and external communication to conform with current standards of gendered language. In addition to all initiatives we offer in the field of DEIB, we have also adapted our processes and policies. That includes the implementation of a transitioning (transgender) policy, an anti-discrimination policy and the signing of the Diversity Charter with an informal commitment to constantly improving our DEIB standards. Over the years, as research around mindfulness and meditation kept growing and more findings also around counter-indications for a mindfulness practice surfaced, we discovered another material issue: Ethical advertisement and communication. As it turned out, in the past, we had occasionally oversimplified the benefits of meditation in our external communication. We overhauled our website in this regard and developed specific guidelines that require proof of health benefits in external comms and mandate disclaimers to prevent customers experiencing harm. The guidelines also forbid absolute claims without caveats about the benefits of our products. In Q2/Q3 2023, DEIB Specialist and Impact Manager took a step back and joined forces to unite both Impact and DEIB sectors under a common mission and vision. As a benchmark, we selected both the Sustainable Development Goals and the BCorp Impact Assessment as external standards to align our work and set related goals. At the time, aspiring for a formal BCorp status was not in focus and we undertook these efforts solely based on the fact that both SDG and BCorp represent renown standards for

responsible companies. The explicit outcome of this alignment process is our 7Mind Impact & DEIB Vision and Mission Statement (see below) which since 2023 guides all our Impact efforts. Regularly conducted employee surveys since 2022 show that we have vast support across the company for the three core elements of our Impact work (User, Society, Planet). More than 80% of survey participants find it important that 7Mind cares for these issues: Vision 7Mind is committed to continuously monitor and manage its impact across all the business with the aim to reduce harm and increase our positive impact. Mission 7Mind's priorities are reflected in our Company Values: To empower our community to lead a healthier life and to make mindfulness universally accessible. On this journey, it is important to us to cultivate an inclusive work culture that ensures psychological safety. Finally, we strive to act mindfully towards our planet and its beings by making sustainable choices. Strategy We use established frameworks such as the Sustainable Development Goals (SDGs) and the BCorp Impact Assessment Questionnaire (BCorp IA) to implement proven measures that support our mission. GYMONDO: A formal materiality assessment is in the process of being conducted at Gymondo at the time of writing this. Similar to 7Mind, some aspects of materiality have been discovered one-by-one in the process of the company's development. First and foremost, this is the holistic approach to fitness. Contrary to past traditions or other companies/products, Gymondo does not promise quick fixes. The idea is to engage users in healthy and holistic routines that cover body, mind and nourishment. While we do take on users that want to achieve tangible goals like "weight loss" and "muscle gain" by partly adjusting our communication to these demands, we balance them with a diverse offer of content: More than 50% does not relate to weight loss, but getting toned, flexible or strong. Since the beginning of the company, this is Gymondo's unique selling point. Another aspect, comparable to 7Mind, is a people-focussed culture at Gymondo. This is reflected by the company values "We focus on what matters", "Teamwork is at the heart of what we do as a company", "We interact openly and respectfully", "We actively create transparency" and "We give room & responsibility to grow". These were created in 2018 and have ever since been a northstar goal on how to engage Gymondo's people. Weekly All-Team meetings with detailed updates on the company's performance and various, also anonymous, feedback channels give the employee a say in what is going on in the business. Members of the team at Gymondo enjoy a lot of freedom in how to organize their working day, balance family, free time, care and work duties and receive a package of benefits on par with industry standard. On top of all that, Gymondo offers professional development opportunities for employees that want to grow in and outgrow their current roles & responsibilities. While we constantly review and refine these practices, the core commitment to our people remains unchanged. As Gymondo offers a video-based product featuring real people, the company bears significant responsibility to ensure a diverse representation of people amongst the trainers and also in marketing messaging. Gymondo realized this already almost a decade ago and started to consistently feature different body shapes, cultures, nationalities, gender and skin tones in its communication and product. Another vector of materiality is brought to Gymondo (and the whole 7NXT group) by Oakley, the investor behind the group. Non-financial key reporting KPIs for the 7NXT group include the areas energy and climate change, equity, diversity and inclusion and cybersecurity and data protection thus establishing these as important material issues for all of 7NXT. Finally, with the acquisition of 7Mind into the 7NXT group, Impact, ESG and responsible business conduct are owned by a dedicated Impact manager responsible for the area at both 7Mind, Gymondo and, prospectively, buddyfit. BUDDYFIT: Due to the fact that buddyfit s.r.l. has been acquired and added to the 7NXT group only in August 2024, a materiality assessment has not yet been conducted. FOOTNOTES: 1 This aspect is, for example, still reflected to date in the form that 7Mind has a defined process to support research projects - from small-scope Bachelor theses to complex research projects. We provide information and free product access for researchers without setting any conditions in order to limit bias. On www.7mind.de/studien, we share all the papers published, including our own research.

Points Available: 0.00

Governance Structures

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

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

Points Earned: 0.19 of 0.75

Code of Ethics

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

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

Points Earned: 0.50 of 0.75

Instruction on Code of Ethics

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

Please check all that apply.

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

Points Earned: 0.75 of 0.75

Anti-Corruption Practices

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

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

Points Earned: 0.60 of 0.75

Monitoring Ethics and Corruption

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

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

Points Available: 0.75

Reviewed / Audited Financials

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

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

Points Earned: 0.75 of 0.75

Financial Controls

Does your company maintain any of the following financial controls?

Please check all that apply.

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

Points Earned: 0.75 of 0.75

Company Transparency

What information does the company make publicly available and transparent?

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

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

Points Earned: 0.38 of 0.75

Financial Transparency with Employees

How does your company formally share financial information with full-time employees?

Exclude compensation data. Please check all that apply.

- ☐ We have no formal documented process to share financial information with employees
- ☒ Our company discloses all financial information (except salary info) at least yearly
- ☒ Our company discloses all financial information (except salary info) at least quarterly
- ☐ In addition to sharing financials, our company also has an intentional education program around shared financials
- ☒ In addition to sharing financials with employees, our company publicly reports its financial statements

Points Earned: 0.56 of 0.75

Impact Reporting

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

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

Points Earned: 0.56 of 0.75

Governance Metrics

OPERATIONS

0.0

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

Last Fiscal Year

On what date did your last fiscal year end?

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

On what date did your last fiscal year end?

Points Available: 0.00

Reporting Currency

Select your reporting currency

☒ Euro - EUR

Points Available: 0.00

Revenue Year Before Last

Total Earned Revenue

From the fiscal year before last

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

From the fiscal year before last

Sensitive

Revenue Last Year

Total Earned Revenue

From the last fiscal year

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

From the last fiscal year

Sensitive

Net Income Last Year

Net Income

From the last fiscal year

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

From the last fiscal year

Sensitive

Net Income Year Before Last

Net Income

From the fiscal year before last

From the fiscal year before last

Sensitive

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

Mission Lock

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

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

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

Points Earned: 7.50 of 10.00

Workers

Workers Impact Area Introduction

OPERATIONS

0.0

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

Majority Hourly vs. Salaried Workers

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

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

- ☒ Fixed Salary
- ☐ Daily or hourly wage

Points Available: 0.00

Use Of Contracted Labor

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

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

- ☐ Yes, some of our labor is contracted to third party subcontractors that manage staff on our behalf
- ☐ Yes, we hire individual independent contractors who are contracted to work greater than 20 hours per week for your company over an indefinite period or longer than 6 months
- ☒ We utilize individual independent contractors who do not work greater than 20 hours per week for us over an indefinite period or longer than 6 months
- ☐ None of the above

Points Available: 0.00

Workers Impact Business Model Introduction

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

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

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

Points Available: 0.00

of Full Time Workers

Number of Total Full-Time Workers

Current Total Full-Time Workers

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

Current Total Full-Time Workers

- ☐ We do not track this

Points Available: 0.00

of Full Time Workers Last Year

Number of Total Full-Time Workers

Total full-time workers twelve months ago

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

Total full-time workers twelve months ago

☐ We do not track this

Points Available: 0.00

of Part Time Workers

Number of Total Part-Time Workers

Current Total Part-Time Workers

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

Current Total Part-Time Workers

☐ We do not track this

Points Available: 0.00

of Part Time Workers Last Year

Number of Total Part-Time Workers

Total part-time workers twelve months ago

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

Total part-time workers twelve months ago

☐ We do not track this

Points Available: 0.00

of Temporary Workers

Number of Total Temporary Workers

Current Total Temporary Workers

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

Current Total Temporary Workers

☐ We do not track this

Points Available: 0.00

of Temporary Workers Last Year

Number of Total Temporary Workers

Total temporary workers twelve months ago

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

Total temporary workers twelve months ago

☐ We do not track this

Points Available: 0.00

OPERATIONS

Financial Security

7.2

Lowest Paid Wage

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

Please exclude students and interns in this calculation.

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

Sensitive

% of Employees Paid Individual Living Wage

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

Please exclude students and interns in this calculation.

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

Points Earned: 2.22 of 2.96

% of Employees Paid Family Living Wage

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

Please exclude students and interns in this calculation.

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

Points Earned: 1.98 of 2.96

% Above the Minimum Wage

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

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

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

Points Available: 1.48

Initiatives To Increase Wages and Benefits

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

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

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

Points Available: 1.48

Compensation Policies and Practices

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

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

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

Points Earned: 0.99 of 1.48

Employees Receiving a Bonus

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

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

Points Available: 1.48

Significance of Bonuses

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

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

Points Earned: 0.19 of 1.48

% Participation in Employee Ownership

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

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

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

Points Available: 1.48

Retirement Programs

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

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

Points Earned: 1.48 of 1.48

Financial Services for Employees

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

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

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

Points Earned: 0.37 of 0.74

Health, Wellness, & Safety

OPERATIONS

8.6

Government Provision Of Healthcare

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

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

Points Available: 0.00

Healthcare Coverage

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

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

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

Points Earned: 2.67 of 2.67

Supplementary Health Benefits

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

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

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

Points Earned: 0.67 of 2.67

Supplementary Health Benefits Eligibility for Part-Time Workers

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

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

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

Points Earned: 2.67 of 2.67

Health and Wellness Initiatives

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

Check all that apply.

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

Points Earned: 2.67 of 2.67

Indoor Air Quality Monitoring

Does the company monitor indoor environmental quality to ensure a healthy and comfortable work space and avoid "Sick Building Syndrome"?

Select N/A if you have no facilities.

- ☐ Yes
- ☒ No
- ☐ N/A

Points Available: 1.33

OPERATIONS

Career Development

4.9

Professional Development Policies and Practices

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

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

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

Points Earned: 0.71 of 0.71

Amount of Training for New Hires

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

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

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

Points Earned: 0.47 of 0.71

Paid Professional Development Days

How many paid days of professional development do the majority of full time workers receive in a single year?

- ☐ 0 days
- ☐ 1-4 days
- ☒ 5-9 days
- ☐ 10+ days
- ☐ No formal policy

Points Earned: 0.47 of 0.71

Management Training

What management training and coaching do new and existing managers regularly receive?

Check all that apply.

- ☒ Providing ongoing praise and corrective feedback
- ☒ Conflict negotiation and resolution
- ☒ Group dynamics and optimal team functioning
- ☒ Performance evaluation systems
- ☐ Other - please describe
- ☐ None of the above

Points Earned: 0.71 of 0.71

Employee Review Process

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

Check all that apply.

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

Points Earned: 1.41 of 1.41

Internal Promotions

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

Exclude material owners in your calculation.

- ☐ 0%
- ☐ 1-5%
- ☒ 6-15%
- ☐ 15%+

Points Earned: 0.47 of 0.71

Intern Hiring Practices

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

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

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

Points Earned: 0.71 of 0.71

End of Employment Support

What are your formal company policies regarding employee termination and layoffs?

- ☐ We have a policy to provide written notice of employee performance prior to termination
- ☐ We have a policy to provide performance improvement plans or stated corrective time periods prior to termination
- ☐ We have a policy to provide at minimum 2+ weeks of severance per year of employment
- ☐ We provide outplacement services for terminated employees
- ☒ We don't have written termination or severance policies

Points Available: 0.35

Career Development (Salaried)

OPERATIONS
1.2

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: 0.19 of 0.25

Cross-Job Skills Training Participation

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

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

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

Points Earned: 0.19 of 0.25

Life Skill Training Participation

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

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

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

Points Earned: 0.13 of 0.25

External Professional Development Participation

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

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

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

Points Earned: 0.38 of 0.50

Subsidized Educational Opportunities

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

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

- ☐ 0
- ☒ 1-5%
- ☐ 6-15%
- ☐ 15%+

Points Earned: 0.17 of 0.50

Career Development Policies

What are your company's policies and practices around career development and promotion?

- ☒ Employees who seek to take a short-term leave or sabbatical will have their jobs guaranteed upon return
- ☒ Our company will make an effort to find a place for employees who seek to take a long-term leave or sabbatical upon their return
- ☒ Employees are able to make lateral moves or change career direction or pace when possible
- ☐ None of the above

Points Earned: 0.25 of 0.25

Engagement & Satisfaction

Employee Handbook Information

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

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

Points Earned: 0.43 of 0.43

Paid Secondary Caregiver Leave

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

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

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

Points Earned: 0.87 of 0.87

Supplementary Benefits

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

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

- ☐ On-site childcare
- ☒ Off-site subsidized childcare
- ☒ Free or subsidized meals
- ☒ Policy to support breastfeeding mothers
- ☒ Other - please describe
- ☐ None of the above

Points Earned: 1.73 of 1.73

Worker Empowerment

How does your company engage and empower workers?

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

Points Earned: 0.87 of 0.87

Surveying and Benchmarking Engagement and Attrition

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

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

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

Points Earned: 0.65 of 0.87

Departed Employees

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

Enter 0 if None.

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

Sensitive

Employee Satisfaction

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

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

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

Points Earned: 0.87 of 1.73

OPERATIONS

Engagement & Satisfaction (Salaried)

2.4

Number of Paid Days Off

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

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

Points Earned: 0.70 of 0.70

Paid Primary Caregiver Leave for Salary Workers

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

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

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

Points Earned: 0.49 of 0.70

Worker Flexibility Options

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

Please check all that apply.

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

Points Earned: 0.52 of 0.70

Workplace Flexibility in Practice

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

Please check all that apply.

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

Points Earned: 0.70 of 0.70

Attrition Rate for Salaried Workers

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

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

Sensitive

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

Community Oriented Impact Business Model

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

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

- ☒ Yes
☐ No

Points Available: 0.00

Community Oriented Business Models

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

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

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

Points Available: 0.00

Diversity, Equity, & Inclusion

OPERATIONS

6.9

Inclusive Hiring Practices

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

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

Points Earned: 0.67 of 0.91

Diverse Ownership and Leadership

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

Please select all that apply.

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

Points Available: 0.91

Inclusive Work Environments

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

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

Points Earned: 0.73 of 0.91

Management of Diversity, Equity, and Inclusion

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

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

Points Earned: 0.45 of 0.91

Measurement of Diversity

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

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

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

Points Earned: 0.91 of 0.91

Low Income Workers

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

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

Points Earned: 0.23 of 0.91

Women Workers

How many of your non-managerial workers identify as women?

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

Points Earned: 0.91 of 0.91

Age Diversity in Workforce

What percentage of your workforce is either under the age of twenty four or over the age of fifty?

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

Points Earned: 0.15 of 0.91

Workers from Other Underrepresented Populations

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

Demographics featured in other questions and excluded here: Socioeconomic status, Race or ethnicity, Gender, Age

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

Points Earned: 0.76 of 0.91

High to Low Pay Ratio

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

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

Points Earned: 0.68 of 0.91

Female Management

How many of your company managers identify as women?

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

Points Earned: 0.91 of 0.91

Management from Underrepresented Populations

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

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

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

Points Earned: 0.30 of 0.91

Supplier Diversity Policies or Programs

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

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

Points Earned: 0.11 of 0.45

Supplier Ownership Diversity

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

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

Points Earned: 0.11 of 0.91

Economic Impact

OPERATIONS

4.3

Geographic Structure and Scope

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

HIIT AcquiCo GmbH is incorporated in Germany. 7Mind GmbH and Gymondo GmbH as companies wholly owned by 7NXT/HIIT AcquiCo GmbH are incorporated in Germany. The head office for all above mentioned companies is located in Berlin, Germany.

Buddifyt S.r.l. as part of 7NXT/HIIT AcquiCo is incorporated and headquartered in Genova, Italy.

Points Available: 0.00

New Jobs Added Last Year

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

Last twelve months:

Last twelve months:

Sensitive

Job Growth Rate

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

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

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

Points Earned: 1.33 of 4.00

Non-accredited Investor Ownership

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

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

Points Available: 2.00

Local Ownership

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

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

- ☒ Yes
- ☐ No
- ☐ Don't know

Points Earned: 2.00 of 2.00

Local Purchasing and Hiring Policies

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

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

- ☒ Written preference at each facility to purchase from local suppliers
- ☐ Formal targets or goals for the amount of local purchasing
- ☐ Ready-to-use lists of preferred local suppliers and vendors for specific facilities
- ☒ Written preference for hiring and recruiting local managers
- ☐ Incentives for staff to live within 20 miles of local company facility
- ☐ Other (please describe)
- ☐ No written local purchasing or hiring policies in place

Points Earned: 1.00 of 1.00

Spending on Local Suppliers

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

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

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

Points Available: 2.00

Facilities in Low-Income Communities

What percentage of your workforce is low-income or does not have a college degree AND is also employed in company facilities located in low-income communities?

- ☐ <10%
- ☐ 10-19%
- ☐ 20-29%
- ☐ 30%+
- ☒ Don't Know

Points Available: 2.00

Impactful Banking Services

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

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

Points Available: 2.00

OPERATIONS

Civic Engagement & Giving

5.3

Corporate Citizenship Program

How does your company take part in civic engagement?

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

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

Points Earned: 0.83 of 0.83

Community Service Policies and Practices

How does your company manage employee community service?

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

Points Earned: 0.83 of 0.83

% of Employees Volunteer Service

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

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

Points Earned: 0.83 of 1.66

Total Amount of Volunteer Service Hours

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

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

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

☐ We do not track this

Points Available: 0.00

Volunteer Service Per Capita

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

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

- ☐ 0%
- ☒ .1-.9% of time
- ☐ 1-2.4% of time
- ☐ 2.5-5% of time
- ☐ 5%+ of time
- ☐ Don't know

Points Earned: 0.55 of 1.66

Charitable Giving and Community Investment Policies and Practices

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

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

Points Earned: 0.83 of 0.83

Total Amount of Charitable Donations

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

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

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

Sensitive

% of Revenue Donated

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

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

- ☐ No donations last fiscal year
- ☒ 0.1-0.4% of revenue
- ☐ 0.5-1% of revenue
- ☐ 1.1-2.4% of revenue
- ☐ 2.5-5% of revenue
- ☐ 5%+ of revenue
- ☐ Don't know

Points Earned: 0.66 of 3.31

Policy Advocacy for Social and Environmental Standards

Has your company worked with policymakers to develop or advocate for policy changes explicitly designed to improve social or environmental outcomes in the past two years?

- ☒ 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, and efforts resulted in a specific institutional, industry or regulatory reform
- ☐ Other - please describe
- ☐ None of the above

Points Earned: 0.62 of 0.83

Advancing Social and Environmental Performance

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

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

Points Earned: 0.21 of 0.41

OPERATIONS

Supply Chain Management

1.9

Significant Supplier Descriptions

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

Significant Suppliers represent 80% of your company's purchases in currency terms (excluding salaries on payroll and bonuses, rent, utilities, and taxes).

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

Points Available: 0.00

Social or Environmental Screening of Suppliers

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

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

- ☒ Yes
- ☐ No

Points Available: 0.00

Supplier Screen Topics

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

Significant Suppliers represent 80% of your company's purchases in currency terms (excluding salaries on payroll and bonuses, rent, utilities, and taxes).

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

Points Earned: 0.76 of 0.76

Supplier Evaluation Practices

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

Only select practices that apply to all your significant suppliers. See "Learn More" for further instructions.

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

Points Earned: 0.76 of 0.76

Outsourced Staffing Services

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

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

- ☐ Yes
- ☒ No

Points Available: 0.00

Improving Impact of Suppliers

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

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

Points Available: 0.38

Independent Contractor Practices

What are your company's policies regarding independent contractors that do not work greater than 20 hours per week for your company over an indefinite period or longer than 6 months?

Individual independent contractors who work greater than 20 hours per week for your company over an indefinite period or longer than 6 months should be considered in the Workers section

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

Points Earned: 0.38 of 0.76

Environment

Environment Impact Area Introduction

OPERATIONS

0.0

This section asks about your environmental footprint to determine which questions are applicable later on in the assessment. It also identifies whether your company's product/service is designed to deliver a specific, material,

positive environmental impact, and if so, opens the Environmental Impact Business Model section that is most applicable.

Type of Facilities

What kind of facilities does your business primarily operate in?

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

- ☐ Company-owned office space
- ☒ Leased office space
- ☐ Co-working Space
- ☐ Virtual or home offices

Points Available: 0.00

Environmental Business Model

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

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

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

Points Available: 0.00

Environmental Management

OPERATIONS
6.0

Green Building Standards

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

- ☐ <20%
- ☐ 20-49%
- ☐ 50-79%
- ☒ 80%+
- ☐ N/A

Points Earned: 1.17 of 1.17

Facility Improvement with Landlord

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

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

Points Earned: 1.17 of 1.17

Environmental Purchasing Policy Topics

Does the company have a written and circulated environmentally preferable purchasing (EPP) policy that includes any of the following?

- ☐ Building and construction
- ☐ Carpets
- ☐ Cleaning
- ☒ Electronics
- ☐ Fleets
- ☒ Food or food services
- ☐ Landscaping
- ☐ Meetings and conferences
- ☒ Office supplies
- ☒ Paper
- ☐ Product input materials
- ☐ Other - please describe
- ☐ We don't have an environmentally preferable purchasing policy

Points Earned: 1.17 of 1.17

Virtual Office Stewardship

How does your company encourage good environmental stewardship in how employees manage their virtual offices?

- ☒ We have a written policy encouraging environmentally preferred products and practices in employee virtual offices (e.g. recycling)
- ☒ Our company shares resources with employees regarding environmental stewardship in home offices (e.g. energy efficiency)
- ☒ We have a policy in place for the safe disposal of e-waste and other hazardous materials purchased for employee home offices
- ☒ Employees are provided with a list of environmentally-preferred vendors for office supplies
- ☐ None of the above
- ☐ N/A

Points Earned: 2.33 of 2.33

Environmental Management Systems

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

Checkboxes 3-5 can only be selected if Checkbox 2 applies.

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

Points Earned: 0.23 of 1.17

Air & Climate

OPERATIONS

3.8

Monitoring Energy Usage

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

Please select one answer option indicating if the company monitors energy use and potentially sets targets (answers 1-4). If the company sets targets, answer option 5 may apply in addition.

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

Points Earned: 0.48 of 0.48

Total Energy Use

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

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

☐ We do not track this

Points Available: 0.00

Total Renewable Energy Use

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

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

☐ We do not track this

Points Available: 0.00

Renewable Energy Usage

What percentage of energy use is produced from renewable sources?

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

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

Points Earned: 0.03 of 0.24

Low Impact Renewable Energy Use

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

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

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

Points Earned: 0.19 of 0.97

Facility Energy Efficiency

For what systems has your company used energy conservation or efficiency measures for a majority of your corporate facilities (by square feet) in the past year?

- ☒ Equipment: Energy Star appliances, automatic sleep modes, after-hour timers, etc.
- ☒ Lighting: natural light, CF bulbs, occupancy sensors, daylight dimmers, task lighting, etc.
- ☒ HVAC: programmable thermostat, timers, occupancy sensors, shade sun-exposed walls, double-paned windows, etc.
- ☐ Other - please describe
- ☐ None of the above
- ☐ N/A - We utilize virtual office

Points Earned: 0.48 of 0.48

Energy Use Reductions

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

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

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

Points Earned: 0.19 of 0.97

Monitoring Greenhouse Gas Emissions

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

Please select only one answer option indicating if the company monitors greenhouse gas emissions and potentially sets targets (answers 1-4). If the company sets targets and/or achieved carbon neutrality, answers 5 or 6 may apply in addition.

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

Points Earned: 0.24 of 0.48

Total Scope 1 GHGs

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

Scope 1:

Scope 1:

☐ We do not track this

Points Available: 0.00

Total Scope 2 GHGs

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

Scope 2:

Scope 2:

☐ We do not track this

Points Available: 0.00

Total Scope 3 GHGs

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

Scope 3:

Scope 3:

☐ We do not track this

Points Available: 0.00

Carbon Intensity

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

Please use USD to allow for standardized comparisons.

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

Points Earned: 0.48 of 0.48

Carbon Intensity

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

Please use USD to accurately evaluate the answer option.

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

Points Earned: 0.97 of 0.97

Greenhouse Gas Emissions Reduced

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

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

Points Earned: 0.19 of 0.97

Reducing Impact of Travel/Commuting

Does your company have any programs or policies in place to reduce the environmental footprint caused by travel/commuting?

- ☒ Employees are subsidized/incentivized for use of public transportation, carpooling, or biking to work
- ☒ Facilities are designed to facilitate use of public transportation, biking, or cleaner burning vehicles (e.g. electric chargers)
- ☒ Employees are encouraged to use virtual meeting technology to reduce in person meetings
- ☒ Company has a written policy limiting corporate travel
- ☐ None of the above

Points Earned: 0.48 of 0.48

% GHG Emissions Offset

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

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

Points Earned: 0.10 of 0.48

Monitoring and Managing Water Use

Does your company monitor and manage your water usage?

Please select only one answer option indicating if the company monitors water usage and potentially sets targets (answers 1-4). If the company sets targets, answer option 5 may apply in addition.

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

Points Earned: 0.25 of 1.00

Total Water Use

Total water use (liters) during the last 12 months

Total water use (liters) during the last 12 months

- ☐ We do not track this

Points Available: 0.00

Water Conservation Practices

What water conservation methods have been implemented at the majority of your corporate offices or plant facilities:

Please check all that apply.

- ☐ Low-flow faucets, taps, toilets, urinals, or showerheads
- ☐ Grey-water usage for irrigation
- ☐ Low-volume irrigation
- ☐ Harvest rainwater
- ☒ Other - please describe
- ☐ None of the above
- ☐ N/A - Our company has a virtual office

Points Earned: 0.20 of 1.00

Land & Life

Monitoring and Reporting Non-hazardous Waste

How does your company monitor and manage your waste production?

Please select one answer option indicating if the company monitors waste production and potentially sets targets (answers 1-4). If the company sets targets, answers 5 and/or 6 may apply in addition.

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

Points Earned: 0.50 of 1.00

Non-hazardous Waste Generated

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

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

28.74

☐ We do not track this

Points Available: 0.00

Total Waste Disposed

Waste Disposed (metric tonnes) during the last 12 months

Waste Disposed (metric tonnes) during the last 12 months

28.74

☐ We do not track this

Points Available: 0.00

Total Waste Recycled

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

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

24.68

☐ We do not track this

Points Available: 0.00

Recycling Programs

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

Please check all that apply.

- ☒ Paper
- ☒ Cardboard
- ☒ Plastic
- ☒ Glass & metal
- ☒ Composting
- ☐ None of the above

Points Earned: 1.00 of 1.00

Reducing Waste

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

The past two years

The past two years

- ☐ We do not track this

Points Available: 0.00

Hazardous Waste Disposal

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

This includes batteries, paint, electronic equipment, etc.

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

Points Earned: 1.00 of 1.00

Chemical Reduction Methods

Which of the following environmentally preferred products have been purchased for the majority of your corporate facilities?

- ☒ Non-toxic janitorial products
- ☒ Unbleached / chlorine free paper products
- ☐ Soy-based inks or other low VOC inks
- ☐ Recycled/environmentally preferred office supplies (paper, pens, notebooks, etc.)
- ☒ Other - please describe
- ☐ None of the above

Points Earned: 0.75 of 1.00

Customers

OPERATIONS

Customers Impact Area Introduction

0.0

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

Customer Impact Business Model Introduction

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

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

- ☒ Yes
- ☐ No

Points Available: 0.00

Customer Focus of Product or Service

Is the social or economic problem addressed by your product/service one that is faced directly by your customers and/or your clients' beneficiaries?

If you answer "No" here, be sure to revisit the Environment and/or Community sections to ensure your business model impact is appropriately captured.

- ☒ Yes
- ☐ No, customers support in our ability to produce a positive social/economic impact, but the primary beneficiaries are other stakeholders (i.e. we donate to charities based on sales to customers, we sell fair trade products to our customers, we sell environmentally beneficial products to our customers)

Points Available: 0.00

Positive Impact of Product/Service

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

7Mind GmbH, buddyfit s.r.l. and Gymondo GmbH run subscription-based digital health products. 7MIND: 7Mind offers various mental health products: An audio-based app, a free podcast, a free online magazine and some free content on YouTube. All content designed for practice in the 7Mind app is developed by psychologically and/or medically trained experts. Generally, as a result of using 7Mind, people learn to better manage stress and their own resources, improve their mental health, build better relationships and become calmer and more reflective. They sleep better and are able to ease mild forms of physical pain. GYMONDO: Gymondo GmbH offers a video-based app available in multiple ecosystems (web, app stores, Smart TV and through telecommunication providers) and a free blog. Gymondo is unique as it approaches human health holistically without promising quick fixes. The app combines physical exercise videos, recipes and nutritional guidance as well as elements of mindfulness. Users can choose from over 150 fitness programs containing more than 1500 workouts shot in high quality HD with professional equipment. Gymondo lowers the entry barrier to fitness and workout and can easily be integrated into daily life. Additionally, the app features 2000 balanced, healthy recipes. BUDDYFIT: Similar to Gymondo, buddyfit combines physical exercise videos and elements of mindfulness, predominantly in Italian and Spanish. OFFER AND GENERAL THEORETICAL BACKGROUND The theoretical background behind 7Mind's meditation and mindfulness exercises and educational content is the focus on preventive care. According to the vulnerability-stress model (<https://dorsch.hogrefe.com/stichwort/vulnerabilitaets-stress-modell>), due to various factors (especially genetic, social and biographical), every person brings a certain predisposition to developing such symptoms in life. This can be called vulnerability. Stress in life cannot be avoided - if stress and disposition in combination exceed a limit, psychological problems occur, according to the model. This is where 7Mind content comes in. The 7Mind app offers a low-threshold introduction into mindfulness through guided as well as non-guided meditations and related mind-body exercises lasting between 1 and 60 minutes. The exercises feature a variety of recognized helpful techniques such as body scan, visualization, thought observation and breathing exercises. Specific relaxation techniques such as autogenic training and progressive muscle relaxation are also included. The app also contains soundscapes, sleep stories and knowledge courses. The specific scientific starting point for most of 7Mind's content is the well-researched (for example, see this overview study: <https://pmc.ncbi.nlm.nih.gov/articles/PMC9361873/>) MBSR program (https://en.wikipedia.org/wiki/Mindfulness-based_stress_reduction) according to Jon Kabat-Zinn. Although Kabat-Zinn did not invent mindfulness, he helped to embed the ancient techniques of meditation and related practices in the modern world. The MBSR's approach to combine practical exercise and theoretical information is something 7Mind adapted. Meditation practice and mindfulness in general have been scientifically proven to be beneficial to people even beyond the framework of the MBSR program. The practice can help manage stress, achieve more serenity and improve sleep. An overview about the state of mindfulness and meditation research can be found (in German) on our website under www.7mind.de/warum-meditation-lernen and in our annual Impact Reports on www.7mind.de/impact. The extensive work of Goldberg, Riordan, Sun, Davidson, 2022 (<https://pubmed.ncbi.nlm.nih.gov/33593124>) suggests that mindfulness-based interventions generally compare favorably with passive controls (see Sources 1) across several (but not all) populations, problems, intervention types and outcomes. In some limited instances, this is also true for active controls as the authors write. In some cases, mindfulness-based interventions also perform on-par with other treatment forms when it is not about preventive care, but the treatment of diagnosed conditions. It needs to be said as well, that scientists note some caveats and shortcomings in contemporary mindfulness research, e.g. risk of bias, disregard for adverse effects and underpowered single studies. For Gymondo and buddyfit, the background is the general scientific knowledge that in order to stay fit and healthy, regular physical exercise is necessary. Gymondo's unique approach is to be inclusive of all forms of fitness and physical activity, starting from aerobics all the way through general fitness, martial arts basics, pilates, weight training down to yoga. There are growing indications in science that health applications for mobile phones can positively influence overall health and fitness. In the following, we discuss the findings of systematic reviews and meta-analyses published 2019-2024 available in

the PubMed database for the search terms “buddyfit”, “fitness app”, “freeletics”, “gymondo” and “workout app”. Scientific Reviews and meta-analyses sum up, compare and categorize smaller-scale studies and therefore can represent a more high-level view on a scientific question. For example, for apps with personalized exercise videos, this study (<https://pmc.ncbi.nlm.nih.gov/articles/PMC10375281>) found small to moderate improvements in physical function, however, the focus was on physiotherapy and people with existing conditions. Also, the findings are at a high risk of bias. When it comes to healthy populations, however, this research (<https://bjsm.bmj.com/content/55/8/422.long>) also found significant small to moderate effects. As they were measured in steps, the transferability to exercise apps can be difficult. For women during menopause specifically, this work (<https://pmc.ncbi.nlm.nih.gov/articles/PMC9789501>) found small to moderate improvement effects regarding physical activity. It should be noted, however, that some researchers could not find any correlation between the use of apps and improved physical activity (for example here (<https://pmc.ncbi.nlm.nih.gov/articles/PMC10997080>) for young adults aged 18-35 years) or effects on overweight/obese people (here: <https://pubmed.ncbi.nlm.nih.gov/38375882>) Some researchers note a low number of studies with, additionally, low participant numbers which limits generalizability (for example, regarding effects on sedentary time, physical activity and fitness in older adults here (<https://pmc.ncbi.nlm.nih.gov/articles/PMC6908977>), and also here (<https://pmc.ncbi.nlm.nih.gov/articles/PMC9677176>) for general health in adults). As, for mobile health apps, trainers are not present during exercise, safety is an important issue for buddyfit and Gymondo. A study on a competitor found a comparably low injury period prevalence for bodyweight training. While we cannot transfer this finding to Gymondo with all its nuances, it could be a first indicator that at-home training through an app can be conducted safely. Disclaimer: Not all studies cited above focus solely on video-based fitness apps as Gymondo and buddyfit offer. The term “fitness apps” or, broader, “mHealth apps” includes a variety of technologies such as wearables and apps with different purposes like e.g. reminders, trackers or strictly-knowledge based applications. Gymondo ensures through a website disclaimer that individuals with diabetes or women who are pregnant should not participate in the online program without first consulting their doctor and that the app’s content is also not suitable for treating pathological obesity. Another safety precaution for the training offered is the fact that only certified fitness trainers and physiotherapists are featured in Gymondo’s content as head trainers (background models occasionally have trainer qualification). In order to account for the fact that people start at different fitness levels in their homes without direct oversight, each Gymondo video features 3 trainers that show easy, average and advanced modifications of the suggested exercises. 7Mind features safety disclaimers at places where users come first in contact with 7Mind content, both on the website (<https://7mind.zendesk.com/hc/de/articles/4405606061970-Kann-das-Meditieren-mit-7Mind-bei-psychischen-Beschwerden-helfen>) and in the app. Meditation as well can have, in rare cases, undesired side effects, a fact that we want to manage responsibly. 7MIND’S & GYMONDO’S IMPACT 7Mind’s and Gymondo’s specific positive outcome for people has been documented through internal and external research. Externally: At the point of writing this (November ‘24), seven external studies (www.7mind.de/studien) ranging from single RCTs (see Sources 2) to meta-analyses documenting the positive effects of 7Mind content have been published with about a dozen more underway. 7Mind additionally supports researchers with free app access for study participants. In order to limit bias, 7Mind does not get involved in the study design. For Gymondo and buddyfit, no external studies on the content impact could be identified as of yet. For Gymondo, a study in cooperation with a university is in the concept phase (as of October 2024). Internally: Four mental health prevention courses available in the 7Mind app are certified by the ‘Zentrale Prüfstelle Prävention’ (ZPP), an agency of the German public healthcare system assuring the quality of preventive health care products. A process of detailed scrutiny preceded the certification through the ZPP. We regularly evaluate the user impact of the four courses through pre/post surveys, exceeding the ZPP-required minimum by adding the dimension of statistical testing: For the ABSM prevention course (7Mind), the 2022 evaluation which resulted in a published paper (see Sources 3) showed significant improvement with the participants, e.g. for “mindfulness” and “perceived pain”. The course was last evaluated May ‘24. For ‘Erholbarer Schlaf’ (7Mind, last evaluation 06/23), we found that after taking the course, participants on average took sleep-promoting medication on fewer days than before and could function better during the day on more days than before the course. For PME (7Mind, last evaluation 09/23), we found that after completing the course, the participants reported to be better equipped to handle stressful situations and

seemed to have developed methods to relax better. Accordingly, the vast majority of participants rated the course as a success. For the ‘Rücken fit & gesund’ prevention course (Gymondo, last evaluation 02/24), users reported decreased pain perception and an increased general fitness level. In summary, a vast majority (68,5%) concluded that their overall well-being had improved when asked for this after course completion. The prevention course “Funktionelle Ganzkörperkräftigung (Gymondo, last evaluation 10/22) contributed to an overall improved wellbeing (0.7 points on average on a 1-10 scale, self-assessment) and improved fitness level (1.5 points, parameters as for the previous question) with the participants as they indicated in 2 surveys before starting and after finishing the course. A larger 7Mind-internal evaluation on the specific effects of the 7Mind app’s content outside the prevention courses showed that 7Mind can help develop better self-care practices. The evaluation followed a pre/post design and included the perspective of 435 users active at least once per week over the course of four weeks and a subsequent eight weeks later. The participants rated how often the self-care related statements applied to them in the last 7 days prior to filling in the survey, e.g. "I spoke to myself in a supportive and comforting way" or "I spent time with people who are good to me". After eight weeks of 7Mind practice, participants stated to have shown 13 of 14 mentioned behaviours more often, though the increase varied between questions, occasionally being close to zero. For 11 out of 14 statements, the results were statistically significant. On average, we found the greatest increase in self-care practices among people who used 7Mind every 2-3 days. Another internal evaluation on mindfulness, stress awareness and stress management skills as measured by the Freiburg Mindfulness Inventory (FMI, see Sources 4) also found positive effects. The evaluation followed a pre/post design and included the perspective of 63 newly onboarding users in their first month of 7Mind usage and 8 weeks later. For 13 of 14 FMI items investigated (statistical significance not assessed), we could observe an average increase on a 1-4 Likert scale of between 0.043 and 0.001 points. Participants reported also that their knowledge about stress, everyday stress management and relaxation all have improved (by 0.333 to 0.556 on average on a 1-4 Likert scale). Only, as participant data shows, did their overall health situation not change between surveys when using the 7Mind content. This can be expected as we don't offer meditation and mindfulness as a therapy or cure, but as a preventative and development measure, a fact about which we inform across all channels. SUPPORTING PROOF: For Gymondo, we know from market research (2021) that 56% of users increase their exercising frequency after joining the platform with a delta of 12% to users of other fitness solutions, meaning that only 48% of users exercised more with competitors. In 2022, 7Mind was recognized by the ‘Stiftung Warentest’ (<https://www.test.de/Meditations-Apps-Test-5771056-0>) as one of the best meditation apps tested (grade 2.5 of a 1-6 scale with “1” being the top score) with specifically good performance for usability and included expert inputs. Gymondo, in turn, came in first in the category “Online Fitnessstudios” in a ‘Stiftung Warentest’ analysis (<https://www.test.de/Online-Fitnessstudios-im-Test-Nur-zwei-sind-eine-gute-Alternative-zum-klassischen-Studio-5391568-0>) in 2020 (score 2.0, scale see above). Furthermore, in 2023, we received about 600 pieces of unsolicited, positive customer feedback at 7Mind. This number has been more or less stable over the past years. Also, publicly accessible app ratings for 7Mind (Apple 4.6, Google 4.7) further underline the positive outcome of 7Mind’s user experience. Gymondo’s app store performance is (Apple 4.7, Google 4.4; all accessed 10/24) on par and so is buddyfit’s (Apple 4.8, Google 3.6) Lastly, as additional proof for 7Mind’s positive impact can serve the fact of the wide recognition by German health insurances, see www.7mind.de/krankenkasse. Gymondo also partners with BARMER <https://www.barmer.de/unsere-leistungen/kursangebote/gymondo> in a similar way in the form of a pilot program. More on 7Mind’s Impact can be found in the annually published 7Mind Impact Reports (since 2021, see www.7mind.de/impact). SOURCES: 1 Definition of “active” and “passive” control groups: <https://osf.io/kszdu/wiki/home> 2 Definition of “RCT”: <https://osf.io/kszdu/wiki/home> 3 <https://journal.medicine.berlinexchange.de/pub/psfkp6co/release/1> 4 <https://www.sciencedirect.com/science/article/abs/pii/S0191886906000262>

Beneficial Product Type

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

Only select multiple answer options if your company sells various products or services with distinct outcomes, or if a single product or service achieves multiple outcomes.

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

Points Available: 0.00

Health and Environmental Impact

Does the specific health impact of your product / service also have a significant positive environmental impact?

If a distinct environmental impact is created which is unrelated to the specific health impact, please select No. Yes applies if the health impact also has a direct significant positive environmental impact.

- ☐ Yes
- ☒ No

Points Available: 0.00

Impact on Underserved Populations

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

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

- ☐ Our products or services directly support underserved populations
- ☐ Our products or services support organizations that directly support underserved populations
- ☐ Don't know
- ☒ None of the above

Points Available: 0.00

Total Customer Organizations

Total Number of Customers

Organizations served in the last 12 months:

Organizations served in the last 12 months:

Sensitive

Total Customer Individuals

Total Number of Customers

Individuals served in the last 12 months:

Individuals served in the last 12 months:

Sensitive

Customer Stewardship

OPERATIONS

3.6

Managing Customer Stewardship

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

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

Points Earned: 0.56 of 0.56

Product / Service Warranties

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

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

Points Earned: 0.56 of 0.56

Product Accreditations and Certifications

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

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

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

Points Earned: 0.11 of 1.11

Monitoring Customer Satisfaction and Retention

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

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

Points Earned: 0.44 of 0.56

Managing Product Impacts

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

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

Points Earned: 0.56 of 0.56

Managing Marketing and Advertising

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

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

Points Earned: 0.28 of 0.56

Data Usage and Privacy

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

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

Points Earned: 0.56 of 0.56

Data Security Management

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

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

Points Earned: 0.56 of 0.56

- Impact Business Model

2.4

This IBM section is applicable if your company's products/services promote the health and wellness of individuals (e.g. healthcare products/services, exercise equipment, BPA-free products).

Health Product Description

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

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

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

Points Available: 0.00

Severity Of Health Issue Addressed

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

Please click on "Learn" for instructions. Your answer to this unscored question is combined with other answers to automatically calculate your score in this section of the assessment.

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

Points Available: 0.00

Extent of Positive Health Outcomes

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

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

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

Points Available: 0.00

Revenue from Health Product/Service

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

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

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

Tracking Beneficiaries

Does your company track the amount of any of the following beneficiary categories served?

You will be asked to report the # of beneficiaries reached for each category selected

- ☒ Individuals
- ☐ Households
- ☐ Communities
- ☒ Businesses or nonprofit organizations
- ☒ Governments
- ☐ None of the above

Points Available: 0.00

Organizations Served

How many beneficiaries from the beneficiary category listed below were served through the provision of your health and wellness improvement products/services in the last 12 months? Estimates within +/- 5% acceptable. Do not double count across different beneficiary categories.

Businesses and nonprofits

Businesses and nonprofits

Sensitive

Governments Served

How many beneficiaries from the beneficiary category listed below were served through the provision of your health and wellness improvement products/services in the last 12 months? Estimates within +/- 5% acceptable. Do not double count across different beneficiary categories.

Governments

Governments

Sensitive

Individuals Served

How many beneficiaries from the beneficiary category listed below were served through the provision of your health and wellness improvement products/services in the last 12 months? Estimates within +/- 5% acceptable. Do not double count across different beneficiary categories.

Individuals

Individuals

Sensitive

Client Tracking Methods

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

We require all users to create an account to use our platform (mobile app/web app). We collect and store data on users' app activity, such as opening the app and engaging with its content. This data is linked to their account and stored in our data warehouse, in compliance with data privacy and security standards. We then aggregate this data to derive our user figures & enhance user experience.

Points Available: 0.00

Management of Health Outcomes

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

Select all that apply.

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

Points Earned: 1.25 of 1.25

Outcome Measurement

How has your company measured outcomes or determined whether your product or service contributes to the positive outcomes previously identified in the question "Health Product Description"?

- ☒ We surveyed beneficiaries to understand outcomes created
- ☐ We used non-randomized control groups to compare performance
- ☐ We used randomized control groups to determine the level of causality of our product or service
- ☐ We used aggregated third-party data to benchmark and compare impact performance
- ☒ Our selected methods determined that the product or service contributed to the outcome
- ☒ Other - please describe
- ☐ None of the above

Points Earned: 1.06 of 1.25

Efficacy of Health Product/Service

For what percentage of your beneficiaries can you verify your positive impact on the outcome stated above?

- ☐ 0%
- ☒ 1-25%
- ☐ 26-49%
- ☐ 50-74%
- ☐ 75-99%
- ☐ 100%
- ☐ Don't know

Points Earned: 0.16 of 1.25

Innovative Health Products

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

Disclosure Questionnaire

Disclosure Industries

Disclosure questions on specific production and trade.

Disclosure Alcohol

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

Alcohol

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

☐ Yes

☒ No

Points Available: 0.00

Disclosure Tobacco

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

Tobacco

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

☐ Yes

☒ No

Points Available: 0.00

Disclosure Gambling

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

Gambling

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

☐ Yes

☒ No

Points Available: 0.00

Disclosure Firearms Weapons

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

Firearms, weapons or munitions

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

☐ Yes

☒ No

Points Available: 0.00

Disclosure Pornography

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

Pornography

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

☐ Yes

☒ No

Points Available: 0.00

Disclosure Payday, Short Term, or High Interest Lending

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

Payday, short-term, or high-interest lending

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

☐ Yes

☒ No

Points Available: 0.00

Disclosure Fossil Fuels

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

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

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

☐ Yes

☒ No

Points Available: 0.00

Disclosure Mining

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

Mining

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

☐ Yes

☒ No

Points Available: 0.00

Disclosure Nuclear Power or Hazardous Materials

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

Nuclear power, radioactive materials or hazardous waste

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

☐ Yes

☒ No

Points Available: 0.00

Disclosure Prisons

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

Prisons

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

☐ Yes

☒ No

Points Available: 0.00

Disclosure Whole Life Insurance

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

Whole life insurance products

Select "Yes" only if the company earns 80%+ of its revenue from whole life insurance products.

☐ Yes

☒ No

Points Available: 0.00

Disclosure Volunteer Placement to Orphanages

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

Organizing volunteer programs to orphanages or child care organizations

☐ Yes

☒ No

Points Available: 0.00

Disclosure Tax Advisory Services

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

Tax advisory services

☐ Yes

☒ No

Points Available: 0.00

Disclosure Animal Products or Services

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

Animal-based products or services (including seafood)

☐ Yes

☒ No

Points Available: 0.00

Disclosure Genetically Modified Organisms

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

Genetically modified organisms

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

☐ Yes

☒ No

Points Available: 0.00

Disclosure Illegal Products or Subject to Phase Out

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

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

☐ Yes

☒ No

Points Available: 0.00

Disclosure Industries at Risk of Human Rights Violations

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

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

☐ Yes

☒ No

Points Available: 0.00

Other Disclosure Industries

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

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

☒ Yes

☐ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

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

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

Does not apply

Points Available: 0.00

Disclosure Practices

Disclosure questions on sensitive practices.

No formal Registration Under Domestic Regulations

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

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

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

☐ Yes

☒ No

Points Available: 0.00

Tax Reduction Through Corporate Shells

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

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

☐ Yes

☒ No

Points Available: 0.00

Operates in conflict zones

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

Company operates in conflict zones

☐ Yes

☒ No

Points Available: 0.00

Sale of Data

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

Company sells or provides access to consumer or user data

☐ Yes

☒ No

Points Available: 0.00

Facilities located in sensitive ecosystems

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

Company facilities are located adjacent to or in sensitive ecosystems

☐ Yes

☒ No

Points Available: 0.00

Marketing of Breastmilk Substitutes

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

Marketing of breastmilk substitutes

☐ Yes

☒ No

Points Available: 0.00

Activities against freedom of association/collective bargaining

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

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

☐ Yes

☒ No

Points Available: 0.00

Employs Individuals on Zero-Hour Contracts

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

Company employs individuals on zero-hour contracts

☐ Yes

☒ No

Points Available: 0.00

Company workers are prisoners

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

Company uses workers who are prisoners

☐ Yes

☒ No

Points Available: 0.00

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

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

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

☐ Yes

☒ No

Points Available: 0.00

Overtime For Hourly Workers Is Compulsory

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

Overtime work is compulsory and exceeds 48 hours in a week

☐ Yes

☒ No

Points Available: 0.00

Other Disclosure Practices

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

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

☐ Yes

☒ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

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

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

Does not apply

Points Available: 0.00

Disclosure Outcomes & Penalties

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

On-Site Fatality

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

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

☐ Yes

☒ No

Points Available: 0.00

Litigation or Arbitration

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

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

☐ Yes

☒ No

Points Available: 0.00

Company has filed for bankruptcy

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

Company has filed for bankruptcy

☐ Yes

☒ No

Points Available: 0.00

Bribery, Fraud, or Corruption

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

Bribery, fraud, or corruption

☐ Yes

☒ No

Points Available: 0.00

Anti-Competitive Behavior

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

Anti-competitive behavior

☐ Yes

☒ No

Points Available: 0.00

Financial Reporting, Taxes, Investments, or Loans

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

Financial reporting, tax payments, investments, or loans

☐ Yes

☒ No

Points Available: 0.00

Political Contributions or International Affairs

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

Political contributions or international affairs

☐ Yes

☒ No

Points Available: 0.00

Labor Issues

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

Labor issues (including safety and discrimination)

☐ Yes

☒ No

Points Available: 0.00

Breaches of Confidential Information

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

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

☐ Yes

☒ No

Points Available: 0.00

Significant Layoffs

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

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

☐ Yes

☒ No

Points Available: 0.00

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

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

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

☐ Yes

☒ No

Points Available: 0.00

Large Scale Land Conversion, Acquisition, or Relocation

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

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

☐ Yes

☒ No

Points Available: 0.00

Penalties Assessed For Environmental Issues

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

Environmental management penalties, including animal welfare

☐ Yes

☒ No

Points Available: 0.00

Violation of Indigenous Peoples Rights

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

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

☐ Yes

☒ No

Points Available: 0.00

Other Disclosure Outcomes & Penalties

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

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

☐ Yes

☒ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

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

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

Does not apply

Points Available: 0.00

Supply Chain Disclosure

Disclosure questions concerning the significant suppliers of the company

Suppliers in Conflict Zones

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

Operation in conflict zones

☐ Yes

☒ No

☐ Don't Know

Points Available: 0.00

Suppliers Negative Social Impact

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

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

- ☐ Yes
- ☐ No
- ☒ Don't Know

Points Available: 0.00

Suppliers Negative Environmental Impact

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

Practices or outcomes that produced substantial negative environmental impact

- ☐ Yes
- ☐ No
- ☒ Don't Know

Points Available: 0.00