B Impact Assessment™

Opella
2025 Aggregated Full B Impact Assessment

As a company generating >1B$ USD, Opella and all of Opella's independently certified subsidiary regions as listed here, are required to make its full B Impact Assessment transparent. The PDF contains all completed B Impact Assessments that have been reviewed by B Lab with **Opella: Opella North America; Opella Hispanic Latin America; Opella Western Europe, excluding France; Opella Asia, Middle East, & Africa; Opella Central & Eastern Europe; Opella Brazil; and Opella France & Russia** as part of their certification as a B Corporation. All answers reported refer to each of the respective subsidiaries' practices and performance except for topics managed at Corporate level (**Opella**). In those cases, Corporate answers have been reported in the respective wholly owned subsidiaries' Assessments having made sure that they are fully implemented as such at **Opella**. Answers to questions that would reveal sensitive information (e.g. that would advantage competitors or prejudice litigation) are highlighted with a "Sensitive" textbox:

Sensitive

To learn about the scoring methodology, see "Aggregated Scoring Methodology".

Opella achieved B Corp certification as a wholly-owned subsidiary of Sanofi, prior to becoming a standalone company. As such, Opella meets the additional terms of certification for wholly-owned subsidiaries (see FAQ for subsidiaries), and must recertify early according to the certification requirements after a change in ownership. Responses to its B Impact Assessments and/or Disclosure Questionnaires reflect the company's answers at the time of certification when Opella was a subsidiary of Sanofi.

B Impact Assessment™

Opella
2025 Aggregated Full B Impact Assessment

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Overall B Impact Score

Opella North America

For Fiscal Year End Date: **31 Dec 2023**





Governance

QUESTIONS ANSWERED 35/36

OVERALL SCORE **12.9**

Workers

QUESTIONS ANSWERED 65/76

OVERALL SCORE **27.8**

Community

QUESTIONS ANSWERED 69/75

OVERALL SCORE **17.0**

Environment

QUESTIONS ANSWERED 77/85

OVERALL SCORE **14.2**

Customers

QUESTIONS ANSWERED 30/30

OVERALL SCORE **15.1**

Mission & Engagement

OPERATIONS
2.0

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: 0.13 of 0.17

Mission Statement

Please share the text of your formal mission statement here.

> We're building a healthier future by helping people, help themselves. We empower people to champion better self-care for themselves, their communities and our planet, through our consumer-inspired, science-based products and solutions. We elevate creativity and make health as simple as it should be, helping more people play an active role in their health. We all have our part to play. Health, it's in our hands.

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: 0.35 of 0.35

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
- [x] Specific, formal training is integrated into new employee and new manager training
- [x] 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: 0.23 of 0.35

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 Available: 0.35

Social and Environmental Management Reviews

What percentage of full-time managers had a formal written performance evaluation in the last year that included social or environmental goals?

- ○ 0
- ◉ 1-49%
- ○ 50-99%
- ○ 100%

Points Earned: 0.17 of 0.35

Mission-driven Executive Compensation

Which of your executives have their compensation tied to achieving specific social and environmental metrics or objectives?

Please check all that apply.

- [x] None
- [ ] Our CEO or President
- [ ] Senior managers reporting to the CEO or President

Points Available: 0.35

Social or Environmental Performance Related Executive Job Descriptions

What social or environmental issues appear in performance-related responsibilities or expectations outlined in the job descriptions of the CEO and the CEO's direct reports?

- [ ] Human rights and labor performance (including supply chain)
- [ ] Community engagement (including volunteering and charitable giving)
- [ ] Serving consumers in need
- [ ] Environmental performance
- [ ] Other social or environmental innovation (please describe)
- [x] None of the above

Points Available: 0.35

Board Review of Social or Environmental Performance

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

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

Points Earned: 0.35 of 0.35

Methods of Engagement

What methods does the company use to solicit feedback from stakeholders on its social and environmental performance on material issues?

- [x] Stakeholder surveys and /or focus groups
- [x] Townhall meetings or forums
- [x] Individual meetings with stakeholders or stakeholder representatives
- [ ] Stakeholder focused working groups and / or advisory panels
- [x] Stakeholder advisory councils that report directly to senior executives and/or Board of Directors
- [x] Other
- [ ] None of the above

Points Earned: 0.35 of 0.35

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.

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

Points Earned: 0.35 of 0.35

Identification of Material Issues

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

Access to Healthcare, respect of human rights, health education, support to vulnerable communities, climate change & energy use, waste management & recycling, product eco design, product quality & safety, business ethics, responsible marketing

Points Available: 0.00

Frequency of Materiality Assessment Updates

How frequently does your company conduct or review its materiality assessment of social and environmental issues?

- [ ] Company conducts a complete materiality assessment or update at least every other year
- [ ] Company conducts a complete materiality assessment every year
- [x] Company reviews or conducts a materiality assessment "update" every year
- [ ] Company has created materiality review processes to identify and adjust material issues more frequently than annually
- [ ] None of the above

Points Earned: 0.07 of 0.35

Addressing Stakeholder / Human Rights Grievances

Does your company have any of the following practices to address stakeholder grievances and/or human rights allegations?

- [ ] Company issues a public report identifying cases surfaced from grievance mechanisms (and other human rights related allegations), along with company responses
- [ ] Company has evidence of successful remedy (to the satisfaction of the stakeholder affected) for all grievances in the last year
- [ ] Company has implemented or revised company practices, and publicly reported those changes, to mitigate concerns raised via grievance mechanism in the last year
- [x] Human rights policies, reviews, and diligence mechanisms are overseen by the Board of Directors
- [ ] None of the above

Points Earned: 0.09 of 0.35

OPERATIONS

Ethics & Transparency

3.3

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: 0.08 of 0.33

Shareholder Engagement

Which of the following apply to your shareholder engagement practices?

- [ ] Our company permits proxy voting by means of paper ballot, electronic voting, proxy voting services, or other remote mechanism
- [ ] We have mechanisms in place for shareholders to cast confidential votes
- [ ] Our company's ownership structure follows one-share, one-vote standard
- [ ] Shareholders have formal rights to vote on changes in corporate articles, by-laws, governance structures, and change-in-control provisions
- [ ] Shareholders have the right to nominate Board members
- [ ] Shareholder communications include company's financial and ESG performance
- [x] None of the above

Points Available: 0.33

Code of Ethics

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

- [x] Prohibition of bribes in any form, including kickbacks or gifts, on any portion of contract payments or soft dollar practices
- [x] Formal oversight policy covering direct or indirect political contributions, charitable donations, and sponsorships
- [x] 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: 0.33 of 0.33

Code of Ethics Training

Which of the following stakeholder groups are required to participate in regular training on your company's Code of Ethics?

Please check all that apply.

- [x] Executives and senior managers
- [x] Business partners, contractors, and suppliers
- [ ] Subsidiaries
- [ ] Joint ventures
- [ ] None of the above

Points Earned: 0.22 of 0.33

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.

- [x] We instruct the Board of Directors on the Code at least annually
- [x] We instruct all newly hired workers on the Code
- [x] We instruct managers on the Code on an ongoing basis
- [x] We instruct all non-managerial workers on the Code on an ongoing basis
- [x] 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: 0.33 of 0.33

Breached Code of Ethics Breachment Policy

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

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

Points Earned: 0.33 of 0.33

Anti-Corruption Practices

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

- [x] Written employee whistle-blowing policy with confidentiality policy
- [x] Circulation of whistle-blowing policy to all employees and business partners
- [x] Communication of the anti-corruption system at least annually to the relevant internal and external stakeholders
- [x] Annual training on the anti-corruption system
- [ ] Providing supporting tools and guidance (e.g. self-assessment survey for high-risk departments)
- [x] Anonymous mechanisms to report concerns and grievances
- [x] 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: 0.33 of 0.33

Monitoring Ethics and Corruption

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

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

Points Earned: 0.20 of 0.33

Financial Controls

Does your company maintain any of the following financial controls?

Please check all that apply.

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

Points Earned: 0.33 of 0.33

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.

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

Points Earned: 0.33 of 0.33

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
- [x] Our company discloses all financial information (except salary info) at least yearly
- [x] 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: 0.17 of 0.33

Impact Reporting

Does the company produce a public-facing annual report detailing its social and environmental performance that includes any of the following?

- [x] We seek input from relevant stakeholder groups to help determine what information to report
- [x] We provide clear descriptions of our mission-related activities
- [x] We share quantifiable targets related to our company's mission
- [x] We share quantifiable results from our mission-related activities (e.g., lbs of carbon offset)
- [x] We use consistent variables of measurement which allow comparisons to previous years
- [x] Our report is in compliance with the Global Reporting Initiative (GRI) or equivalent disclosure level based on a third-party voluntary reporting standard
- [x] A third party has validated the information we share
- [x] Impact reporting is integrated with financial reporting
- [ ] We don't produce a public-facing mission-related annual report

Points Earned: 0.33 of 0.33

Executive Compensation Disclosure

Does your company have a written statement or policy to publicly disclose executive compensation?

- ( ) Yes
- (•) No

Points Available: 0.17

Governing Body Transparency

What information does your company make transparent regarding your Board of Directors?

Please check all that apply.

- [x] We publicly report member names, bios or CVs, and relationship, including any conflict of interest with the company
- [x] We publicly report attendance rate of board meetings
- [x] We publicly report remuneration of board members and chief executives
- [ ] None of the above

Points Earned: 0.33 of 0.33

OPERATIONS

Governance Metrics

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? 31 Dec 2023

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

Points Available: 0.00

Revenue Last Year

Total Earned Revenue

From the last fiscal year

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

From the last fiscal year

Sensitive

Points Available: 0.00

Net Income Last Year

Net Income

From the last fiscal year

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

From the last fiscal year

Sensitive

Points Available: 0.00

Net Income Year Before Last

Net Income

From the fiscal year before last

From the fiscal year before last

Sensitive

Points Available: 0.00

IMPACT BUSINESS MODELS

Mission Locked - Impact Business Model

7.5

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

OPERATIONS

Workers Impact Area Introduction

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.

- [x] Yes, some of our labor is contracted to third party subcontractors that manage staff on our behalf
- [x] 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
- [x] 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

Independent Contractor Instructions

For the remainder of the Workers section, you should consider individual independent contractors who work greater than 20 hours per week for your company over an indefinite period or longer than 6 months as "employees" or "workers"

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

Points Available: 0.00

Workers Impact Business Model Introduction

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

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

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

Points Available: 0.00

Ownership Eligibility

Are all employees formally eligible to participate in the ownership structure of the company?

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

- (•) Yes
- ( ) No

Points Available: 0.00

Comprehensive Employee Ownership Plan

Does your company have an employee ownership plan in which 1) your employees (not including executives and founders) own more than 40% of the company and 2) all tenured employees participate?

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

- (•) Yes
- ( ) No

Points Available: 0.00

Workers from Chronically Underemployed Populations

Does your company hire workers that can be verified to be from chronically underemployed populations?

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

- (●) Yes
- ( ) No

Points Available: 0.00

Job Quality for Workers from Chronically Underemployed Populations

Does your company provide above market wages, benefits, and/or professional development and support to workers hired from chronically underemployed populations?

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

- (●) Yes
- ( ) No

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: 935

- [ ] 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: 231

- [ ] 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: 0

- [ ] 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 0

☐ 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 158

☐ 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 174

☐ We do not track this

Points Available: 0.00

OPERATIONS

Financial Security

9.8

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

Points Available: 0.00

% of Employees Paid Individual Living Wage

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

Please exclude students and interns in this calculation.

- ○ <75%
- ○ 75-89%
- ○ 90-99%
- ◉ 100%
- ○ N/A

Points Earned: 2.52 of 2.52

% of Employees Paid Family Living Wage

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

Please exclude students and interns in this calculation.

- ○ <75%
- ◉ 75-89%
- ○ 90-99%
- ○ 100%
- ○ N/A

Points Earned: 0.84 of 2.52

% Above the Minimum Wage

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

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

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

Points Earned: 1.26 of 1.26

Compensation Policies and Practices

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

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

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

Points Earned: 1.26 of 1.26

Employees Receiving a Bonus

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

- ○ 0%
- ○ 1-24%
- ○ 25-49%
- ○ 50-74%
- ◉ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.94 of 1.26

Significance of Bonuses

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

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

Points Earned: 0.47 of 1.26

% Participation in Employee Ownership

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

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

- ○ 0%
- ◉ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.31 of 1.26

% of Company Owned by Non-Executive Employees

What percentage of the company is owned by workers who are not executives or founders?

- ○ 0%
- ◉ 1-4%
- ○ 5-24%
- ○ 25-49%
- ○ 50%+
- ○ N/A
- ○ Don't Know

Points Earned: 0.63 of 2.52

% of Company Owned by Non-Management Employees

What percentage of your company is owned by non-executive, non-management level workers through an ownership vehicle paid for by the company that does not require employee contributions?

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

- (●) 0%
- ( ) 1-4%
- ( ) 5-24%
- ( ) 25-50%
- ( ) >50%
- ( ) N/A

Points Available: 1.26

Employee Retirement Plan

What kind of Employee Retirement Plan is available for all tenured workers at your company?

Retirement plans may include Pensions, Profit sharing, 401(k), etc.

- [ ] Retirement plan is available with no company match
- [ ] Partial match of 4% or less
- [ ] Partial match greater than 4%
- [ ] Full match of 4% or less
- [x] Full match greater than 4%
- [ ] Plan includes Socially-Responsible Investing option
- [ ] Retirement plan is not available for all tenured workers

Points Earned: 1.26 of 1.26

Financial Services for Employees

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

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

- [x] Direct deposit
- [ ] Access to free or affordable banking services or payroll cards (e.g. free ATM debit card)
- [x] 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: 0.31 of 0.63

Health, Wellness, & Safety

OPERATIONS

8.6

Healthcare Plan

Your company's healthcare plan available to all full-time workers includes:

Select all that apply.

- [x] Coinsurance of 80%+ covered by healthcare plan
- [x] Company payment of 80%+ of individual premium
- [x] Company payment of 80%+ of family coverage premium
- [ ] Out-of-pocket maximum for individual coverage of $2000 or less (net of company HSA or equivalent contribution)
- [ ] Annual deductible for individual coverage of $1000 or less (net of company HSA or equivalent contribution)
- [ ] Co-payment of $20 or less per primary care visit paid for by worker
- [ ] Prescription drug coverage wherein workers pay $10 or less for generic drugs, $30 or less for brand name drugs, and $50 or less for non-formulary drugs
- [x] Explicit coverage of transgender-inclusive healthcare
- [ ] None of the above

Points Earned: 1.19 of 1.48

Healthcare Eligibility for Part Time Workers

When do part-time workers become eligible to participate in healthcare plans 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
- [ ] Part-time workers are not eligible to participate in company-sponsored insurance plans
- [x] N/A - We don't have part-time employees

Points Available: 0.74

Workers Participating in Healthcare Plan

On an FTE basis, what percentage of your employees is enrolled in the healthcare coverage previously identified?

Select N/A if workers only receive health care through a national plan.

- ○ <70%
- ○ 70-79%
- ○ 80-89%
- ◉ 90-99%
- ○ 100%
- ○ N/A

Points Earned: 0.56 of 0.74

Supplementary Health Benefits

What additional benefits are offered to all full-time tenured workers?

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.

- [x] Dental insurance
- [x] Short-term disability
- [x] Long-term disability
- [x] Structured account mechanism for qualified medical expenses (e.g. HSA, HRA, FSA)
- [x] Domestic partner or civil union spousal benefits
- [x] Life insurance
- [ ] No additional benefits
- [ ] Other - please describe

Points Earned: 1.48 of 1.48

Health and Wellness Initiatives

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

Check all that apply.

- [x] We sponsor and encourage workers to participate in health and wellness activities during the workweek (e.g. walking or steps programs)
- [x] 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)
- [x] 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
- [x] 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
- [x] Other - please describe
- [ ] Company does not offer any formal health and wellness initiatives

Points Earned: 0.74 of 0.74

Worksite Characteristics

What safety processes are in place at all of your company worksites?

- [x] At the beginning of every shift, a briefing with front-line workers is held to share new information or discuss the work for the day
- [x] Results of hazard analyses or routine activities are documented
- [x] Potential hazards are identified, analyzed, and managed when new materials or equipment are purchased or new processes are implemented
- [x] Workers have written permission to shut down unsafe processes
- [ ] None of the above

Points Earned: 0.74 of 0.74

Management Commitment to Health and Safety

What are your company practices regarding management's commitment to worker health and safety?

Select those that apply to all company worksites.

- [x] We have a written safety and health policy to minimize on-the-job employee accidents and injuries
- [x] Safety and health is integrated into our overall management planning process, and workers are involved in safety planning, resource allocation, audits, etc.
- [x] Safety and health concerns are communicated through regular safety and health trainings
- [x] We have specific safety and health program goals and objectives, with specific indicators to measure progress
- [x] Senior management addresses safety issues through written communications or in company gatherings at least quarterly
- [x] We have a formal safety reporting system for employees to submit their safety concerns
- [x] Our safety procedures are easily accessible for all on-site personnel, including workers, non-managerial staff, and visitors
- [ ] We participate in an external program demonstrating commitment and excellence in safety and health (e.g. Voluntary Protection Program)
- [ ] N/A - No manufacturing or wholesale facilities
- [ ] None of the above

Points Earned: 0.74 of 0.74

Health and Safety Audit Practices

Your company's practices related to inspections and audits include:

Select those that apply to all company worksites.

- [x] A written procedure for performing safety and health inspections
- [x] Routine safety and health inspections at least quarterly
- [x] Use of information discovered through analyses to improve safety processes (e.g. baseline hazards analysis, incident analysis, employee concerns, sampling results from inspections)
- [x] Documentation of results of the routine inspections
- [x] Inspection reports that clearly indicate what needs to be corrected, with documented accountability for closure
- [ ] N/A - No manufacturing or wholesale facilities
- [ ] None of the above

Points Earned: 0.74 of 0.74

Tracking Hazards

When eliminating and tracking hazards, your company:

Select those that apply to all company worksites.

- [x] Follows the preferred hierarchy to eliminate or control the hazard (first engineering, then administrative, then work practices, and finally Personal Protective Equipment)
- [x] Regularly assesses use of Personal Protective Equipment (PPE)
- [x] Conducts follow-up studies to ensure that hazard controls are adequate
- [x] Documents and addresses hazard controls in appropriate procedures (e.g. safety and health rules, inspections, training, etc.)
- [ ] None of the above

Points Earned: 0.74 of 0.74

Controlling Worker Exposure to Hazardous Material

How has your company assessed and managed worker exposure to hazardous materials?

- ( ) Assessment indicates some exposure, but we have taken no action to date
- (•) Assessment indicates some exposure, and we have implemented a mitigation and control strategy
- ( ) Assessment indicates no exposure
- ( ) We have not conducted an assessment

Points Earned: 0.25 of 0.37

Indoor Air Quality Audits

What is included in your company's annual indoor air quality audit of all company facilities?

Select all options that apply.

- [x] No smoking within 25 feet of building entrances
- [ ] Indoor ventilation rates compliant with ASHRAE Standard 62.1 or EN 16798-1
- [ ] Minimum air intake separation distance compliant with ASHRAE Standard 62.1 or EN 16798-3
- [ ] Operations and maintenance manual for ventilation equipment compliant with ASHRAE Standard 62.1
- [x] HVAC filters compliant with ASHRAE Standard 52.2 or ISO 16890
- [ ] Temperature and relative humidity levels (PMV and PPD) in compliance with ASHRAE Standard 55 EN-16798 or ISO 7730
- [x] Written IAQ complaint response policy
- [ ] None of the above

Points Earned: 0.74 of 0.74

Evaluating Health and Safety Practices

What is included in your company's measurement and evaluation practices in relation to occupational safety and health?

Select those that apply to all company worksites.

- [x] A standardized third-party safety management system (e.g. ISO 45001, BS 8800)
- [x] A safety position, safety committee, or safety program representative who reports to a senior-level position (Vice President or higher)
- [x] A documented standard procedure for investigating accidents and major incidents
- [x] Investigation and documentation of the root causes of accidents and incidents
- [x] Implementation of corrective actions after root causes of an accident or incident are determined
- [x] Transparency of injury or illness trends and trend data to all workers
- [ ] An annual evaluation of the safety and health system that includes senior management in the evaluation
- [x] An employee safety recognition program
- [ ] Regular Safety Perception Surveys to engage with workers
- [ ] None of the above

Points Earned: 0.74 of 0.74

OPERATIONS

Career Development

2.6

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.

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

Points Earned: 0.41 of 0.41

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: 0.14 of 0.41

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: 0.14 of 0.41

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: 0.41 of 0.41

Employee Review Process

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

Check all that apply.

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

Points Earned: 0.66 of 0.82

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: 0.27 of 0.41

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: 0.41 of 0.41

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 Earned: 0.21 of 0.21

OPERATIONS

Career Development (Salaried)

0.4

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 0.19

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: 0.05 of 0.19

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: 0.05 of 0.19

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: 0.09 of 0.38

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: 0.12 of 0.38

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
- [x] None of the above

Points Available: 0.19

OPERATIONS

Engagement & Satisfaction

3.6

Employee Handbook Information

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

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

Points Earned: 0.28 of 0.28

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
- [x] Workers receive greater than 5 weeks (or full pay equivalent) paid leave
- [x] 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: 0.56 of 0.56

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
- [x] Off-site subsidized childcare
- [ ] Free or subsidized meals
- [x] Policy to support breastfeeding mothers
- [x] Other - please describe
- [ ] None of the above

Points Earned: 1.11 of 1.11

Worker Empowerment

How does your company engage and empower workers?

- [x] 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
- [x] Employee complaint / input mechanisms are reviewed at least every other year, with input from employees themselves into the process
- [x] Company tracks usage of input/ feedback / complaint mechanisms and resolution / implementation rates
- [x] 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: 0.56 of 0.56

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.

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

Points Earned: 0.56 of 0.56

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

Points Available: 0.00

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 Available: 1.11

Labor Practices Review

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

- [ ] No
- [ ] 50%+ of our operations have been reviewed or certified
- [ ] We have conducted human rights reviews beyond what is required by law
- [ ] Our compliance reports are shared with stakeholders (e.g. workers, suppliers, NGOs, government)
- [x] N/A - Company only has operations in developed markets

Points Available: 0.28

Labor Rights Training

What percentage of employees has received specialized training on policies and procedures concerning aspects of labor or human rights that are relevant to the company's operations?

- ○ None
- ○ 1-24%
- ○ 25-49%
- ○ 50-74%
- ◉ 75%+

Points Earned: 0.56 of 0.56

OPERATIONS

Engagement & Satisfaction (Salaried)

1.8

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: 0.68 of 0.75

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)
- [x] 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
- [x] 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: 0.45 of 0.75

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
- [x] Managers or executives are in a telecommuting position
- [x] 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: 0.75 of 0.75

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

Points Available: 0.75

IMPACT BUSINESS MODELS

Worker Owned - Impact Business Model

0.0

This IBM section is applicable to companies that empower workers through distributive ownership models (e.g. worker-owned cooperatives, ESOPs).

Ownership By Non-Executive Employees

What percentage of your total company is owned by employees, excluding executives and founders?

- ○ <40%
- ○ 41-49%
- ○ 50-59%
- ○ 60-69%
- ○ 70-79%
- ○ 80%+

Points Available: 28.80

Democratic Governance

Is your company democratically governed or have ESOP pass-through voting rights?

- ○ Yes
- ○ No

Points Available: 1.20

Workers with Ownership

How many workers, excluding executives and founders, have an ownership interest in the company?

How many workers, excluding executives and founders, have an ownership interest in the company?

☐ We do not track this

Points Available: 0.00

Average Holding of Employee Owners

Using most recent valuation of shares, what is the average holding of an employee-owner as compared to average salary, not including executives and founders?

Using most recent valuation of shares, what is the average holding of an employee-owner as compared to average salary, not including executives and founders?

☐ We do not track this

Points Available: 0.00

Profit Sharing

What percentage of working owners received a profit share, dividend, or other cash benefits related to their ownership in the last fiscal year?

What percentage of working owners received a profit share, dividend, or other cash benefits related to their ownership in the last fiscal year?

☐ We do not track this

Points Available: 0.00

Tracking Ownership Outcomes

Please explain how your firm tracks this data to ensure that the desired outcomes of ownership (e.g. income and asset increases) are achieved.

Points Available: 0.00

Innovative Ownership Structure

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

Points Available: 0.00

IMPACT BUSINESS MODELS

Workforce Development - Impact Business Model

0.0

This IBM section is applicable to companies with targeted hiring and training programs for chronically underemployed populations.

Workforce Development Hiring

Which of the following applies to the method in which you target or hire individuals with barriers to employment?

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

- ○ We operate in a location where formal employment is rare and workforce development is a natural part of our hiring
- ○ Individuals with barriers to employment are directly targeted and hired through our own program or in partnership with government or non-profit organizations
- ○ We have an open hiring program that allows any interested job seeker, regardless of past experiences, to achieve employment on a first come first served basis
- ○ None of the above

Points Available: 0.00

Barriers to Employment Addressed

What is the main barrier to employment that your company targets through its hiring practices?

Check all that apply.

- [ ] Chronically discriminated against based on gender, race, color, disability, political opinion, sexual orientation, age, religion, social or ethnic origin
- [ ] Physical or mental disability
- [ ] Homelessness
- [ ] Incarceration or criminal history
- [ ] Drug or alcohol dependency
- [ ] Violence - either political, gang, or domestic
- [ ] Poverty via hiring low-income, poor and very poor workers
- [ ] Immigrants, displaced persons or refugees
- [ ] Other (please specify)
- [ ] If none of the above, do not complete the remainder of this section

Points Available: 0.00

Job Status for Underemployed

Which job type describes a majority of the workers at your company from chronically underemployed populations?

Select only one.

- ○ Full-time and part-time payrolled employees
- ○ Temporary payrolled employees
- ○ Independent contractors

Points Available: 0.00

Basic Training for Employees in Program

Does your company provide all employees, at minimum, basic training to safely and successfully fulfill all core job functions?

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

- ○ Yes
- ○ No

Points Available: 0.00

Community

Community Impact Area Introduction

OPERATIONS
0.0

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

Community Oriented Impact Business Model

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

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

- ◉ Yes
- ○ No

Points Available: 0.00

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.

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

Points Available: 0.00

Producer Cooperative Members

Is your company a producer cooperative where owners are small supplier members (<50 workers) who organize production?

This includes agricultural or artisanal cooperatives. Answering affirmatively will opt you into additional sections of the B Impact Assessment with more specific questions about this Impact Business Model.

- ○ Yes
- ○ No

Points Available: 0.00

Supporting Low-Income and Small-Scale Suppliers

Does your company source from and/or provide support to low-income and small-scale suppliers (e.g. fair trade certified products, direct trade)?

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

- ○ Yes
- ○ No

Points Available: 0.00

Low Income or Chronically Underemployed Micro-Entrepreneurs

Are any of the micro-entrepreneurs you work with verified to be from low-income areas or chronically underemployed populations?

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

- ○ Yes
- ○ No

Points Available: 0.00

Formal Charitable Giving Model Commitment

Do you have a formal written standing policy to donate to charitable causes each year?

Answering affirmatively will opt you into additional sections of the BIA.

- ○ Yes
- ○ No

Points Available: 0.00

Local Community Based Business

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

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

- ○ Yes
- ○ No

Points Available: 0.00

OPERATIONS

Diversity, Equity, & Inclusion

4.7

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: 0.54 of 0.54

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: 0.54

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: 0.54 of 0.54

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
- [x] We have set specific, measurable diversity improvement goals that are reviewed by senior executives or our Board of Directors
- [x] 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: 0.27 of 0.54

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.

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

Points Earned: 0.54 of 0.54

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 Available: 0.54

Workers from Ethnic or Racial Minorities

What percentage of your workforce identifies as being from a racial or ethnic minority?

- ( ) 0%
- ( ) 1-9%
- ( ) 10-19%
- (●) 20-29%
- ( ) 30%+
- ( ) Don't Know

Points Earned: 0.45 of 0.54

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: 0.54 of 0.54

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: 0.27 of 0.54

High to Low Pay Ratio

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

- ◉ >20x
- ○ 16-20x
- ○ 11-15x
- ○ 6-10x
- ○ 1-5x

Points Available: 0.54

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: 0.54 of 0.54

Management from Underrepresented Populations

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

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

- ○ 0%
- ◉ 1-9%
- ○ 10-19%
- ○ 20-29%
- ○ 30%+
- ○ Don't know

Points Available: 0.54

Female Executives

How many of your company executives identify as women?

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

Points Earned: 0.54 of 0.54

Executives from Underrepresented Populations

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

For this question, please do not take gender into consideration as gender is assessed in a different question.

- ○ 0%
- ○ 1-9%
- ○ 10-19%
- ◉ 20-29%
- ○ 30%+
- ○ Don't know
- ○ N/A

Points Earned: 0.36 of 0.54

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: 0.14 of 0.27

Supplier Ownership Diversity

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

- (●) 0%
- ( ) 1-9%
- ( ) 10-24%
- ( ) 25-39%
- ( ) 40-49%
- ( ) 50%+
- ( ) Don't Know

Points Available: 0.54

OPERATIONS

Economic Impact

3.9

Geographic Structure and Scope

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

In US, we have the following facilities: "Bridgewater" headquarters (1 office building) "Chattanooga": majority is manufacturing facilities (6 facilities) In Canada we have one headquarter based in Laval, Quebec.

Points Available: 0.00

Job Growth Rate

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

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

- ( ) 0% (no growth on a net basis)
- ( ) 1-5%
- (●) 6-15%
- ( ) >15%

Points Earned: 1.57 of 2.36

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: 74

- [ ] We do not track this

Points Available: 0.00

National Sourcing

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

- ○ 0%
- ○ 1-9%
- ○ 10-19%
- ○ 20-29%
- ◉ 30%+

Points Earned: 1.18 of 1.18

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 Available: 0.59

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: 1.18

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: 1.18

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
- [x] None of the above

Points Available: 1.18

Local Employee Statistics

What % of the following worker groups were hired from communities within 500 miles of company facilities?

Executives

- ( ) 0%
- ( ) 1-9%
- ( ) 10-24%
- ( ) 25-49%
- ( ) 50-74%
- ( ) 75%+
- (•) Don't know

Points Available: 0.39

% of Managers Hired Locally

What % of the following worker groups were hired from communities within 500 miles of company facilities?

Managers

- ( ) 0%
- ( ) 1-9%
- ( ) 10-24%
- ( ) 25-49%
- ( ) 50-74%
- (•) 75%+
- ( ) Don't know

Points Earned: 0.39 of 0.39

% of Non-Managers Hired Locally

What % of the following worker groups were hired from communities within 500 miles of company facilities?

Non-managerial full-time workers

- ○ 0%
- ○ 1-9%
- ○ 10-24%
- ○ 25-49%
- ○ 50-74%
- ◉ 75%+
- ○ Don't know

Points Earned: 0.39 of 0.39

Procurement Staff Practices

Does your company provide your procurement staff or departments with any of the following?

- ☐ Written requirement to consider suppliers within the same geographic area, among other social or environmental factors beyond pure competitive bid
- ☑ Written requirement to post RFPs with local suppliers
- ☐ Training or resources for how to source from local or independent suppliers
- ☐ Incentives to source from local suppliers
- ☐ None of the above

Points Earned: 0.39 of 1.18

OPERATIONS

Civic Engagement & Giving

3.9

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: 0.48 of 0.48

Community Service Policies and Practices

How does your company manage employee community service?

- [x] We have hosted or organized company service days in the last year
- [x] The company offers paid time off for community service
- [ ] 20 hours or more a year of paid time off
- [x] 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: 0.48 of 0.48

% 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: 0.48 of 0.97

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: 1169

- [ ] We do not track this

Points Available: 0.00

Volunteer Service Per Capita

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

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

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

Points Earned: 0.32 of 0.97

Charitable Giving and Community Investment Policies and Practices

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

- [x] 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)
- [x] We match individual workers' charitable donations
- [x] 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: 0.44 of 0.48

Impact Measurement of Community Investment

How does your company measure the performance or impact of your community investments?

- [ ] Company has a staff member (or members) who have performance measurement and evaluation part of written job responsibility
- [x] Company measures the total inputs of philanthropy like dollars invested and/or time spent
- [x] Company measures the amount of beneficiaries reached through their programs
- [x] Company has identified specific thematic metrics to assess performance and progress over time
- [x] Company surveys beneficiaries to measure outcomes of programs
- [ ] Company has contracted an evaluation to study program outcomes in detail
- [ ] Other
- [ ] None of the above

Points Earned: 0.24 of 0.24

Community Investments Performance Improvement

How does your company monitor and improve the progress of its community investments?

- [x] Performance of community investment initiatives and strategy are reviewed and overseen by executive team or Board of Directors at least annually
- [ ] Company has set public goals related to community investment performance and set targets to achieve them
- [ ] Company monitors performance of projects at least every year to determine if they are on target to meet objectives
- [ ] Company reports progress publicly to solicit feedback on programs
- [ ] Other
- [ ] None of the above

Points Earned: 0.06 of 0.24

Strategic Decision Making for Community Investments

How does your company identify and choose community investment to support strategically?

- [x] Company has a written statement / strategy that focuses community investments on specific outcomes and intended impact of the programs
- [x] Company ties philanthropic themes to broader social or environmental goals of the business
- [x] Company's community investment strategy is overseen by Board of Directors
- [x] Company screens programs based on evidence of high efficacy of investments
- [x] Company screens programs on other factors besides established evidence (innovation, third party screens, etc.)
- [ ] Other
- [ ] None of the above

Points Earned: 0.48 of 0.48

Relative Input for Community Investments

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

- (●) None
- ( ) Less than 0.1% of revenues
- ( ) 0.1-0.4% of revenues
- ( ) 0.5-0.9% of revenues
- ( ) 1-1.9% of revenues
- ( ) >2%

Points Available: 0.97

% of Revenue Donated

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

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

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

Points Earned: 0.39 of 1.94

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

Points Available: 0.00

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?

- [x] Yes, company has offered support in name and/or signed petitions
- [x] 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: 0.36 of 0.48

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?

- [x] We have worked with other industry players on a cooperative initiative on relevant social and environmental standards for our industry
- [x] We have provided data or contributed to academic research on social or environmental topics
- [x] 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: 0.24 of 0.24

OPERATIONS

Supply Chain Management

4.4

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).

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

Points Available: 0.00

Supply Chain Risk Assessment and Mapping

Has your company conducted a risk assessment that identifies aspects of your supply chain and purchasers at most risk for negative social and environmental impact based on any of the following risk factors?

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

- [x] Country of origin
- [x] Sub-regions within countries
- [x] Product / Service / Ingredient attributes
- [x] Size of purchases by the company
- [x] Risk assessment was conducted with support by a third party
- [ ] None of the above, company has not conducted a risk assessment of their supply chain

Points Earned: 0.21 of 0.21

Supply Chain Tracking and Traceability

For what percent of materials in your supply chain deemed at risk does your company have a system in place that accurately traces the source and origination of all ingredients/ components through the chain?

- ○ 0%
- ◉ 1-20%
- ○ 21-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.10 of 0.83

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

Outsourced Staffing Screening Topics

Does your company review or set requirements regarding the labor practices of its outsourced staffing service providers that includes the following topics?

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

- ☑ Compliance with all local laws and regulations
- ☑ Compliance with international human rights and labor standards (for employees and contractors)
- ☐ Payment at or above industry benchmarks
- ☐ Payment of a living wage (for employees and contractors)
- ☐ Employee benefits provided
- ☐ Professional development opportunities
- ☐ Other labor practices
- ☐ None of the above
- ☐ N/A

Points Earned: 0.08 of 0.21

% of Outsourced Services Accountable to Code of Conduct?

What % of your outsourced staffing services (on a currency basis) are accountable to the formalized code of conduct or requirements described in the previous question?

- ○ 0%
- ○ 1-20%
- ○ 21-49%
- ○ 50-74%
- ◉ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.72 of 0.83

Screening / Monitoring for Services

Which of the following methods are used to evaluate the social or environmental impact of your outsourced staffing services?

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

- [ ] Company shares policies or rules with subcontractors but does not have a verification process in place
- [ ] Company requires subcontractors complete self-designed assessment
- [x] Company utilizes third party risk or impact assessment tools (BIA)
- [ ] Company conducts routine audits/reviews of subcontractors at least every two years
- [ ] Company has third parties conduct routine audits/reviews of subcontractors at least every two year
- [ ] Other
- [ ] None of the above

Points Earned: 0.10 of 0.21

% of Outsourced Staffing Services Screened / Monitored

What % of your outsourced staffing services (on a currency basis) are evaluated based on the methods selected in the previous question?

- ○ 0%
- ○ 1-20%
- ◉ 21-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.31 of 0.83

Supply Chain Compliance Topics

Does your company have a formalized code of conduct or set requirements regarding the social or environmental practices and performance of its suppliers that includes the following topics?

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

- [x] Compliance with all local laws and regulations, including those related to social and environmental performance
- [x] Compliance with international human rights and labor standards (for employees and contractors)
- [x] Compliance with international environmental standards
- [x] Payment of a living wage (for employees and contractors)
- [x] Ethics and anti-corruption policies
- [x] Management systems to manage and incentivize positive social and environmental performance
- [x] Other
- [ ] None of the above

Points Earned: 0.21 of 0.21

% of Suppliers Accountable to Code of Conduct

What % of your suppliers (on a currency basis) are accountable to the formalized code of conduct or requirements described in the previous question?

- ○ 0%
- ○ 1-20%
- ○ 21-49%
- ○ 50-74%
- ◉ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.72 of 0.83

Screening/Management Methods for Tier 1 Suppliers

Which of the following methods are used to evaluate the social or environmental impact of your Tier 1 Suppliers?

- ☐ Company shares policies or rules with suppliers but does not have a verification process in place
- ☐ Company requires completion of self-designed assessment
- ☑ Company utilizes third party risk or impact assessment tools (Sedex, BIA)
- ☐ Company conducts routine audits/reviews of Tier 1 suppliers at least every two years
- ☐ Company has third parties conduct routine audits/reviews of Tier 1 supplier at least every two years
- ☐ Company has mechanisms to hear grievances or performance feedback from stakeholders of Tier 1 suppliers
- ☐ Company can confirm quantifiable improvement in Tier 1 supplier social and environmental performance improvement in last year
- ☑ Other
- ☐ None of the above

Points Earned: 0.12 of 0.21

% of Tier 1 Suppliers Screened / Monitored

What % of your Tier 1 Suppliers (on a currency basis) are evaluated based on the methods selected in the previous question?

- ○ 0%
- ○ 1-20%
- ○ 21-49%
- ◉ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.52 of 0.83

Screening/Management Methods for Tier 2 Suppliers

Which of following methods are used to evaluate the social or environmental impact of your Tier 2 Suppliers?

- [ ] Company shares policies or rules with suppliers but does not have a verification process in place
- [ ] Company requires Tier 2 suppliers complete of self-designed assessment
- [ ] Company utilizes third party risk or impact assessment tools for Tier 2 suppliers(Sedex, BIA)
- [ ] Company conducts routine audits/reviews of Tier 2 suppliers at least every two years
- [ ] Company has third parties conduct routine audits/reviews of Tier 2 supplier at least every two years
- [ ] Company has mechanisms to hear grievances or performance feedback from stakeholders of Tier 2 suppliers
- [ ] Company requires Tier 2 suppliers to track, manage, and report performance of their suppliers
- [ ] Company can confirm quantifiable improvement in Tier 2 supplier social and environmental performance improvement in last year
- [x] None of the above

Points Available: 0.21

% of Tier 2 Suppliers Screened / Monitored

What % of your Tier 2 Suppliers (on a currency basis) are evaluated based on the methods selected in the previous question?

- (●) 0%
- ( ) 1-20%
- ( ) 21-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) N/A

Points Available: 0.83

Screening Methods for Original Producers of Raw Materials

Which of following methods are used to evaluate the social or environmental impact of the original producers of your raw materials:

- [x] Company shares policies or rules with suppliers but does not have a verification process in place
- [x] Company requires original producers to complete of self-designed assessment
- [x] Company utilizes third party risk or impact assessment tools for original producers (Sedex, BIA)
- [x] Company conducts routine audits/reviews of original producers at least every two years
- [x] Company has third parties conduct routine audits/reviews of original producers at least every two years
- [x] Company has mechanisms to hear grievances or performance feedback from stakeholders of original producers of raw materials
- [x] Company can confirm quantifiable improvement in social or environmental performance of original producers of raw materials in the last year
- [ ] None of the above

Points Earned: 0.21 of 0.21

% of Original Producers Screened / Monitored

What % of the original producers of your raw materials are evaluated based on the methods selected in the previous question?

- ○ 0%
- ◉ 1-20%
- ○ 21-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.10 of 0.83

Reporting on Supply Chain Impact

Which of the following are true regarding how your company reports on your supply chain impact?

- ☐ Company aggregates results of supply chain social and environmental assessments to identify and report on trends in performance and breaches publicly
- ☐ Company reports key risk areas and root causes of supply chain performance issues and breaches, including methods of remediation the company is taking to address them
- ☐ Company publicly reports the geographic locations of all significant and high risk suppliers and originating sources within its supply chain
- ☐ Company publicly shares information identifying specific companies in their supply chain
- ☐ Company has set public goals regarding the overall social or environmental impact of their supply chain, along with progress towards those goals (to be paying a living wage, etc.)
- ☑ None of the above

Points Available: 0.21

% of Suppliers with Transparency, Reporting, and Goal Setting

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

- ◉ 0%
- ○ 1-20%
- ○ 21-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Available: 0.83

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?

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

Points Earned: 0.21 of 0.21

% of Suppliers with Programs to Improve Impact

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

- ○ 0%
- ○ 1-20%
- ◉ 21-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.31 of 0.83

Managing Supply Chain Impact

Which of the following are true regarding how your company manages your supply chain impact?

- [ ] We embed social and environmental supplier performance into the job descriptions and performance evaluations of their procurement departments (distinct from their sustainability or CSR departments)
- [x] Senior management team members have written responsibility for social and environmental supply chain performance
- [x] We aggregate the results of supply chain social and environmental assessments to identify and report on trends in performance and breaches internally
- [ ] We use trends in supply chain performance to identify and remediate root causes of supply chain performance issues and breaches (including contractual requirements posed by the company itself, inadequate management or human resources processes, capacity constraints within suppliers, etc.)
- [ ] None of the above

Points Earned: 0.10 of 0.21

Verification of Positive Outcomes in Supply Chain

Has your company verified any of the following outcomes for all aspects of its supply chain in a way that can be publicly and accurately confirmed?

- [ ] Compliance with all local laws and regulations, including those related to social and environmental performance
- [ ] Compliance with international human rights and labor standards
- [ ] Compliance with international environmental standards
- [ ] Payment of a living wage
- [ ] No forced labor / modern slavery
- [x] None of the above

Points Available: 0.83

Length of Supplier Relationships

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

- ○ Average tenure of supplier relationships is less than 36 months.
- ○ Average tenure of supplier relationships is greater than 36 months.
- ○ Average tenure of supplier relationships is greater than 72 months.
- ○ Average tenure of supplier relationships is greater than 120 months.
- ○ Our company has had a relationship with a majority of our suppliers (on a currency basis) since our first year of operations.
- ◉ Don't Know

Points Available: 0.41

Support for In Need Suppliers

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

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

Points Earned: 0.28 of 0.41

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 Available: 0.41

Social or Environmental Purchases

What percentage of materials or products purchased have third-party social or environmental certification or approval or are from Significant Suppliers that are purpose-driven or have third-party company level certification or approval?

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

- ○ 0
- ◉ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75%+
- ○ Don't know

Points Earned: 0.10 of 0.41

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.

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

Description of Positive Environmental Product / Service Impact

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

Points Available: 0.00

Environmental Product or Service Impact

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

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

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

Points Available: 0.00

Environmental Management

OPERATIONS
2.2

Green Building Standards

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

- (●) <20%
- ( ) 20-49%
- ( ) 50-79%
- ( ) 80%+
- ( ) N/A

Points Available: 0.49

Facility Improvement with Landlord

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

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

Points Earned: 0.33 of 0.49

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 3-6 can only be selected if Checkbox 2 applies.

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

Points Earned: 0.81 of 0.98

Environmentally Certified Products

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

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

- (●) 0%
- ( ) 1-24%
- ( ) 25-49%
- ( ) 50-74%
- ( ) 75%+
- ( ) N/A

Points Available: 0.49

Product Design for the Environment

Which of the following practices are in place to integrate environmental considerations (DFE) into the design of products and services?

- [x] Company materially redesigned products in order to achieve source reduction
- [x] Company has materially redesigned packaging in order to reduce overall impact
- [ ] Company used standardized product components/parts to maximize useful life via disassembly/reprocessing
- [x] Company identifies and labels resource content on manufactured items to enable eventual recycling
- [ ] Company has made set public source reduction targets to reduce the overall environmental impact of products and/or packaging
- [ ] Company has achieved source reduction targets to reduce the overall environmental impact of products and/or packaging
- [ ] Other
- [ ] None of the above

Points Earned: 0.29 of 0.49

% of Products Designed for the Environment

For what % of your products do the DFE practices selected in the previous question apply?

- ○ 0%
- ◉ 1-20%
- ○ 21-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.12 of 0.98

Type of Footprint Assessments

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

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

Points Earned: 0.12 of 0.24

% of Products with Type of Footprint Assessment

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

- ○ 0%
- ◉ 1-20%
- ○ 21-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.12 of 0.98

Assessment Conducted of Environmental Footprint of Value Chain

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

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

Points Available: 0.49

% of Products with an Environmental Footprint Assessment

What % of your products have undergone a formal environmental footprint assessment that included the topics selected in the previous question?

- ◉ 0%
- ○ 1-20%
- ○ 21-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Available: 0.98

Management of Material Environmental Impact in Value Chain

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

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

Points Earned: 0.16 of 0.49

Impact of Product Usage

Which of the following are true regarding practices in place to manage and minimize the impact of product usage?

- [x] Company has conducted studies of consumer behavior and/or disposal to understand impact of product usage
- [ ] Company has conducted analysis of product lifetime and usability and it materially exceeds (>5%) lifetime of related competitive products
- [ ] Company has created partnerships and/or marketing campaigns to engage customers or other post production value chain users to minimize environmental footprint of usage
- [ ] Other
- [ ] None of the above

Points Earned: 0.16 of 0.49

% of Products with Practices to Minimize Impact of Usage

For what % of your products do the product usage practices selected in the previous question apply?

- ○ 0%
- ◉ 1-20%
- ○ 21-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.12 of 0.98

Addressing Longevity of Product Lifespan

Which of the following practices does your company have in place to manage product longevity in order to reduce overall consumption and waste to landfill?

- [ ] We have measured the overall product lifespan of our portfolio and altered product designs to increase it within the last two years
- [ ] We have a program that facilitates maintenance, servicing and reassembly of our products
- [ ] We provide information about the program to facilitate maintenance and servicing on product labels / packaging
- [ ] We provide information about the program to facilitate maintenance and servicing in advertising campaigns
- [ ] Other - please describe
- [ ] None of the above
- [x] N/A - Product is a non-durable good designed for consumption

Points Available: 0.49

Behavior Change as a Result of Programs

Based on the above programs to reduce the environmental impact of product usage, has your company been able to verify improvements in consumer behavior or usage?

- ○ Yes, as assessed by the company measurements
- ○ Yes, as assessed and verified by a third party
- ◉ No, not at this time

Points Available: 0.98

Air & Climate

OPERATIONS

5.9

Monitoring and Reporting Energy Use

How does your company monitor, record, or report its energy usage?

Please select only one answer option indicating if the company monitors energy use 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 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
- [x] We monitor usage and have set absolute reduction targets regardless of company growth
- [ ] We report progress on our reduction targets publicly on an annual basis
- [ ] We have met specific reduction targets during the reporting period

Points Earned: 0.31 of 0.61

Total Energy Use

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

Total energy used (Gigajoules) during the last 12 months: 156496

- [ ] 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: 61033

- [ ] 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: 0.11 of 0.31

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: 0.49 of 1.22

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: 0.24 of 1.22

Monitoring and Reporting 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, 6 and/or 7 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 report progress on our reduction targets publicly on an annual basis
- ☐ We have met the specific reduction targets set during this reporting period
- ☐ We have achieved carbon neutrality

Points Earned: 0.49 of 0.61

Total Scope 1 GHGs

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

Scope 1:

Scope 1: 1131

- ☐ 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: 3803

- [ ] 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:

- [x] We do not track this

Points Available: 0.00

Monitoring and Reporting Air Emissions

How does your company monitor, record and report significant non-GHG harmful air emissions?

- [x] Company does not currently monitor and record emissions
- [x] Company monitors and records emissions (no reduction targets)
- [ ] Company monitors and records emissions and has specific reduction targets
- [ ] Company reports progress on reduction targets publicly on an annual basis
- [ ] Company has met or exceeded reduction targets in the last fiscal year
- [ ] Eliminated emissions of this by-product entirely

Points Earned: 0.15 of 0.61

Carbon Intensity

What is your current Carbon Intensity for Scopes 1 and 2, not including the use of carbon credits or offsets?

Please measure intensity in metric tons of CO2/$million of revenue. Please use USD to accurately evaluate the answer option.

- ○ Manufacturing: >950 / Utilities: >6,000
- ○ Manufacturing: 751-950 / Utilities: 5,001-6,000
- ○ Manufacturing: 601-750 / Utilities: 4,001-5,000
- ○ Manufacturing: 451-600 / Utilities: 3,001-4,000
- ○ Manufacturing: 301-450 / Utilities: 2,001-3,000
- ○ Manufacturing: 151-300 / Utilities: 1,001-2,000
- ◉ Manufacturing: 0-150 / Utilities: 0-1,000
- ○ Don't know

Points Earned: 0.61 of 0.61

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.

- ○ Manufacturing: >950 / Utilities: >6,000
- ○ Manufacturing: 751-950 / Utilities: 5,001-6,000
- ○ Manufacturing: 601-750 / Utilities: 4,001-5,000
- ○ Manufacturing: 451-600 / Utilities: 3,001-4,000
- ○ Manufacturing: 301-450 / Utilities: 2,001-3,000
- ○ Manufacturing: 151-300 / Utilities: 1,001-2,000
- ◉ Manufacturing: 1-150 / Utilities: 1-1,000
- ○ Manufacturing: 0 / Utilities: 0
- ○ Don't know

Points Earned: 1.22 of 1.22

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: 0.98 of 1.22

Reducing Carbon Emissions from Transportation

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

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

Points Earned: 0.41 of 0.61

Ton Miles Reduction

Have you reduced the ton miles (relative to revenues) of your distribution and supply chain, and if so, by how much?

Calculate by comparing ton-miles from the year prior or annualized from a baseline year.

- ○ 0%
- ○ 1-9%
- ○ 10%-20%
- ○ 21-50%
- ○ >50%
- ◉ Not tracked / Unknown

Points Available: 0.61

Supply Chain GHG Management

Has your company taken action to track and manage the greenhouse emissions produced through your supply chain? (absolute reduction)

Only select practices if you track and manage greenhouse emissions produced for at least 50% of your company suppliers (on a cost basis).

- [x] We don't track or evaluate greenhouse emissions from our supply chain
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risk contributions of greenhouse gas emissions
- [ ] We have purchased certified carbon credits to offset some or all of the greenhouse gas emissions from our supply chain
- [ ] We set targets for reducing greenhouse gas emissions through our supply chain
- [ ] We have seen a reduction in GHG emissions in our supply chain in the last twelve months
- [ ] We have achieved a carbon-neutral supply chain

Points Available: 0.61

Offsetting Supplier GHG Emissions

What % of your company's Scope 3 greenhouse gas emissions were offset by certified carbon credits?

- (●) 0
- ( ) 1-24%
- ( ) 25-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) Don't know

Points Available: 1.22

Supply Chain GHG Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce the greenhouse gas emissions produced through your supply chain?

- [x] We collaborate with or require suppliers to collect data and report on greenhouse gas emissions
- [x] We screen suppliers to reduce greenhouse gas emissions (e.g. performance of suppliers, selection of materials, source locations)
- [x] We provide support or resources for our supply chain in adopting greenhouse gas minimized operations (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [ ] None of the above

Points Earned: 0.46 of 0.61

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)
- [x] Employees are encouraged to use virtual meeting technology to reduce in person meetings
- [x] Company has a written policy limiting corporate travel
- [ ] None of the above

Points Earned: 0.46 of 0.61

Sourcing % of COGS from Local Suppliers

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

Sourcing of COGS Local to Customers

- ○ 0%
- ○ 1-9%
- ○ 10-19%
- ○ 20-29%
- ○ 30%+
- ◉ Don't know

Points Available: 1.22

Sourcing % raw materials from Local Suppliers

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

Raw materials (in currency terms) grown or harvested

By company or local independent suppliers.

- ○ 0%
- ○ 1-9%
- ○ 10-19%
- ○ 20-29%
- ○ 30%+
- ◉ Don't know

Points Available: 1.22

% GHG Emissions Offset

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

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

Points Available: 0.61

Water

OPERATIONS

2.0

Monitoring and Reporting Water Use

How does your company monitor, record, or report its 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, answers 5 and/or 6 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
- [x] 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 water usage and have set science-based targets necessary to achieve sustainable usage linked to our local watershed
- [ ] We report progress on our reduction targets publicly on an annual basis
- [ ] We have met specific reduction targets set during this reporting period

Points Earned: 0.43 of 1.14

Total Water Use

Total water use (liters) during the last 12 months

Total water use (liters) during the last 12 months 114699000

- [ ] 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.

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

Points Earned: 0.76 of 1.14

Water Harvested On-Site or From Recycled Sources

What % of water used by the company is harvested on site or is from recycled sources?

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

Points Earned: 0.57 of 2.29

Monitoring and Reporting Toxic Wastewater

How does your company monitor hazardous and toxic wastewater?

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

- [ ] Company does not currently monitor and record emissions
- [x] Company monitors and records emissions (no reduction targets)
- [ ] Company monitors and records emissions and has specific reduction targets
- [ ] Company reports progress on reduction targets publicly on an annual basis
- [ ] Company has met or exceeded reduction targets in the last fiscal year
- [ ] Eliminated emissions of this by-product entirely

Points Earned: 0.29 of 1.14

Supply Chain Water Management

How does your company track and manage the water footprint of your supply chain?

Only select practices if you track and manage the water footprint for at least 50% of your company suppliers (on a cost basis).

- [x] We do not track the water footprint of our supply chain
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material areas of water usage
- [ ] We have targets for reducing water footprint through our supply chain
- [ ] We have seen a reduction of our water footprint in our supply chain in the past twelve months
- [ ] We have verified that all water use in supply chain is science-based and sustainable

Points Available: 1.14

Supply Chain Water Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce the water footprint of your supply chain?

- [ ] We collaborate with or require suppliers to collect data and report on water footprint
- [ ] We screen suppliers to fit good water management practices (e.g. individual supplier practices, materials and ingredients, locations in context of water scarcity)
- [ ] We provide support or resources for supply chain in adopting water management (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 1.14

Land & Life

OPERATIONS

3.8

Monitoring and Reporting Non-hazardous Waste

How does your company monitor, record and report your waste production?

Please select one answer option indicating if the company monitors water use and potentially sets targets (answers 1-4). If the company sets targets, answers 5, 6 and/or 7 may apply in addition.

- [ ] We do not currently monitor and record waste production
- [x] We regularly monitor and record waste production but have not set any reduction targets
- [x] 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)
- [x] We regularly monitor and record waste produced and have set a zero waste target
- [x] We report progress on our reduction targets publicly on an annual basis
- [x] We have met the specific reduction targets set during this reporting period
- [ ] We produce zero waste to landfill

Points Earned: 0.51 of 0.51

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: 4247

- [ ] 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: 1588

- [ ] 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: 2672

- [ ] We do not track this

Points Available: 0.00

Recycling Programs

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

- ○ <20%
- ○ 21-40%
- ○ 41-60%
- ○ 61-80%
- ◉ >80%

Points Earned: 0.51 of 0.51

Waste Generation vs Revenue

What is your company's non-hazardous waste generation measured against revenue (i.e. metric tons per $million of revenue) in the last fiscal year?

i.e. metric tons per million dollars of revenue.

- ○ >950
- ○ 751-950
- ○ 601-750
- ○ 451-600
- ○ 301-450
- ○ 151-300
- ◉ 0-150
- ○ Don't know

Points Earned: 0.51 of 0.51

Supply Chain Waste Management

How does your company track and manage waste in your supply chain?

Only select practices if you track and manage waste for at least 50% of your company suppliers (on a cost basis).

- ☑ We don't track the solid waste impacts of our supply chain
- ☐ We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material areas of waste production
- ☐ We have set targets for reducing solid waste in the supply chain
- ☐ We have seen a reduction of waste produced in our value chain in the past twelve months
- ☐ We have achieved zero waste or a closed-loop supply chain

Points Available: 0.51

Supply Chain Waste Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce waste in your supply chain?

- ☐ We collaborate with or require suppliers to collect data and report on waste production
- ☐ We screen or require suppliers to meet standards related to solid waste production
- ☐ We have implemented initiatives to reduce waste at the source or divert waste from landfills or incineration in the supply chain
- ☐ We audit and provide help to suppliers to complete corrective actions
- ☑ None of the above

Points Available: 0.51

Environment Impact Packaging

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

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

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

Points Earned: 0.41 of 0.51

% of Recyclable/Biodegradable Materials

What % of material (by weight or volume) is made of recyclable (and labeled as such) or biodegradable materials in the areas where they are sold (product + packaging)?

- (●) <20%
- ( ) 20-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) Don't Know
- ( ) N/A

Points Available: 0.51

Controlling Community Exposure to Emissions

Has your company conducted an assessment of local communities' exposure to hazardous emissions from your manufacturing facilities and taken appropriate steps to mitigate?

- ( ) We have not conducted an assessment
- ( ) Assessment indicates some exposure, but we have taken no action to date
- ( ) Assessment indicates some exposure, and we have implemented a mitigation and control strategy
- (●) Assessment indicates no exposure

Points Earned: 0.26 of 0.26

% of Environmentally Preferred Input Materials

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

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

Points Available: 1.02

% of Products Reclaimed / Recycled

If the company has conducted a study of end of life disposal in the last two years, what % by volume of the company's products/ wastes sold and their packaging materials are reclaimed (i.e. recycled or reused) at the end of their useful life?

- (●) <20%
- ( ) 20-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) We have not conducted a study of end of life disposal in the last two years
- ( ) N/A

Points Available: 1.02

Programs to Reduce End of Life Waste

Which of the following practices are in place to reduce waste to landfill after the usage of your product and/or its packaging?

- [ ] Company has a product/packaging reclamation and recycling program designed and implemented by the company or a third party
- [ ] Company has a product/packaging reclamation and reuse program designed and implemented by the company or a third party
- [ ] Company takes back similar products or packaging from other companies as part of its reclamation program
- [ ] Company includes information about their reclamation programs on product labels / packaging
- [ ] Company includes information about their reclamation programs in advertising campaigns
- [ ] Company has achieved circularity (no waste created) in its products and packaging
- [ ] Other
- [x] None of the above

Points Available: 0.51

% of Products with Programs to Reduce End of Life Waste

For what % of your products do the end-of-life waste programs selected in the previous question apply?

- (●) 0%
- ( ) 1-20%
- ( ) 21-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) N/A

Points Available: 0.51

Monitoring and Reporting Hazardous Waste

How does your company monitor, record and report your hazardous waste production?

- [ ] We do not currently monitor and record hazardous waste production
- [ ] We regularly monitor and record hazardous waste production but have not set any reduction targets
- [x] We regularly monitor and record hazardous 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 hazardous waste and have set a zero hazardous waste target
- [ ] We report progress on our reduction targets publicly on an annual basis
- [ ] We have met the specific reduction targets set during this reporting period
- [ ] We have eliminated production of hazardous waste entirely

Points Earned: 0.15 of 0.51

Total Hazardous Waste Produced

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

Waste Produced: Hazardous Waste (metric tonnes) during the last 12 months: 13

- [ ] We do not track this

Points Available: 0.00

Reducing Waste

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

The past two years

The past two years

- [x] We do not track this

Points Available: 0.00

Hazardous Waste Disposal

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

This includes batteries, paint, electronic equipment, etc.

- (●) Yes
- ( ) No
- ( ) N/A - We have eliminated hazardous waste

Points Earned: 0.51 of 0.51

Tracking Chemicals in the Supply Chain

Does your company do any of the following to manage chemicals in the supply chain?

Please check all that apply.

- [x] Require suppliers to disclose specified chemicals of concern
- [x] Ask suppliers if they know all the chemical ingredients intentionally added to their product and all residuals of high concern present in the product (only asking if they know, not requiring them to provide the data to you)
- [ ] Require suppliers to provide chemical information to a third party
- [ ] Ensure that suppliers are kept up to date on banned chemicals in different markets by providing them with a Restricted Substances List and monitoring their compliance with this list
- [ ] Incentivize suppliers for participating in chemical management program
- [ ] None of the Above

Points Earned: 0.34 of 0.51

Chemical Management

Does your company have a program in place to identify and eliminate potential chemicals and materials of concern in your product and/or process and identify and phase-in safer alternatives (e.g. chemical/material options with reduced toxicity)?

- [ ] Company has completed a study of all materials (including scarce metals and minerals) in product and chemicals to 1000ppm level
- [ ] Company has completed a study of all materials in product and chemicals to 100ppm level
- [ ] Company has undergone an evaluation of products and processes to identify potential toxic contaminants from production
- [x] Company has identified specific chemicals of concern classes (e.g., carcinogens, mutagens, reproductive toxins, endocrine disruptors, persistent or bioaccumulative substances)
- [x] Company has established a Restricted Substances List (RSL), has a positive screen or other decision process for chemicals
- [x] Company has established metrics and goals for the reduction or elimination of chemicals of concern
- [ ] Company publicly discloses the chemicals and/or materials in your product (e.g., on a label, website, via 800 number for information, etc.)
- [ ] There are no potential chemicals or materials of concern in my industry
- [ ] None of the above

Points Earned: 0.51 of 0.51

Public Disclosure of Chemicals

Does your company publicly disclose any use of chemicals of concern in products or processes in any of the following ways?

- [ ] Company provides information on website that publicly discloses any use(s) of chemicals of concern
- [ ] Company completes and publicly provides Health Product Declarations (HPD) for any chemicals of concern utilized
- [ ] Company publicly provides information on use of any chemicals of concern via the Cradle 2 Cradle Products Innovation certification process
- [x] Other third-party disclosure mechanism (please state)
- [ ] N/A
- [ ] None of the above

Points Earned: 0.17 of 0.51

Supply Chain Chemical Management

How does your company track and manage toxins or hazardous waste in your supply chain?

Only select practices if you track and manage toxins or hazardous waste for at least 50% of your company suppliers (on a cost basis).

- [x] We don't track toxins or hazardous waste in our supply chain
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risks of toxins and/or production of hazardous waste
- [ ] We have set targets for reducing toxins and hazardous waste in our supply chain
- [ ] We have verified that there are no harmful toxins or hazardous waste in our supply chain

Points Available: 0.51

Supply Chain Chemical Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce toxins or hazardous waste in your supply chain?

- [ ] We collaborate with or require suppliers to collect data and report on chemicals
- [ ] We screen or require suppliers to meet standards related to toxins or hazardous waste
- [ ] We provide support or resources to reduce toxins in the supply chain (e.g.online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 0.51

Natural Habitat Conservation Procedures

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

Procedures include a Conservation Strategic Plan.

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

Points Available: 0.51

Supply Chain Biodiversity Management

How does your company track and manage your supply chain's impact on biodiversity?

Only select practices if you track and manage the impact on biodiversity for at least 50% of your company suppliers (on a cost basis).

- [x] We don't evaluate our supply chain impact on biodiversity
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risks to biodiversity
- [ ] We set targets for reducing impact on biodiversity through our supply chain
- [ ] We have verified that our supply chain creates no (or positive) biodiversity impact

Points Available: 0.51

Supply Chain Biodiversity Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce your supply chain's impact on biodiversity?

- [ ] We collaborate with or require suppliers to collect data and report on biodiversity impact
- [ ] We screen suppliers to fit good biodiversity practices
- [ ] We provide support or resources for our supply chain in adopting biodiversity-friendly operations (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 0.51

Environmentally Innovative Manufacturing Process - Impact Business Model

IMPACT BUSINESS MODELS
0.0

This IBM section is applicable if your company utilizes innovative manufacturing or distribution processes that significantly reduce your environmental footprint compared to past performance or industry benchmarks.

Environmentally Innovative Manufacturing Process Introduction

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

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

- (●) Yes
- ( ) No

Points Available: 0.00

Manufacturing Environmental Management

Do you have an environmental management system that tracks the material aspects of your environmental impact (e.g. waste produced, energy or emissions data, water use, etc.) and includes objectives and targets to improve environmental impact over time?

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

- (●) Yes
- ( ) No

Points Available: 0.00

Manufacturing Environmental Impact Benchmarks

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

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

- [x] We have benchmarked quantitative environmental metrics to other similar companies or industries in order to compare our performance
- [x] We have researched sustainability practices to determine best practices and identify how our practices compare to other companies in our industry
- [ ] No

Points Available: 0.00

Material Environmental Impacts In Industry

Which of the following are material environmental impacts of concern in the manufacturing process for your industry? (Please exclude environmental impact outside of your manufacturing process, such as input materials used, supply chain impact, or use of product).

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

Points Available: 0.00

Focus of Environmental Performance

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

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

Points Available: 0.00

Primary Environmental Management Practice

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

- ○ We have substantially reduced the amount of source material required for our product compared to industry norms
- ○ We have implemented methods that include the recycling or re-use of at least 50% of materials
- ○ We have a water recycling or closed-loop recycling system
- ○ We have replaced a water-intensive process with a process that requires a significantly reduced amount of water usage
- ○ We have substituted a chemical-intensive process with a process that requires a significantly reduced amount of chemicals used
- ○ We have substituted an energy-intensive process with a process that requires little to no energy
- ○ None of the above

Points Available: 19.20

Other Environmental Management Practices

Beyond your primary method indicated above, which other practices do you also have in place?

Only select practices that apply to the manufacturing process for a majority of your products (on a revenue basis).

- [ ] We have substantially reduced the amount of source material required for our product compared to industry norms
- [ ] We have implemented methods that include the recycling or re-use of at least 50% of materials
- [ ] We have a water recycling or closed-loop recycling system
- [ ] We have replaced a water-intensive process with a process that requires a significantly reduced amount of water usage
- [ ] We have implemented a water treatment system that treats all waste water to return it to the water table at a quality as high as the water was received
- [ ] We have substituted a chemical-intensive process with a process that requires a significantly reduced amount of chemicals used
- [ ] We have substituted an energy-intensive process with a process that requires little to no energy
- [ ] We have implemented a program to use onsite renewable energy for our process
- [ ] None of the above

Points Available: 9.60

Environmental Management Outcomes

What results has your company seen from your environmentally-focused manufacturing processes?

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

Points Available: 1.20

Tons of Carbon Offset

If tracked, what was the number of metric tons of carbon (CO2) off-set by your environmental practices?

If tracked, what was the number of metric tons of carbon (CO2) off-set by your environmental practices?

- [ ] We do not track this

Points Available: 0.00

Revenues from Environmentally Innovative Manufacturing Process

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

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

Sensitive

Points Available: 0.00

Customers

Customers Impact Area Introduction

OPERATIONS

0.0

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

Customer Impact Business Model Introduction

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

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

- (●) Yes
- ( ) No

Points Available: 0.00

Customer 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?

Sanofi Consumer Healthcare has a variety of medicines in its global portfolio to treat a range of diseases including allergies, cough and cold, pain and inflammation, digestive disorders, oral care, scalp care, dermatoses including ezcema and psoriasis and many more. In addition, we also market nutritional supplements that help support optimal physiological processes. As a health journey partner, we leverage the best in science, together with our world-class pharmaceutical quality standards to deliver consumer-driven innovative medicines and products across. A few facts related to our diverse portfolio are presented below: In the US, 240 million people use over the counter medicines. If treatments were not available, an estimated 60 million of these would not seek medical treatment. In the space of 12 months in the United States, almost 85% of the population will experience a cold. Globally, between 10 and 30% of the population suffer from hay fever and this goes up to over 50% in parts of Africa and in urban areas. Between 22% and 52% of people in major countries suffer from constipation symptoms and 70% of those who frequently suffer experience it at least once a month. Across the world, 77% of people have used nutritionals in the last 12 months to maintain their general health, provide immune system support or to supplement in areas of vitamin deficiency. 9 out of 10 people will experience pain at some point.

Points Available: 0.00

Beneficial Product Type

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

Only select 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)
- [x] 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: 244

☐ We do not track this

Points Available: 0.00

Total Customer Individuals

Total Number of Customers

Individuals served in the last 12 months:

Individuals served in the last 12 months:

☑ We do not track this

Points Available: 0.00

Customer Stewardship

OPERATIONS

4.3

Managing Customer Stewardship

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

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

Points Earned: 0.45 of 0.45

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: 0.91 of 0.91

Quality Assurance

Do you use an established third party methodology to manage quality assurance for your products or services?

Examples include PDSA, Six Sigma, DMAIC, TQM, Zero Defects, etc

- ◉ Yes
- ○ No

Points Earned: 0.45 of 0.45

Feedback and Complaint Channels

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

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

Points Earned: 0.45 of 0.45

Monitoring Customer Satisfaction and Retention

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

- [x] Company monitors customer satisfaction
- [x] Company shares customer satisfaction internally within the company
- [ ] Company shares customer satisfaction publicly
- [x] 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: 0.27 of 0.45

Managing Product Impacts

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

- [x] Company regularly monitors customer outcomes and well-being
- [x] Company has formal program to incorporate customer testing and feedback into product design
- [x] 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: 0.45 of 0.45

Managing Marketing and Advertising

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

- [x] Company makes transparent potential risks and negative impacts of products, including, when appropriate ingredient lists
- [x] Company has formal policies to review the accuracy and ethics of marketing and advertising
- [x] Company complies with independent marketing and advertising standards relevant to their sector or industry
- [x] 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: 0.45 of 0.45

Data Usage and Privacy

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

- [x] Company has a formal publicly available data and privacy policy
- [x] 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)
- [x] All customers have option to decide how their data can be used
- [x] Company's all email list building and email marketing strategies are GDPR compliant
- [x] Other
- [ ] None of the above
- [ ] N/A - Company does not collect sensitive data

Points Earned: 0.45 of 0.45

Data Security Management

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

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

Points Earned: 0.45 of 0.45

IMPACT BUSINESS MODELS

Health & Wellness Improvement - Impact Business Model

3.5

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? **Approx. 86.65%**

- [ ] We do not track this

Points Available: 0.00

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
- [x] Households
- [ ] Communities
- [x] Businesses or nonprofit organizations
- [x] Governments
- [ ] None of the above

Points Available: 0.00

Households 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.

Households

Households 48800000

- [ ] We do not track this

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 215

- [ ] We do not track this

Points Available: 0.00

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 4

- [ ] We do not track this

Points Available: 0.00

Client Tracking Methods

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

SCHC tracks beneficiaries in different ways including 1. SCHC engages in syndicated and third party pre-purchased research data 2. SCHC does customer research, brands commission external organisations for market research 3. SCHC receives Ratings and Reviews via e-commerce and other tools

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.

- [x] We have formally defined the outcomes sought by our product or service and have developed a theory of change for them
- [x] We have based our impactful product or service business model on established secondary research that demonstrates potential impact
- [x] We have directly and formally engaged stakeholders in understanding their desires and needs when developing, refining, and or delivering our products or services
- [x] We are verified to meet third-party standards for impact (e.g. we have impact-related product certifications)
- [x] 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
- [x] We have identified and measure and manage the unintentional or potential negative impacts of the product or service in addition to intentional positive effects
- [x] 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"?

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

Points Earned: 1.25 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: 1.09 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?

Yes. As a world class innovative consumer healthcare company, Sanofi CHC North America has a proven track record of launching safe and effective medicines that are truly first in class in the consumer/OTC setting. In addition to the hundreds of medicines sold across the globe, an example of truly game changing products are prescription to OTC switches such as the Allegra and Xyzal range of products, which were made available to consumers in an over the counter setting for the first time. This is due to Sanofi CHCs North America's commitment to its mission of "Health in your hands", empowering people to champion better self-care for themselves, their communities and our planet, through our consumer-inspired, science-based products and solutions. As allergies rise due to the effects of climate change, pollution and the destruction of natural habitats, it is vital and indeed a central pillar of Sanofi CHCs North America's vision to provide consumer with the cutting edge care that they need.

Points Available: 0.00

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 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 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 Bottled Water

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

Bottled water

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Animal Products or Services

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

Animal-based products or services (including seafood)

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Monoculture Agriculture

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

Monoculture agriculture

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Genetically Modified Organisms

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

Genetically modified organisms

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

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Biodiversity Impacts

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Energy and Emissions Intensive Industries

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

Energy- and emissions-intensive industries

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Water Intensive Industries

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

Water-intensive industries

- ◉ Yes
- ○ No

Points Available: 0.00

Disclosure Chemicals

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

Chemicals, including those reliant on chemicals that meet the Substances of Very High Concern (SVHC) criteria under REACH

REACH is the European Union's chemical regulation, currently the world's most stringent chemical regulation. See help text for list of industries.

- ◉ Yes
- ○ No

Points Available: 0.00

Disclosure Illegal Products or Subject to Phase Out

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Industries at Risk of Human Rights Violations

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Other Disclosure Industries

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

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

- ◉ Yes
- ○ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

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

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

Sanofi CHC produces medicinal products and is therefore part of the pharmaceutical industry.

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

Animal Testing

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

Company's products are tested on animals

- ◉ 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

Workers Under Bond

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Confirmation of Right to Work

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Employs Individuals on Zero-Hour Contracts

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

Company employs individuals on zero-hour contracts

- ○ Yes
- ◉ No

Points Available: 0.00

Company workers are prisoners

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

Company uses workers who are prisoners

- ○ Yes
- ◉ No

Points Available: 0.00

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

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Overtime For Hourly Workers Is Compulsory

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

Overtime work is compulsory and exceeds 48 hours in a week

- ○ Yes
- ◉ No

Points Available: 0.00

Other Disclosure Practices

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

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

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

Regarding Animal Testing, please refer to the answer provided during the risk-screen.

Points Available: 0.00

Disclosure Outcomes & Penalties

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

On-Site Fatality

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Litigation or Arbitration

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

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

- (●) Yes
- ( ) No

Points Available: 0.00

Company has filed for bankruptcy

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

Company has filed for bankruptcy

- ( ) Yes
- (●) No

Points Available: 0.00

Bribery, Fraud, or Corruption

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

Bribery, fraud, or corruption

- ( ) Yes
- (●) No

Points Available: 0.00

Anti-Competitive Behavior

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

Anti-competitive behavior

- ( ) Yes
- (●) No

Points Available: 0.00

Financial Reporting, Taxes, Investments, or Loans

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

Financial reporting, tax payments, investments, or loans

- ( ) Yes
- (●) No

Points Available: 0.00

Political Contributions or International Affairs

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

Political contributions or international affairs

- ○ Yes
- ◉ No

Points Available: 0.00

Labor Issues

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

Labor issues (including safety and discrimination)

- ○ Yes
- ◉ No

Points Available: 0.00

Recalls

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

Recalls due to quality control issues

- ◉ Yes
- ○ No

Points Available: 0.00

Breaches of Confidential Information

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Consumer Protection

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

Consumer protection (including product safety and marketing claims)

- ○ Yes
- ◉ No

Points Available: 0.00

Significant Layoffs

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

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

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Large Scale Land Conversion, Acquisition, or Relocation

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Penalties Assessed For Environmental Issues

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

Environmental management penalties, including animal welfare

- ○ Yes
- ◉ No

Points Available: 0.00

Violation of Indigenous Peoples Rights

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Other Disclosure Outcomes & Penalties

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

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

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

> Recalls: No additional information to share beyond what was already shared during the risk screen. Litigation: Please refer to the risk screen & see the latest update in the document attached.

Points Available: 0.00

Supply Chain Disclosure

Disclosure questions concerning the significant suppliers of the company

Supplier Child Labor, Prison Labor, or Forced Labor

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

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

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

Suppliers in Conflict Zones

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

Operation in conflict zones

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

Suppliers Negative Social Impact

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

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

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

Suppliers Negative Environmental Impact

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

Practices or outcomes that produced substantial negative environmental impact

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

B Impact Assessment™

Opella Hispanic Latin America
2025 Aggregated Full B Impact Assessment

As a company generating >1B$ USD, Opella and all of Opella's independently certified subsidiary regions as listed here, are required to make its full B Impact Assessment transparent. The PDF contains all completed B Impact Assessments that have been reviewed by B Lab with **Opella Hispanic Latin America: Opella SOCOPAC and Opella Mexico** as part of their certification as a B Corporation. All answers reported refer to each of the respective subsidiaries' practices and performance except for topics managed at Corporate level **(Opella)**. In those cases, Corporate answers have been reported in the respective wholly owned subsidiaries' Assessments having made sure that they are fully implemented as such at **Opella.** Answers to questions that would reveal sensitive information (e.g. that would advantage competitors or prejudice litigation) are highlighted with a "Sensitive" textbox:

Sensitive

To learn about the scoring methodology, see "Aggregated Scoring Methodology".

B Impact Assessment™

Opella Hispanic Latin America
2025 Aggregated Full B Impact Assessment

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Overall B Impact Score

Opella SOCOPAC

For Fiscal Year End Date: **31 Dec 2022**





Governance

QUESTIONS ANSWERED 29/29

OVERALL SCORE **8.8**

Workers

QUESTIONS ANSWERED 53/53

OVERALL SCORE **26.2**

Community

QUESTIONS ANSWERED 48/48

OVERALL SCORE **14.2**

Environment

QUESTIONS ANSWERED 52/52

OVERALL SCORE **10.2**

Customers

QUESTIONS ANSWERED 27/27

OVERALL SCORE **15.3**

Mission & Engagement

OPERATIONS
2.9

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: 0.21 of 0.29

Mission Statement

Please share the text of your formal mission statement here.

> We're building a healthier future by helping people, help themselves. We empower people to champion better self-care for themselves, their communities and our planet, through our consumer-inspired, science-based products and solutions. We elevate creativity and make health as simple as it should be, helping more people play an active role in their health. We all have our part to play. Health, it's in our hands.

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: 0.34 of 0.57

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
- [x] Specific, formal training is integrated into new employee and new manager training
- [x] 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: 0.38 of 0.57

Social and Environmental Management Reviews

What percentage of full-time managers had a formal written performance evaluation in the last year that included social or environmental goals?

- ○ 0
- ○ 1-49%
- ○ 50-99%
- ◉ 100%

Points Earned: 0.57 of 0.57

Board Review of Social or Environmental Performance

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

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

Points Earned: 0.57 of 0.57

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
- [x] 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
- [x] We have formal and regular processes in place to gather information from stakeholders (focus groups, surveys, community meetings, etc.)
- [x] We have formal procedures to address results from stakeholder engagement, with a designated individual or team responsible for appropriate follow ups.
- [x] 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
- [x] We publicly report on stakeholder engagement mechanisms and results
- [ ] Other - please describe
- [ ] No formal stakeholder engagement

Points Earned: 0.29 of 0.29

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.

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

Points Earned: 0.57 of 0.57

Identification of Material Issues

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

Access to Healthcare, respect of human rights, health education, support to vulnerable communities, climate change & energy use, waste management & recycling, product eco design, product quality & safety, business ethics, responsible marketing

Points Available: 0.00

OPERATIONS

Ethics & Transparency

3.4

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: 0.10 of 0.39

Code of Ethics

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

- [x] Prohibition of bribes in any form, including kickbacks or gifts, on any portion of contract payments or soft dollar practices
- [x] Formal oversight policy covering direct or indirect political contributions, charitable donations, and sponsorships
- [x] 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: 0.39 of 0.39

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.

- [x] We instruct the Board of Directors on the Code at least annually
- [x] We instruct all newly hired workers on the Code
- [x] We instruct managers on the Code on an ongoing basis
- [x] We instruct all non-managerial workers on the Code on an ongoing basis
- [x] 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: 0.39 of 0.39

Breached Code of Ethics Breachment Policy

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

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

Points Earned: 0.29 of 0.39

Anti-Corruption Practices

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

- [x] Written employee whistle-blowing policy with confidentiality policy
- [x] Circulation of whistle-blowing policy to all employees and business partners
- [x] Communication of the anti-corruption system at least annually to the relevant internal and external stakeholders
- [x] Annual training on the anti-corruption system
- [ ] Providing supporting tools and guidance (e.g. self-assessment survey for high-risk departments)
- [x] Anonymous mechanisms to report concerns and grievances
- [x] 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: 0.39 of 0.39

Monitoring Ethics and Corruption

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

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

Points Earned: 0.23 of 0.39

Financial Reporting Standards

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

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

Points Earned: 0.77 of 0.77

Reviewed / Audited Financials

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

- ( ) Locally-accredited auditing firm or CPA/CFA
- (●) Internationally-accredited auditing firm or CPA/CFA
- ( ) None, finances were neither audited nor reviewed

Points Earned: 0.19 of 0.19

Financial Controls

Does your company maintain any of the following financial controls?

Please check all that apply.

- [x] 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
- [x] Fraud risk assessment is conducted at least annually, with any identified internal control deficiencies communicated to Board of Directors and senior management
- [x] Lines of financial reporting, responsibilities, and limits for the authorization, approval, and verification of disbursements are all documented in writing
- [x] 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: 0.39 of 0.39

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
- [x] 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: 0.10 of 0.39

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
- [x] Our company discloses all financial information (except salary info) at least yearly
- [x] 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: 0.19 of 0.39

OPERATIONS

Governance Metrics

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? 31 Dec 2022

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

Points Available: 0.00

Revenue Last Year

Total Earned Revenue

From the last fiscal year

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

From the last fiscal year

Sensitive

Points Available: 0.00

Net Income Last Year

Net Income

From the last fiscal year

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

From the last fiscal year

Sensitive

Points Available: 0.00

Net Income Year Before Last

Net Income

From the fiscal year before last

From the fiscal year before last

Sensitive

Points Available: 0.00

Payments to Government

Payments to government in the last fiscal year

Select N/A if company is pre-revenue.

Payments to government in the last fiscal year 17317210

☐ We do not track this

Points Available: 0.00

IMPACT BUSINESS MODELS

Mission Locked - Impact Business Model

2.5

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: 2.50 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.

- [x] 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)
- [x] 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 285

☐ 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

Sensitive

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 0

☐ 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 0

☐ 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 0

☐ 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 0

☐ We do not track this

Points Available: 0.00

OPERATIONS

Financial Security

3.2

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

Points Available: 0.00

% of Employees Paid Individual Living Wage

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

Please exclude students and interns in this calculation.

- ○ <75%
- ○ 75-89%
- ○ 90-99%
- ○ 100%
- ◉ N/A

Points Available: 2.52

% of Employees Paid Family Living Wage

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

Please exclude students and interns in this calculation.

- ○ <75%
- ○ 75-89%
- ○ 90-99%
- ○ 100%
- ◉ N/A

Points Available: 2.52

% Above the Minimum Wage

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

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

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

Points Available: 1.26

Initiatives To Increase Wages and Benefits

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

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

- ○ Yes
- ◉ No
- ○ N/A - Living wage already exists

Points Available: 1.26

Compensation Policies and Practices

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

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

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

Points Earned: 0.84 of 1.26

Employees Receiving a Bonus

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

- ○ 0%
- ○ 1-24%
- ◉ 25-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.31 of 1.26

Significance of Bonuses

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

Sensitive

Points Earned: 0.16 of 1.26

% Participation in Employee Ownership

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

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

- ○ 0%
- ◉ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.31 of 1.26

% of Company Owned by Non-Executive Employees

What percentage of the company is owned by workers who are not executives or founders?

- ○ 0%
- ◉ 1-4%
- ○ 5-24%
- ○ 25-49%
- ○ 50%+
- ○ N/A
- ○ Don't Know

Points Earned: 0.63 of 2.52

Retirement Programs

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

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

Points Earned: 0.94 of 1.26

Financial Services for Employees

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

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

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

Points Available: 0.63

OPERATIONS

Health, Wellness, & Safety

6.6

Government Provision Of Healthcare

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

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

Points Available: 0.00

Healthcare Coverage

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

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

- ○ <75%
- ○ 75-84%
- ○ 85-94%
- ◉ 95%+

Points Earned: 1.11 of 1.11

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
- [x] Life insurance
- [ ] Private dental insurance
- [x] Private supplemental health insurance
- [x] Extension of health benefits to spouse and children
- [x] Access to local medical services or clinic (on-site or subsidized)
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 1.11 of 1.11

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
- [x] N/A - We don't have part-time employees

Points Available: 1.11

Worker Safety Practices

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

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

Points Earned: 1.11 of 1.11

Health and Safety Program

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

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

Points Earned: 2.22 of 2.22

Handling Hazardous Materials

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

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

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

Points Available: 1.11

Machinery Practices

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

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

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

Points Available: 1.11

Indoor Air Quality Audits

What is included in your company's annual indoor air quality audit of all company facilities?

Select all options that apply.

- [ ] No smoking within 25 feet of building entrances
- [x] Indoor ventilation rates compliant with ASHRAE Standard 62.1 or EN 16798-1
- [x] Minimum air intake separation distance compliant with ASHRAE Standard 62.1 or EN 16798-3
- [x] Operations and maintenance manual for ventilation equipment compliant with ASHRAE Standard 62.1
- [ ] HVAC filters compliant with ASHRAE Standard 52.2 or ISO 16890
- [ ] Temperature and relative humidity levels (PMV and PPD) in compliance with ASHRAE Standard 55 EN-16798 or ISO 7730
- [ ] Written IAQ complaint response policy
- [ ] None of the above

Points Earned: 1.11 of 1.11

OPERATIONS

Career Development

3.5

Formal Employment

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

- ○ 0%
- ○ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75-99%
- ◉ 100%

Points Earned: 0.50 of 0.50

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: 0.50 of 0.50

Amount of Training for New Hires

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

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

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

Points Earned: 0.50 of 0.50

Employee Review Process

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

Check all that apply.

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

Points Earned: 1.00 of 1.00

Internal Promotions

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

Exclude material owners in your calculation.

- ○ 0%
- ○ 1-5%
- ○ 6-15%
- ◉ 15%+

Points Earned: 0.50 of 0.50

Intern Hiring Practices

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

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

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

Points Earned: 0.50 of 0.50

OPERATIONS

Career Development (Salaried)

0.8

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: 0.15 of 0.30

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: 0.08 of 0.30

Life Skill Training Participation

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

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

- ○ 0%
- ○ 1-24%
- ○ 25-49%
- ○ 50-74%
- ◉ 75%+
- ○ Don't know

Points Earned: 0.30 of 0.30

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: 0.30 of 0.60

OPERATIONS

Engagement & Satisfaction

3.6

Employee Handbook Information

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

- [x] A non-discrimination statement
- [x] An anti-harassment policy with reporting mechanisms, processes, and disciplinary procedures
- [ ] A statement on work hours
- [x] Policies on pay and performance issues
- [x] Policies on benefits, training and leave
- [ ] Grievance resolution process
- [x] 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: 0.25 of 0.25

Non-Discrimination Policy

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

Please check all that apply.

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

Points Earned: 0.25 of 0.25

Paid Secondary Caregiver Leave

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

Select all that apply, but only select one answer indicating the total amount of paid time equivalent (answers 2-4). See "Learn 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
- [x] Workers receive greater than 5 weeks (or full pay equivalent) paid leave
- [x] 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: 0.50 of 0.50

Supplementary Benefits

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

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

- [ ] Free transportation or transit subsidy
- [x] Free or subsidized meals
- [ ] On-site or subsidized childcare
- [ ] Free or subsidized housing
- [x] Other - please describe
- [ ] None of the above

Points Earned: 0.65 of 1.00

Worker Empowerment

How does your company engage and empower workers?

- [x] 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
- [x] Employee complaint / input mechanisms are reviewed at least every other year, with input from employees themselves into the process
- [x] 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: 0.38 of 0.50

Worker / Management Conflict Mediation

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

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

Points Earned: 0.38 of 0.50

Surveying and Benchmarking Engagement and Attrition

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

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

- [x] We calculate employee attrition rate
- [ ] We benchmark employee attrition rate to relevant benchmarks
- [x] We regularly (at least once a year) conduct employee satisfaction or engagement surveys
- [ ] We benchmark employee satisfaction to relevant industry benchmarks
- [x] 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: 0.50 of 0.50

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

Points Available: 0.00

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: 0.75 of 1.00

Labor Practices Review

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

- ○ Yes
- ◉ No

Points Available: 0.50

OPERATIONS

Engagement & Satisfaction (Salaried)

1.7

Number of Paid Days Off

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

- ○ 0-15 work days
- ○ 16-22 work days
- ○ 23-29 work days
- ○ 30-35 work days
- ◉ 36+ work days

Points Earned: 1.00 of 1.00

Paid Primary Caregiver Leave for Salary Workers

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

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

- ☐ Primary caregivers receive 4-12 weeks of time off for parental leave (including unpaid and paid leave)
- ☑ Primary caregivers receive 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: 0.70 of 1.00

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

Points Available: 1.00

Community

OPERATIONS

Community Impact Area Introduction

0.0

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

Community Oriented Impact Business Model

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Diversity, Equity, & Inclusion

Inclusive Hiring Practices

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

- [x] 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
- [x] 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
- [x] We conduct analyses of our job description language and requirements to ensure they are inclusive and equitable
- [ ] None of the above

Points Earned: 0.53 of 0.61

Diverse Ownership and Leadership

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

Please select all that apply.

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

Points Available: 0.61

Inclusive Work Environments

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

- [x] We have designated an individual or group explicitly responsible for diversity, equity, and inclusion (i.e. a Diversity Manager or Inclusion Committee)
- [x] We offer trainings for all employees on topics related to diversity, equity, and inclusion
- [ ] We have voluntary employee resource or affinity groups
- [x] Our facilities are designed to meet accessibility requirements for individuals with physical disabilities
- [ ] Our facility restrooms are gender-neutral or gender-inclusive
- [x] 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: 0.48 of 0.61

Management of Diversity, Equity, and Inclusion

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

- [x] We anonymously survey employees on gender identity, race/ethnicity, disability status, and other demographic factors to track the diversity of our workforce
- [x] We have set specific, measurable diversity improvement goals that are reviewed by senior executives or our Board of Directors
- [x] 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
- [x] 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: 0.61 of 0.61

Measurement of Diversity

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

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

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

Points Earned: 0.30 of 0.61

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: 0.61 of 0.61

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: 0.30 of 0.61

High to Low Pay Ratio

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

- (●) >20x
- ( ) 16-20x
- ( ) 11-15x
- ( ) 6-10x
- ( ) 1-5x

Points Available: 0.61

Female Management

How many of your company managers identify as women?

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

Points Earned: 0.61 of 0.61

Management from Underrepresented Populations

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

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

- ( ) 0%
- ( ) 1-9%
- ( ) 10-19%
- ( ) 20-29%
- ( ) 30%+
- (●) Don't know

Points Available: 0.61

Supplier Diversity Policies or Programs

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

- [x] We track diversity of ownership among our suppliers
- [ ] We have a policy to give preferences to suppliers with ownership from underrepresented populations
- [x] 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: 0.15 of 0.30

Supplier Ownership Diversity

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

- (●) 0%
- ( ) 1-9%
- ( ) 10-24%
- ( ) 25-39%
- ( ) 40-49%
- ( ) 50%+
- ( ) Don't Know

Points Available: 0.61

OPERATIONS

Economic Impact

1.7

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.

Opella Healthcare Argentina S.A.U.AR has one office (shared with the Sanofi group) and one lab in Buenos Aires. Opella Healthcare Colombia S.A.S.CO shares its office with the Sanofi Group in Bogota. Opella Healthcare Ecuador S.A.S.EC shares its office with the Sanofi Group in Quito. Opella Healthcare Panama S.A.PA - shares its office with the Sanofi group in Panama City. Opella Healthcare Peru S.A.C.PE shares its office with the Sanofi group in Lima.

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

Points Available: 0.00

Job Growth Rate

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

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

Sensitive

Points Available: 2.35

Non-accredited Investor Ownership

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

- (●) 0%
- ( ) 1-4%
- ( ) 5-14%
- ( ) 15-24%
- ( ) 25%+
- ( ) Don't know

Points Available: 1.18

Local Ownership

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

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

- ( ) Yes
- (●) No
- ( ) Don't know

Points Available: 1.18

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
- [x] Ready-to-use lists of preferred local suppliers and vendors for specific facilities
- [ ] Written preference for hiring and recruiting local managers with equitable compensation
- [ ] Preference for hiring and recruiting local staff (management and non-management) with training for employees
- [ ] Incentives for staff to live within 40 km of local company facility
- [ ] Other - please describe
- [ ] No written local purchasing or hiring policies in place

Points Earned: 0.29 of 0.59

National Sourcing

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

- ( ) 0%
- (●) 1-19%
- ( ) 20-39%
- ( ) 40-59%
- ( ) 60-79%
- ( ) 80%+

Points Earned: 0.18 of 1.18

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 Earned: 0.39 of 1.18

Focus on Local Customers

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

“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

Points Available: 1.18

In Country Management

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

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

- ○ <49%
- ○ 50-74%
- ◉ 75-94%
- ○ 95%+

Points Earned: 0.88 of 1.18

OPERATIONS

Civic Engagement & Giving

2.9

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: 0.43 of 0.53

Civic Memberships and Partnerships

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

Check all that apply.

- [x] Business or trade association
- [x] Chamber of Commerce
- [ ] Governmental institution
- [ ] Local academic institution
- [ ] Cooperative
- [x] Other - please describe
- [ ] None

Points Earned: 0.24 of 0.27

Community Service Policies and Practices

How does your company manage employee community service?

- [x] 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
- [x] 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: 0.27 of 0.53

% of Employees Volunteer Service

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

- ○ 0%
- ○ 1-24%
- ○ 25-49%
- ◉ 50-74%
- ○ 75%+
- ○ Don't know

Points Earned: 0.80 of 1.07

Total Amount of Volunteer Service Hours

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

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

Number of hours volunteered by full-time and part-time employees of the organization during the last fiscal year: 1152

- [ ] We do not track this

Points Available: 0.00

Volunteer Service Per Capita

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

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

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

Points Earned: 0.36 of 1.07

Charitable Giving and Community Investment Policies and Practices

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

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

Points Earned: 0.27 of 0.53

% of Revenue Donated

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

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

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

Points Earned: 0.43 of 2.13

Total Amount of Charitable Donations

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

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

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

Sensitive

Points Available: 0.00

Advancing Social and Environmental Performance

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

- [ ] We have worked with other industry players on a cooperative initiative on relevant social and environmental standards for our industry
- [ ] We have provided data or contributed to academic research on social or environmental topics
- [x] 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: 0.13 of 0.27

OPERATIONS

Supply Chain Management

6.0

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).

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

Points Available: 0.00

Social or Environmental Screening of Suppliers

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

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

- ( ) Yes
- (•) No

Points Available: 0.00

Outsourced Staffing Services

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

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

- (•) Yes
- ( ) No

Points Available: 0.00

Outsourced Staffing Screening Topics

Does your company review or set requirements regarding the labor practices of its outsourced staffing service providers that includes the following topics?

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

- [x] Compliance with all local laws and regulations
- [x] Compliance with international human rights and labor standards (for employees and contractors)
- [ ] Payment at or above industry benchmarks
- [ ] Payment of a living wage (for employees and contractors)
- [ ] Employee benefits provided
- [ ] Professional development opportunities
- [ ] Other labor practices
- [ ] None of the above
- [ ] N/A

Points Earned: 0.15 of 0.38

% of Outsourced Services Accountable to Code of Conduct?

What % of your outsourced staffing services (on a currency basis) are accountable to the formalized code of conduct or requirements described in the previous question?

- ○ 0%
- ○ 1-20%
- ○ 21-49%
- ○ 50-74%
- ◉ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 1.31 of 1.50

Screening / Monitoring for Services

Which of the following methods are used to evaluate the social or environmental impact of your outsourced staffing services?

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

- [ ] Company shares policies or rules with subcontractors but does not have a verification process in place
- [ ] Company requires subcontractors complete self-designed assessment
- [x] Company utilizes third party risk or impact assessment tools (BIA)
- [ ] Company conducts routine audits/reviews of subcontractors at least every two years
- [ ] Company has third parties conduct routine audits/reviews of subcontractors at least every two year
- [ ] Other
- [ ] None of the above

Points Earned: 0.19 of 0.38

% of Outsourced Staffing Services Screened / Monitored

What % of your outsourced staffing services (on a currency basis) are evaluated based on the methods selected in the previous question?

- ○ 0%
- ○ 1-20%
- ○ 21-49%
- ○ 50-74%
- ◉ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 1.31 of 1.50

Supplier Code of Conduct

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

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

- ◉ Yes
- ○ No

Points Earned: 0.75 of 0.75

Supplier Code of Conduct Topics

What areas of social and environmental performance are specifically included in your company's Supplier Code of Conduct policy?

- ☑ Bribery, corruption, and fraud
- ☑ Working hours
- ☑ Freely chosen employment
- ☑ Compensation
- ☑ Child labor
- ☑ Freedom of association
- ☑ Health and safety
- ☐ Use of materials
- ☑ Product's environmental impact
- ☐ Information on how the Code will be monitored and reviewed (e.g. self-audits, site visits)
- ☐ N/A - No Supplier Code of Conduct

Points Earned: 0.38 of 0.38

Support for Improved Supply Chain Social or Environmental Performance

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

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

Points Earned: 0.75 of 0.75

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?

- [x] 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
- [x] Company provides training and/or resources on improving social or environmental performance to suppliers, either from the company itself or through a third party
- [x] 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
- [x] 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 Earned: 0.25 of 0.38

% of Suppliers with Programs to Improve Impact

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

- ○ 0%
- ◉ 1-20%
- ○ 21-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.19 of 1.50

Length of Supplier Relationships

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

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

Points Earned: 0.75 of 0.75

Support for In Need Suppliers

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

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

Points Available: 0.75

Supplier Certifications

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

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

- ○ 0%
- ○ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75%+
- ◉ Don't know

Points Available: 0.75

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.

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
- [x] None of the above

Points Available: 0.00

Environmental Management

OPERATIONS
2.8

Facility Environmental Efficiency

What environmental efficiency practices are in place in a majority of your company's offices and plant facilities?

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

Points Earned: 0.95 of 1.05

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 3-6 can only be selected if Checkbox 2 applies.

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

Points Earned: 0.35 of 2.11

Environmentally Certified Products

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

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

- (●) 0%
- ( ) 1-24%
- ( ) 25-49%
- ( ) 50-74%
- ( ) 75%+
- ( ) N/A

Points Available: 1.05

Type of Footprint Assessments

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

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

Points Earned: 0.53 of 0.53

% of Products with Type of Footprint Assessment

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

- ○ 0%
- ◉ 1-20%
- ○ 21-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.26 of 2.11

Assessment Conducted of Environmental Footprint of Value Chain

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

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

Points Earned: 0.42 of 1.05

Management of Material Environmental Impact in Value Chain

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

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

Points Earned: 0.35 of 1.05

Impact of Product Usage

Which of the following are true regarding practices in place to manage and minimize the impact of product usage?

- [ ] Company has conducted studies of consumer behavior and/or disposal to understand impact of product usage
- [ ] Company has conducted analysis of product lifetime and usability and it materially exceeds (>5%) lifetime of related competitive products
- [ ] Company has created partnerships and/or marketing campaigns to engage customers or other post production value chain users to minimize environmental footprint of usage
- [ ] Other
- [x] None of the above

Points Available: 1.05

Air & Climate

OPERATIONS
2.1

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
- [x] 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: 0.49 of 0.65

Total Energy Use

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

Total energy used (Gigajoules) during the last 12 months: 2225934

- [ ] 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: 888687

- [ ] We do not track this

Points Available: 0.00

Electricity Sources

From what sources does your company get its electricity?

Please check all that apply.

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

Points Earned: 0.49 of 0.65

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: 0.12 of 0.33

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: 0.26 of 1.30

Environmentally Efficient Equipment

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

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

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

Points Earned: 0.22 of 0.33

Energy Use Reductions

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

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

- (●) 0%
- ( ) 1-4%
- ( ) 5-9%
- ( ) 10-14%
- ( ) 15-20%
- ( ) >20%
- ( ) Don't know

Points Available: 1.30

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.

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

Points Available: 0.65

Greenhouse Gas Emissions Reduced

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

- ( ) 0%
- ( ) 1-4%
- ( ) 5-9%
- ( ) 10-14%
- ( ) 15-20%
- ( ) 20%+
- (●) Don't Know

Points Available: 1.30

Shipping Policies

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

- (●) Yes
- ( ) No

Points Earned: 0.33 of 0.33

Supply Chain GHG Management

Has your company taken action to track and manage the greenhouse emissions produced through your supply chain? (absolute reduction)

Only select practices if you track and manage greenhouse emissions produced for at least 50% of your company suppliers (on a cost basis).

- [x] We don't track or evaluate greenhouse emissions from our supply chain
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risk contributions of greenhouse gas emissions
- [ ] We have purchased certified carbon credits to offset some or all of the greenhouse gas emissions from our supply chain
- [ ] We set targets for reducing greenhouse gas emissions through our supply chain
- [ ] We have seen a reduction in GHG emissions in our supply chain in the last twelve months
- [ ] We have achieved a carbon-neutral supply chain

Points Available: 0.65

Offsetting Supplier GHG Emissions

What % of your company's Scope 3 greenhouse gas emissions were offset by certified carbon credits?

- (●) 0
- ( ) 1-24%
- ( ) 25-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) Don't know

Points Available: 1.30

Supply Chain GHG Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce the greenhouse gas emissions produced through your supply chain?

- [ ] We collaborate with or require suppliers to collect data and report on greenhouse gas emissions
- [ ] We screen suppliers to reduce greenhouse gas emissions (e.g. performance of suppliers, selection of materials, source locations)
- [ ] We provide support or resources for our supply chain in adopting greenhouse gas minimized operations (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 0.65

Sourcing % of COGS from Local Suppliers

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

Sourcing of COGS Local to Customers

- ( ) 0%
- ( ) 1-9%
- ( ) 10-19%
- ( ) 20-29%
- ( ) 30%+
- (●) Don't know

Points Available: 1.30

Sourcing % raw materials from Local Suppliers

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

Raw materials (in currency terms) grown or harvested

By company or local independent suppliers.

- ○ 0%
- ○ 1-9%
- ○ 10-19%
- ○ 20-29%
- ○ 30%+
- ◉ Don't know

Points Available: 1.30

Managing Impact of Transportation

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

Please check all that apply.

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

Points Earned: 0.22 of 0.65

Types of Carbon Credits Purchased

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

- ☐ Voluntary Carbon Credits
- ☐ Certified Carbon Credits
- ☑ None

Points Available: 0.33

Water

OPERATIONS
1.0

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: 0.44 of 1.75

Total Water Use

Total water use (liters) during the last 12 months

Total water use (liters) during the last 12 months 4153000

- [ ] 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.

- [x] 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: 0.58 of 1.75

Supply Chain Water Management

How does your company track and manage the water footprint of your supply chain?

Only select practices if you track and manage the water footprint for at least 50% of your company suppliers (on a cost basis).

- [x] We do not track the water footprint of our supply chain
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material areas of water usage
- [ ] We have targets for reducing water footprint through our supply chain
- [ ] We have seen a reduction of our water footprint in our supply chain in the past twelve months
- [ ] We have verified that all water use in supply chain is science-based and sustainable

Points Available: 1.75

Supply Chain Water Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce the water footprint of your supply chain?

- [ ] We collaborate with or require suppliers to collect data and report on water footprint
- [ ] We screen suppliers to fit good water management practices (e.g. individual supplier practices, materials and ingredients, locations in context of water scarcity)
- [ ] We provide support or resources for supply chain in adopting water management (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 1.75

Land & Life

OPERATIONS

4.2

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
- [x] 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: 0.19 of 0.76

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: 4.68

- [ ] 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: 1.73

- [ ] 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: 2.95

- [ ] We do not track this

Points Available: 0.00

Recycling Programs

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

- (●) Yes
- ( ) No

Points Earned: 0.76 of 0.76

Recycling Programs

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

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

Points Earned: 0.76 of 0.76

Waste Reduction Programs

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

- (●) Yes
- ( ) No
- ( ) Already maximized - we have achieved Zero Waste

Points Earned: 0.76 of 0.76

Supply Chain Waste Management

How does your company track and manage waste in your supply chain?

Only select practices if you track and manage waste for at least 50% of your company suppliers (on a cost basis).

- [x] We don't track the solid waste impacts of our supply chain
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material areas of waste production
- [ ] We have set targets for reducing solid waste in the supply chain
- [ ] We have seen a reduction of waste produced in our value chain in the past twelve months
- [ ] We have achieved zero waste or a closed-loop supply chain

Points Available: 0.76

Supply Chain Waste Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce waste in your supply chain?

- [ ] We collaborate with or require suppliers to collect data and report on waste production
- [ ] We screen or require suppliers to meet standards related to solid waste production
- [ ] We have implemented initiatives to reduce waste at the source or divert waste from landfills or incineration in the supply chain
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 0.76

Environment Impact Packaging

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

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

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

Points Earned: 0.61 of 0.76

% of Recyclable/Biodegradable Materials

What % of material (by weight or volume) is made of recyclable (and labeled as such) or biodegradable materials in the areas where they are sold (product + packaging)?

- (●) <20%
- ( ) 20-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) Don’t Know
- ( ) N/A

Points Available: 0.76

% of Environmentally Preferred Input Materials

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

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

Points Available: 1.53

Programs to Reduce End of Life Waste

Which of the following practices are in place to reduce waste to landfill after the usage of your product and/or its packaging?

- [x] Company has a product/packaging reclamation and recycling program designed and implemented by the company or a third party
- [ ] Company has a product/packaging reclamation and reuse program designed and implemented by the company or a third party
- [ ] Company takes back similar products or packaging from other companies as part of its reclamation program
- [ ] Company includes information about their reclamation programs on product labels / packaging
- [ ] Company includes information about their reclamation programs in advertising campaigns
- [ ] Company has achieved circularity (no waste created) in its products and packaging
- [ ] Other
- [ ] None of the above

Points Earned: 0.15 of 0.76

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
- [x] We do not track this

Points Available: 0.00

Hazardous Waste Disposal

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

This includes batteries, paint, electronic equipment, etc.

- (•) Yes
- ( ) No
- ( ) N/A - We have eliminated hazardous waste

Points Earned: 0.76 of 0.76

Hazardous Materials On-Site

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

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

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

Points Earned: 0.25 of 0.76

Supply Chain Chemical Management

How does your company track and manage toxins or hazardous waste in your supply chain?

Only select practices if you track and manage toxins or hazardous waste for at least 50% of your company suppliers (on a cost basis).

- [x] We don't track toxins or hazardous waste in our supply chain
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risks of toxins and/or production of hazardous waste
- [ ] We have set targets for reducing toxins and hazardous waste in our supply chain
- [ ] We have verified that there are no harmful toxins or hazardous waste in our supply chain

Points Available: 0.76

Supply Chain Chemical Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce toxins or hazardous waste in your supply chain?

- [ ] We collaborate with or require suppliers to collect data and report on chemicals
- [ ] We screen or require suppliers to meet standards related to toxins or hazardous waste
- [ ] We provide support or resources to reduce toxins in the supply chain (e.g.online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 0.76

Supply Chain Biodiversity Management

How does your company track and manage your supply chain's impact on biodiversity?

Only select practices if you track and manage the impact on biodiversity for at least 50% of your company suppliers (on a cost basis).

- [x] We don't evaluate our supply chain impact on biodiversity
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risks to biodiversity
- [ ] We set targets for reducing impact on biodiversity through our supply chain
- [ ] We have verified that our supply chain creates no (or positive) biodiversity impact

Points Available: 0.76

Supply Chain Biodiversity Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce your supply chain's impact on biodiversity?

- [ ] We collaborate with or require suppliers to collect data and report on biodiversity impact
- [ ] We screen suppliers to fit good biodiversity practices
- [ ] We provide support or resources for our supply chain in adopting biodiversity-friendly operations (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 0.76

Customers

Customers Impact Area Introduction

OPERATIONS
0.0

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

Customer Impact Business Model Introduction

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

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

- (●) Yes
- ( ) No

Points Available: 0.00

Customer 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?

> ""Sanofi Consumer Healthcare has a variety of medicines in its global portfolio to treat a range of diseases including allergies, cough and cold, pain and inflammation, digestive disorders, oral care, scalp care, dermatoses including ezcema and psoriasis and many more. In addition, we also market nutritional supplements that help support optimal physiological processes. As a health journey partner, we leverage the best in science, together with our world-class pharmaceutical quality standards to deliver consumer-driven innovative medicines and products across. A few facts related to our diverse portfolio are presented below: In the US, 240 million people use over the counter medicines. If treatments were not available, an estimated 60 million of these would not seek medical treatment. In the space of 12 months in the United States, almost 85% of the population will experience a cold. Globally, between 10 and 30% of the population suffer from hay fever and this goes up to over 50% in parts of Africa and in urban areas. Between 22% and 52% of people in major countries suffer from constipation symptoms and 70% of those who frequently suffer experience it at least once a month. Across the world, 77% of people have used nutritionals in the last 12 months to maintain their general health, provide immune system support or to supplement in areas of vitamin deficiency. 9 out of 10 people will experience pain at some point."""

Points Available: 0.00

Beneficial Product Type

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

Only select 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)
- [x] 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

Points Available: 0.00

Total Customer Individuals

Total Number of Customers

Individuals served in the last 12 months:

Individuals served in the last 12 months:

- ☑ We do not track this

Points Available: 0.00

Customer Stewardship

OPERATIONS

3.7

Managing Customer Stewardship

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

- [x] We offer product / service guarantees, warranties, or protection policies
- [x] We have third party quality certifications or accreditations
- [x] We have formal quality control mechanisms
- [x] We have feedback / customer service feedback or complaint mechanisms
- [ ] We monitor customer or consumer satisfaction
- [x] 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
- [x] We manage the privacy and security of client / customer data
- [ ] None of the above

Points Earned: 0.45 of 0.45

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: 0.45 of 0.45

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: 0.91 of 0.91

Quality Assurance

Do you use an established third party methodology to manage quality assurance for your products or services?

Examples include PDSA, Six Sigma, DMAIC, TQM, Zero Defects, etc

- ◉ Yes
- ○ No

Points Earned: 0.45 of 0.45

Feedback and Complaint Channels

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

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

Points Earned: 0.34 of 0.45

Managing Product Impacts

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

- [x] Company regularly monitors customer outcomes and well-being
- [x] Company has formal program to incorporate customer testing and feedback into product design
- [x] 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: 0.45 of 0.45

Data Usage and Privacy

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

- [x] Company has a formal publicly available data and privacy policy
- [x] 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
- [x] Other
- [ ] None of the above
- [ ] N/A - Company does not collect sensitive data

Points Earned: 0.27 of 0.45

Data Security Management

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

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

Points Earned: 0.45 of 0.45

IMPACT BUSINESS MODELS

Health & Wellness Improvement - Impact Business Model

3.5

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? **Approx. 96.49%**

- ☐ We do not track this

Points Available: 0.00

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
- [x] 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

Points Available: 0.00

Client Tracking Methods

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

Sensitive

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.

- [x] We have formally defined the outcomes sought by our product or service and have developed a theory of change for them
- [x] We have based our impactful product or service business model on established secondary research that demonstrates potential impact
- [x] We have directly and formally engaged stakeholders in understanding their desires and needs when developing, refining, and or delivering our products or services
- [x] We are verified to meet third-party standards for impact (e.g. we have impact-related product certifications)
- [x] 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
- [x] We have identified and measure and manage the unintentional or potential negative impacts of the product or service in addition to intentional positive effects
- [x] 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"?

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

Points Earned: 1.25 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: 1.09 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?

Yes. As a world class innovative consumer healthcare company, Sanofi CHC North America has a proven track record of launching safe and effective medicines that are truly first in class in the consumer/OTC setting. In addition to the hundreds of medicines sold across the globe, an example of truly game changing products are prescription to OTC switches such as the Allegra and Xyzal range of products, which were made available to consumers in an over the counter setting for the first time. This is due to Sanofi CHCs North America's commitment to its mission of "Health in your hands", empowering people to champion better self-care for themselves, their communities and our planet, through our consumer-inspired, science-based products and solutions. As allergies rise due to the effects of climate change, pollution and the destruction of natural habitats, it is vital and indeed a central pillar of Sanofi CHCs LATAM's vision to provide consumer with the cutting edge care that they need.

Points Available: 0.00

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 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 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 Bottled Water

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

Bottled water

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Animal Products or Services

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

Animal-based products or services (including seafood)

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Genetically Modified Organisms

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

Genetically modified organisms

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

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Biodiversity Impacts

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Energy and Emissions Intensive Industries

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

Energy- and emissions-intensive industries

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Water Intensive Industries

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

Water-intensive industries

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Illegal Products or Subject to Phase Out

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Industries at Risk of Human Rights Violations

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Other Disclosure Industries

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

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

- (●) Yes
- ( ) No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

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

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

Sanofi CHC produces medicinal products and is therefore part of the pharmaceutical industry.

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

Does not transparently report corporate financials to government

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

Company withholds corporate financials from government

- ( ) 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

Animal Testing

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

Company's products are tested on animals

- ○ 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

Workers not Provided Clean Drinking Water ot Toilets

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

Company does not provide clean drinking water and clean toilets to employees during shifts

- ○ Yes
- ◉ No

Points Available: 0.00

Workers paid below minimum wage

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

No signed employment contracts for all workers

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

Company does not have a signed contract of employment with each worker in a language they understand

- ○ Yes
- ◉ No

Points Available: 0.00

Payslips not provided to show wage calculation and deductions

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Activities against freedom of association/collective bargaining

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Workers cannot leave site during non-working hours

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

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

This includes workers who live on site.

- ○ Yes
- ◉ No

Points Available: 0.00

ID Cards Withheld or Penalties for Resignation

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

Company keeps workers' original ID cards or passports and/or does not allow workers to resign freely without penalty, even if advance notice is given

- ○ Yes
- ◉ No

Points Available: 0.00

Workers Under Bond

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Confirmation of Right to Work

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Employs Individuals on Zero-Hour Contracts

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

Company employs individuals on zero-hour contracts

- ○ Yes
- ◉ No

Points Available: 0.00

Company workers are prisoners

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

Company uses workers who are prisoners

- ○ Yes
- ◉ No

Points Available: 0.00

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

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Overtime For Hourly Workers Is Compulsory

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

Overtime work is compulsory and exceeds 48 hours in a week

- ○ Yes
- ◉ No

Points Available: 0.00

Other Disclosure Practices

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

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

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

Does not apply

Points Available: 0.00

Disclosure Outcomes & Penalties

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

On-Site Fatality

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Litigation or Arbitration

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Company has filed for bankruptcy

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

Company has filed for bankruptcy

- ○ Yes
- ◉ No

Points Available: 0.00

Bribery, Fraud, or Corruption

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

Bribery, fraud, or corruption

- ○ Yes
- ◉ No

Points Available: 0.00

Anti-Competitive Behavior

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

Anti-competitive behavior

- ○ Yes
- ◉ No

Points Available: 0.00

Financial Reporting, Taxes, Investments, or Loans

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

Financial reporting, tax payments, investments, or loans

- ○ Yes
- ◉ No

Points Available: 0.00

Political Contributions or International Affairs

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

Political contributions or international affairs

- ○ Yes
- ◉ No

Points Available: 0.00

Labor Issues

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

Labor issues (including safety and discrimination)

- ○ Yes
- ◉ No

Points Available: 0.00

Recalls

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

Recalls due to quality control issues

- ◉ Yes
- ○ No

Points Available: 0.00

Breaches of Confidential Information

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Consumer Protection

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

Consumer protection (including product safety and marketing claims)

- ○ Yes
- ◉ No

Points Available: 0.00

Significant Layoffs

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

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

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Large Scale Land Conversion, Acquisition, or Relocation

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Penalties Assessed For Environmental Issues

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

Environmental management penalties, including animal welfare

- ○ Yes
- ◉ No

Points Available: 0.00

Violation of Indigenous Peoples Rights

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Other Disclosure Outcomes & Penalties

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

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

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

In the last 5 years, 4 recalls has been executed, (Buscopan Efv 2019, Selsun Shampoo 2020, Buscapina Compositum N 2022, Buscapina Fem 2022)

Points Available: 0.00

Supply Chain Disclosure

Disclosure questions concerning the significant suppliers of the company

Supplier Child Labor, Prison Labor, or Forced Labor

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

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

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

Suppliers in Conflict Zones

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

Operation in conflict zones

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

Suppliers Negative Social Impact

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

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

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

Suppliers Negative Environmental Impact

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

Practices or outcomes that produced substantial negative environmental impact

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

Overall B Impact Score

Opella Mexico

For Fiscal Year End Date: **31 Dec 2022**





Governance

QUESTIONS ANSWERED	OVERALL SCORE
29/29	**13.6**

Workers

QUESTIONS ANSWERED	OVERALL SCORE
53/53	**25.9**

Community

QUESTIONS ANSWERED	OVERALL SCORE
50/50	**15.9**

Environment

QUESTIONS ANSWERED	OVERALL SCORE
63/63	**16.5**

Customers

QUESTIONS ANSWERED	OVERALL SCORE
30/30	**15.8**

Mission & Engagement

OPERATIONS
2.7

Level of Impact Focus

Describe your company's approach to creating positive impact.

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

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

Points Available: 0.00

Mission Statement Characteristics

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

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

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

Points Earned: 0.21 of 0.29

Mission Statement

Please share the text of your formal mission statement here.

> We're building a healthier future by helping people, help themselves. We empower people to champion better self-care for themselves, their communities and our planet, through our consumer-inspired, science-based products and solutions. We elevate creativity and make health as simple as it should be, helping more people play an active role in their health. We all have our part to play. Health, it's in our hands.

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: 0.46 of 0.57

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
- [x] Specific, formal training is integrated into new employee and new manager training
- [x] 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: 0.38 of 0.57

Social and Environmental Management Reviews

What percentage of full-time managers had a formal written performance evaluation in the last year that included social or environmental goals?

- ○ 0
- ◉ 1-49%
- ○ 50-99%
- ○ 100%

Points Earned: 0.29 of 0.57

Board Review of Social or Environmental Performance

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

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

Points Earned: 0.57 of 0.57

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
- [x] 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
- [x] We have formal and regular processes in place to gather information from stakeholders (focus groups, surveys, community meetings, etc.)
- [x] We have formal procedures to address results from stakeholder engagement, with a designated individual or team responsible for appropriate follow ups.
- [x] 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 Earned: 0.29 of 0.29

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.

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

Points Earned: 0.57 of 0.57

Identification of Material Issues

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

Access to Healthcare, respect of human rights, health education, support to vulnerable communities, climate change & energy use, waste management & recycling, product eco design, product quality & safety, business ethics, responsible marketing

Points Available: 0.00

OPERATIONS

Ethics & Transparency

3.4

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: 0.10 of 0.39

Code of Ethics

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

- [x] Prohibition of bribes in any form, including kickbacks or gifts, on any portion of contract payments or soft dollar practices
- [x] Formal oversight policy covering direct or indirect political contributions, charitable donations, and sponsorships
- [x] 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: 0.39 of 0.39

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.

- [x] We instruct the Board of Directors on the Code at least annually
- [x] We instruct all newly hired workers on the Code
- [x] We instruct managers on the Code on an ongoing basis
- [x] We instruct all non-managerial workers on the Code on an ongoing basis
- [x] 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: 0.39 of 0.39

Breached Code of Ethics Breachment Policy

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

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

Points Earned: 0.29 of 0.39

Anti-Corruption Practices

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

- [x] Written employee whistle-blowing policy with confidentiality policy
- [x] Circulation of whistle-blowing policy to all employees and business partners
- [x] Communication of the anti-corruption system at least annually to the relevant internal and external stakeholders
- [x] Annual training on the anti-corruption system
- [ ] Providing supporting tools and guidance (e.g. self-assessment survey for high-risk departments)
- [x] Anonymous mechanisms to report concerns and grievances
- [x] 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: 0.39 of 0.39

Monitoring Ethics and Corruption

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

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

Points Earned: 0.23 of 0.39

Financial Reporting Standards

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

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

Points Earned: 0.77 of 0.77

Reviewed / Audited Financials

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

- ( ) Locally-accredited auditing firm or CPA/CFA
- (●) Internationally-accredited auditing firm or CPA/CFA
- ( ) None, finances were neither audited nor reviewed

Points Earned: 0.19 of 0.19

Financial Controls

Does your company maintain any of the following financial controls?

Please check all that apply.

- [x] 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
- [x] Fraud risk assessment is conducted at least annually, with any identified internal control deficiencies communicated to Board of Directors and senior management
- [x] Lines of financial reporting, responsibilities, and limits for the authorization, approval, and verification of disbursements are all documented in writing
- [x] 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: 0.39 of 0.39

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
- [x] 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: 0.10 of 0.39

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
- [x] Our company discloses all financial information (except salary info) at least yearly
- [x] 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: 0.19 of 0.39

OPERATIONS

Governance Metrics

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? 31 Dec 2022

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

Points Available: 0.00

Revenue Last Year

Total Earned Revenue

From the last fiscal year

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

From the last fiscal year

Sensitive

Points Available: 0.00

Net Income Last Year

Net Income

From the last fiscal year

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

From the last fiscal year

Sensitive

Points Available: 0.00

Net Income Year Before Last

Net Income

From the fiscal year before last

From the fiscal year before last

Sensitive

Points Available: 0.00

Payments to Government

Payments to government in the last fiscal year

Select N/A if company is pre-revenue.

Payments to government in the last fiscal year 20270000

☐ We do not track this

Points Available: 0.00

IMPACT BUSINESS MODELS

Mission Locked - Impact Business Model

7.5

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 522

☐ 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

Sensitive

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 0

☐ 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 0

☐ 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 19

☐ 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 35

☐ We do not track this

Points Available: 0.00

OPERATIONS

Financial Security

4.5

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

Points Available: 0.00

% of Employees Paid Individual Living Wage

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

Please exclude students and interns in this calculation.

- ○ <75%
- ○ 75-89%
- ○ 90-99%
- ○ 100%
- ◉ N/A

Points Available: 2.52

% of Employees Paid Family Living Wage

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

Please exclude students and interns in this calculation.

- ○ <75%
- ○ 75-89%
- ○ 90-99%
- ○ 100%
- ◉ N/A

Points Available: 2.52

% Above the Minimum Wage

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

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

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

Points Available: 1.26

Initiatives To Increase Wages and Benefits

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

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

- ○ Yes
- ◉ No
- ○ N/A - Living wage already exists

Points Available: 1.26

Compensation Policies and Practices

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

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

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

Points Earned: 1.26 of 1.26

Employees Receiving a Bonus

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

- ○ 0%
- ○ 1-24%
- ○ 25-49%
- ○ 50-74%
- ◉ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.94 of 1.26

Significance of Bonuses

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

Sensitive

Points Earned: 0.16 of 1.26

% Participation in Employee Ownership

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

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

- ○ 0%
- ◉ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.31 of 1.26

% of Company Owned by Non-Executive Employees

What percentage of the company is owned by workers who are not executives or founders?

- ○ 0%
- ◉ 1-4%
- ○ 5-24%
- ○ 25-49%
- ○ 50%+
- ○ N/A
- ○ Don't Know

Points Earned: 0.63 of 2.52

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: 1.26 of 1.26

Financial Services for Employees

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

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

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

Points Available: 0.63

OPERATIONS

Health, Wellness, & Safety

7.5

Government Provision Of Healthcare

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

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

Points Available: 0.00

Healthcare Coverage

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

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

- ( ) <75%
- ( ) 75-84%
- ( ) 85-94%
- (●) 95%+

Points Earned: 1.11 of 1.11

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
- [x] Life insurance
- [ ] Private dental insurance
- [ ] Private supplemental health insurance
- [ ] Extension of health benefits to spouse and children
- [x] Access to local medical services or clinic (on-site or subsidized)
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.83 of 1.11

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
- [x] N/A - We don't have part-time employees

Points Available: 1.11

Worker Safety Practices

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

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

Points Earned: 1.11 of 1.11

Health and Safety Program

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

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

Points Earned: 2.22 of 2.22

Handling Hazardous Materials

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

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

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

Points Earned: 1.11 of 1.11

Machinery Practices

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

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

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

Points Earned: 1.11 of 1.11

Indoor Air Quality Audits

What is included in your company's annual indoor air quality audit of all company facilities?

Select all options that apply.

- [ ] No smoking within 25 feet of building entrances
- [ ] Indoor ventilation rates compliant with ASHRAE Standard 62.1 or EN 16798-1
- [ ] Minimum air intake separation distance compliant with ASHRAE Standard 62.1 or EN 16798-3
- [ ] Operations and maintenance manual for ventilation equipment compliant with ASHRAE Standard 62.1
- [ ] HVAC filters compliant with ASHRAE Standard 52.2 or ISO 16890
- [ ] Temperature and relative humidity levels (PMV and PPD) in compliance with ASHRAE Standard 55 EN-16798 or ISO 7730
- [ ] Written IAQ complaint response policy
- [x] None of the above

Points Available: 1.11

OPERATIONS

Career Development

2.5

Formal Employment

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

- ○ 0%
- ○ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75-99%
- ◉ 100%

Points Earned: 0.50 of 0.50

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: 0.50 of 0.50

Amount of Training for New Hires

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

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

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

Points Earned: 0.33 of 0.50

Employee Review Process

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

Check all that apply.

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

Points Earned: 0.40 of 1.00

Internal Promotions

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

Exclude material owners in your calculation.

- ○ 0%
- ○ 1-5%
- ◉ 6-15%
- ○ 15%+

Points Earned: 0.33 of 0.50

Intern Hiring Practices

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

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

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

Points Earned: 0.50 of 0.50

OPERATIONS

Career Development (Salaried)

0.7

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: 0.22 of 0.30

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: 0.30 of 0.30

Life Skill Training Participation

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

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

- ○ 0%
- ◉ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75%+
- ○ Don't know

Points Earned: 0.08 of 0.30

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: 0.15 of 0.60

Engagement & Satisfaction

OPERATIONS
3.7

Employee Handbook Information

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

- [x] A non-discrimination statement
- [x] An anti-harassment policy with reporting mechanisms, processes, and disciplinary procedures
- [x] A statement on work hours
- [x] Policies on pay and performance issues
- [x] Policies on benefits, training and leave
- [ ] Grievance resolution process
- [x] 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: 0.25 of 0.25

Non-Discrimination Policy

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

Please check all that apply.

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

Points Earned: 0.25 of 0.25

Paid Secondary Caregiver Leave

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

Select all that apply, but only select one answer indicating the total amount of paid time equivalent (answers 2-4). See "Learn 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
- [x] Workers receive greater than 5 weeks (or full pay equivalent) paid leave
- [x] 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: 0.50 of 0.50

Supplementary Benefits

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

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

- [ ] Free transportation or transit subsidy
- [x] Free or subsidized meals
- [ ] On-site or subsidized childcare
- [ ] Free or subsidized housing
- [x] Other - please describe
- [ ] None of the above

Points Earned: 0.65 of 1.00

Worker Empowerment

How does your company engage and empower workers?

- [x] 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
- [x] Employee complaint / input mechanisms are reviewed at least every other year, with input from employees themselves into the process
- [x] 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: 0.38 of 0.50

Worker / Management Conflict Mediation

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

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

Points Earned: 0.50 of 0.50

Surveying and Benchmarking Engagement and Attrition

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

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

- [x] We calculate employee attrition rate
- [x] We benchmark employee attrition rate to relevant benchmarks
- [x] We regularly (at least once a year) conduct employee satisfaction or engagement surveys
- [x] We benchmark employee satisfaction to relevant industry benchmarks
- [x] 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: 0.50 of 0.50

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

Points Available: 0.00

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: 0.75 of 1.00

Labor Practices Review

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

- ○ Yes
- ◉ No

Points Available: 0.50

OPERATIONS

Engagement & Satisfaction (Salaried)

1.6

Number of Paid Days Off

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

- ○ 0-15 work days
- ○ 16-22 work days
- ○ 23-29 work days
- ◉ 30-35 work days
- ○ 36+ work days

Points Earned: 0.90 of 1.00

Paid Primary Caregiver Leave for Salary Workers

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

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

- ☐ Primary caregivers receive 4-12 weeks of time off for parental leave (including unpaid and paid leave)
- ☑ Primary caregivers receive 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: 0.70 of 1.00

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

Points Available: 1.00

Community

OPERATIONS

Community Impact Area Introduction

0.0

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

Community Oriented Impact Business Model

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Diversity, Equity, & Inclusion

Inclusive Hiring Practices

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

- [x] We include a statement in all our job postings with a commitment to diversity, equity, and inclusion
- [x] 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
- [x] We conduct analyses of our job description language and requirements to ensure they are inclusive and equitable
- [ ] None of the above

Points Earned: 0.44 of 0.61

Diverse Ownership and Leadership

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

Please select all that apply.

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

Points Available: 0.61

Inclusive Work Environments

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

- [x] We have designated an individual or group explicitly responsible for diversity, equity, and inclusion (i.e. a Diversity Manager or Inclusion Committee)
- [x] We offer trainings for all employees on topics related to diversity, equity, and inclusion
- [x] We have voluntary employee resource or affinity groups
- [x] Our facilities are designed to meet accessibility requirements for individuals with physical disabilities
- [x] 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: 0.61 of 0.61

Management of Diversity, Equity, and Inclusion

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

- [ ] We anonymously survey employees on gender identity, race/ethnicity, disability status, and other demographic factors to track the diversity of our workforce
- [x] We have set specific, measurable diversity improvement goals that are reviewed by senior executives or our Board of Directors
- [x] 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: 0.30 of 0.61

Measurement of Diversity

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

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

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

Points Earned: 0.61 of 0.61

Low Income Workers

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

- ○ 0%
- ◉ 1-9%
- ○ 10-19%
- ○ 20-29%
- ○ 30%+
- ○ Don't Know

Points Earned: 0.15 of 0.61

Workers from Ethnic or Racial Minorities

What percentage of your workforce identifies as being from a racial or ethnic minority?

- ○ 0%
- ◉ 1-9%
- ○ 10-19%
- ○ 20-29%
- ○ 30%+
- ○ Don't Know

Points Earned: 0.10 of 0.61

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: 0.40 of 0.61

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: 0.30 of 0.61

High to Low Pay Ratio

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

- ◉ >20x
- ○ 16-20x
- ○ 11-15x
- ○ 6-10x
- ○ 1-5x

Points Available: 0.61

Female Management

How many of your company managers identify as women?

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

Points Earned: 0.61 of 0.61

Management from Underrepresented Populations

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

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

- ○ 0%
- ○ 1-9%
- ○ 10-19%
- ○ 20-29%
- ○ 30%+
- ◉ Don't know

Points Available: 0.61

Supplier Diversity Policies or Programs

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

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

Points Earned: 0.15 of 0.30

Supplier Ownership Diversity

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

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

Points Available: 0.61

OPERATIONS

Economic Impact

2.5

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.

HR Commercial: The Headquarters is located in Mexico City (Mitikah), there are based the Administrative Positions, and the Leadership Team of CHC Mexico IA: The Factory & Distribution Center is located in Ocoyoacac, Estado de Mexico. All the operators & manufacturing workforce is based there

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

Points Available: 0.00

Job Growth Rate

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

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

Sensitive

Points Earned: 0.78 of 2.35

Non-accredited Investor Ownership

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

- (●) 0%
- ( ) 1-4%
- ( ) 5-14%
- ( ) 15-24%
- ( ) 25%+
- ( ) Don't know

Points Available: 1.18

Local Ownership

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

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

- ( ) Yes
- (●) No
- ( ) Don't know

Points Available: 1.18

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 with equitable compensation
- [ ] Preference for hiring and recruiting local staff (management and non-management) with training for employees
- [ ] Incentives for staff to live within 40 km of local company facility
- [ ] Other - please describe
- [x] No written local purchasing or hiring policies in place

Points Available: 0.59

National Sourcing

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

- ○ 0%
- ○ 1-19%
- ○ 20-39%
- ○ 40-59%
- ◉ 60-79%
- ○ 80%+

Points Earned: 0.88 of 1.18

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: 1.18

Focus on Local Customers

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

“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

Points Available: 1.18

In Country Management

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

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

- ○ <49%
- ○ 50-74%
- ◉ 75-94%
- ○ 95%+

Points Earned: 0.88 of 1.18

Civic Engagement & Giving

OPERATIONS
3.5

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: 0.53 of 0.53

Civic Memberships and Partnerships

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

Check all that apply.

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

Points Earned: 0.24 of 0.27

Community Service Policies and Practices

How does your company manage employee community service?

- [x] We have hosted or organized company service days in the last year
- [x] The company offers paid time off for community service
- [ ] 20 hours or more a year of paid time off
- [x] 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: 0.53 of 0.53

% of Employees Volunteer Service

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

- ○ 0%
- ○ 1-24%
- ◉ 25-49%
- ○ 50-74%
- ○ 75%+
- ○ Don't know

Points Earned: 0.53 of 1.07

Total Amount of Volunteer Service Hours

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

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

Number of hours volunteered by full-time and part-time employees of the organization during the last fiscal year 933

- [ ] We do not track this

Points Available: 0.00

Volunteer Service Per Capita

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

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

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

Points Earned: 0.36 of 1.07

Charitable Giving and Community Investment Policies and Practices

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

- [x] 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
- [x] We have screening practices for charitable contributions or impact measurement mechanisms for our community investments
- [ ] None of the above

Points Earned: 0.27 of 0.53

% of Revenue Donated

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

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

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

Points Earned: 0.85 of 2.13

Total Amount of Charitable Donations

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

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

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

Sensitive

Points Available: 0.00

Advancing Social and Environmental Performance

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

- [x] 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
- [x] We participate in panel presentations or other public forums on social or environmental topics
- [ ] We provide public resources for other businesses or stakeholders on improving social or environmental performance
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.27 of 0.27

OPERATIONS

Supply Chain Management

6.1

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).

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

Points Available: 0.00

Social or Environmental Screening of Suppliers

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

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

- ( ) Yes
- (•) No

Points Available: 0.00

Outsourced Staffing Services

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

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

- (•) Yes
- ( ) No

Points Available: 0.00

Outsourced Staffing Screening Topics

Does your company review or set requirements regarding the labor practices of its outsourced staffing service providers that includes the following topics?

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

- [x] Compliance with all local laws and regulations
- [x] Compliance with international human rights and labor standards (for employees and contractors)
- [ ] Payment at or above industry benchmarks
- [ ] Payment of a living wage (for employees and contractors)
- [ ] Employee benefits provided
- [ ] Professional development opportunities
- [ ] Other labor practices
- [ ] None of the above
- [ ] N/A

Points Earned: 0.15 of 0.38

% of Outsourced Services Accountable to Code of Conduct?

What % of your outsourced staffing services (on a currency basis) are accountable to the formalized code of conduct or requirements described in the previous question?

- ○ 0%
- ○ 1-20%
- ○ 21-49%
- ○ 50-74%
- ◉ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 1.31 of 1.50

Screening / Monitoring for Services

Which of the following methods are used to evaluate the social or environmental impact of your outsourced staffing services?

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

- ☐ Company shares policies or rules with subcontractors but does not have a verification process in place
- ☐ Company requires subcontractors complete self-designed assessment
- ☑ Company utilizes third party risk or impact assessment tools (BIA)
- ☐ Company conducts routine audits/reviews of subcontractors at least every two years
- ☐ Company has third parties conduct routine audits/reviews of subcontractors at least every two year
- ☐ Other
- ☐ None of the above

Points Earned: 0.19 of 0.38

% of Outsourced Staffing Services Screened / Monitored

What % of your outsourced staffing services (on a currency basis) are evaluated based on the methods selected in the previous question?

- ○ 0%
- ○ 1-20%
- ○ 21-49%
- ○ 50-74%
- ◉ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 1.31 of 1.50

Supplier Code of Conduct

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

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

- ◉ Yes
- ○ No

Points Earned: 0.75 of 0.75

Supplier Code of Conduct Topics

What areas of social and environmental performance are specifically included in your company's Supplier Code of Conduct policy?

- [x] Bribery, corruption, and fraud
- [x] Working hours
- [x] Freely chosen employment
- [x] Compensation
- [x] Child labor
- [x] Freedom of association
- [x] Health and safety
- [ ] Use of materials
- [x] Product's environmental impact
- [ ] Information on how the Code will be monitored and reviewed (e.g. self-audits, site visits)
- [ ] N/A - No Supplier Code of Conduct

Points Earned: 0.38 of 0.38

Support for Improved Supply Chain Social or Environmental Performance

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

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

Points Earned: 0.75 of 0.75

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?

- [x] 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
- [x] Company provides training and/or resources on improving social or environmental performance to suppliers, either from the company itself or through a third party
- [x] 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
- [x] 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 Earned: 0.25 of 0.38

% of Suppliers with Programs to Improve Impact

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

- ○ 0%
- ◉ 1-20%
- ○ 21-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.19 of 1.50

Length of Supplier Relationships

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

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

Points Earned: 0.75 of 0.75

Support for In Need Suppliers

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

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

Points Earned: 0.15 of 0.75

Supplier Certifications

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

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

- ○ 0%
- ○ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75%+
- ◉ Don't know

Points Available: 0.75

Environment

OPERATIONS

Environment Impact Area Introduction

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.

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
- [x] None of the above

Points Available: 0.00

OPERATIONS

Environmental Management

2.8

Facility Environmental Efficiency

What environmental efficiency practices are in place in a majority of your company's offices and plant facilities?

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

Points Earned: 1.05 of 1.05

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 3-6 can only be selected if Checkbox 2 applies.

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

Points Earned: 0.70 of 2.11

Environmentally Certified Products

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

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

- (●) 0%
- ( ) 1-24%
- ( ) 25-49%
- ( ) 50-74%
- ( ) 75%+
- ( ) N/A

Points Available: 1.05

Type of Footprint Assessments

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

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

Points Earned: 0.53 of 0.53

% of Products with Type of Footprint Assessment

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

- ( ) 0%
- (●) 1-20%
- ( ) 21-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) N/A

Points Earned: 0.26 of 2.11

Assessment Conducted of Environmental Footprint of Value Chain

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

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

Points Available: 1.05

Management of Material Environmental Impact in Value Chain

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

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

Points Available: 1.05

Impact of Product Usage

Which of the following are true regarding practices in place to manage and minimize the impact of product usage?

- [x] Company has conducted studies of consumer behavior and/or disposal to understand impact of product usage
- [ ] Company has conducted analysis of product lifetime and usability and it materially exceeds (>5%) lifetime of related competitive products
- [ ] Company has created partnerships and/or marketing campaigns to engage customers or other post production value chain users to minimize environmental footprint of usage
- [ ] Other
- [ ] None of the above

Points Earned: 0.35 of 1.05

Air & Climate

OPERATIONS
7.4

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
- [x] We monitor usage and have set absolute reduction targets regardless of company growth
- [x] We have met specific reduction targets during the reporting period

Points Earned: 0.65 of 0.65

Total Energy Use

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

Total energy used (Gigajoules) during the last 12 months: 20603158

- [ ] 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: 10640300

- [ ] We do not track this

Points Available: 0.00

Electricity Sources

From what sources does your company get its electricity?

Please check all that apply.

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

Points Earned: 0.49 of 0.65

Renewable Energy Usage

What percentage of energy use is produced from renewable sources?

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

- ( ) 0%
- ( ) 1-24%
- ( ) 25-49%
- (•) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) Don't Know

Points Earned: 0.20 of 0.33

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: 0.78 of 1.30

Environmentally Efficient Equipment

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

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

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

Points Earned: 0.11 of 0.33

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: 0.78 of 1.30

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: 0.65 of 0.65

Total Scope 1 GHGs

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

Scope 1:

Scope 1: 1785

☐ 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: 214

☐ 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, not including the use of carbon credits or offsets?

Please measure intensity in metric tons of CO2/$million of revenue. Please use USD to accurately evaluate the answer option.

- ○ Manufacturing: >950 / Utilities: >6,000
- ○ Manufacturing: 751-950 / Utilities: 5,001-6,000
- ○ Manufacturing: 601-750 / Utilities: 4,001-5,000
- ○ Manufacturing: 451-600 / Utilities: 3,001-4,000
- ○ Manufacturing: 301-450 / Utilities: 2,001-3,000
- ○ Manufacturing: 151-300 / Utilities: 1,001-2,000
- ◉ Manufacturing: 0-150 / Utilities: 0-1,000
- ○ Don't know

Points Earned: 0.65 of 0.65

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.

- ○ Manufacturing: >950 / Utilities: >6,000
- ○ Manufacturing: 751-950 / Utilities: 5,001-6,000
- ○ Manufacturing: 601-750 / Utilities: 4,001-5,000
- ○ Manufacturing: 451-600 / Utilities: 3,001-4,000
- ○ Manufacturing: 301-450 / Utilities: 2,001-3,000
- ○ Manufacturing: 151-300 / Utilities: 1,001-2,000
- ◉ Manufacturing: 1-150 / Utilities: 1-1,000
- ○ Manufacturing: 0 / Utilities: 0
- ○ Don't know

Points Earned: 1.30 of 1.30

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: 1.04 of 1.30

Shipping Policies

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

- ◉ Yes
- ○ No

Points Earned: 0.33 of 0.33

Supply Chain GHG Management

Has your company taken action to track and manage the greenhouse emissions produced through your supply chain? (absolute reduction)

Only select practices if you track and manage greenhouse emissions produced for at least 50% of your company suppliers (on a cost basis).

- ☑ We don't track or evaluate greenhouse emissions from our supply chain
- ☐ We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risk contributions of greenhouse gas emissions
- ☐ We have purchased certified carbon credits to offset some or all of the greenhouse gas emissions from our supply chain
- ☐ We set targets for reducing greenhouse gas emissions through our supply chain
- ☐ We have seen a reduction in GHG emissions in our supply chain in the last twelve months
- ☐ We have achieved a carbon-neutral supply chain

Points Available: 0.65

Offsetting Supplier GHG Emissions

What % of your company's Scope 3 greenhouse gas emissions were offset by certified carbon credits?

- (●) 0
- ( ) 1-24%
- ( ) 25-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) Don't know

Points Available: 1.30

Supply Chain GHG Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce the greenhouse gas emissions produced through your supply chain?

- [ ] We collaborate with or require suppliers to collect data and report on greenhouse gas emissions
- [ ] We screen suppliers to reduce greenhouse gas emissions (e.g. performance of suppliers, selection of materials, source locations)
- [ ] We provide support or resources for our supply chain in adopting greenhouse gas minimized operations (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 0.65

Sourcing % of COGS from Local Suppliers

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

Sourcing of COGS Local to Customers

- ( ) 0%
- ( ) 1-9%
- ( ) 10-19%
- ( ) 20-29%
- ( ) 30%+
- (●) Don't know

Points Available: 1.30

Sourcing % raw materials from Local Suppliers

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

Raw materials (in currency terms) grown or harvested

By company or local independent suppliers.

- ( ) 0%
- ( ) 1-9%
- ( ) 10-19%
- ( ) 20-29%
- ( ) 30%+
- (●) Don't know

Points Available: 1.30

Managing Impact of Transportation

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

Please check all that apply.

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

Points Earned: 0.43 of 0.65

Types of Carbon Credits Purchased

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

- [ ] Voluntary Carbon Credits
- [ ] Certified Carbon Credits
- [x] None

Points Available: 0.33

Water

OPERATIONS
1.9

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
- [x] We monitor and record water usage and have set specific reduction targets relative to previous performance (e.g. a 5% reduction of water usage from baseline year)
- [ ] We regularly monitor and record emissions and have set science-based targets necessary to achieve sustainable usage linked to our local watershed
- [ ] We have met specific reduction targets set during this reporting period

Points Earned: 0.53 of 1.07

Total Water Use

Total water use (liters) during the last 12 months

Total water use (liters) during the last 12 months: 59771

- [ ] 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.

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

Points Earned: 0.57 of 1.07

Water Harvested On-Site or From Recycled Sources

What % of water used by the company is harvested on site or is from recycled sources?

- (●) 0
- ( ) 1-24%
- ( ) 25-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) Don't Know

Points Available: 2.13

Monitoring Toxic Wastewater

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

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

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

Points Earned: 0.27 of 1.07

Wastewater Disposal

How does your company dispose of non-hazardous wastewater?

Please check all that apply.

- [ ] We have no water treatment system, or are unsure of disposal
- [x] Through municipal/public sewer systems
- [ ] Off-site water treatment
- [x] Through on-site partial-reclamation
- [ ] Through reuse or recycling of wastewater in company's own operations
- [ ] On-site watershed management
- [ ] Other - please describe

Points Earned: 0.53 of 0.53

Supply Chain Water Management

How does your company track and manage the water footprint of your supply chain?

Only select practices if you track and manage the water footprint for at least 50% of your company suppliers (on a cost basis).

- [x] We do not track the water footprint of our supply chain
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material areas of water usage
- [ ] We have targets for reducing water footprint through our supply chain
- [ ] We have seen a reduction of our water footprint in our supply chain in the past twelve months
- [ ] We have verified that all water use in supply chain is science-based and sustainable

Points Available: 1.07

Supply Chain Water Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce the water footprint of your supply chain?

- [ ] We collaborate with or require suppliers to collect data and report on water footprint
- [ ] We screen suppliers to fit good water management practices (e.g. individual supplier practices, materials and ingredients, locations in context of water scarcity)
- [ ] We provide support or resources for supply chain in adopting water management (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 1.07

OPERATIONS

Land & Life

4.3

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)
- [x] 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: 0.49 of 0.65

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: 671

- [ ] 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 133.6

☐ 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 537.4

☐ We do not track this

Points Available: 0.00

Recycling Programs

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

◉ Yes

○ No

Points Earned: 0.65 of 0.65

Recycling Programs

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

☑ We recycle and reuse materials on-site with clearly-marked bins for use

☑ We have a written recycle/reduce/reuse policy that is posted at plant facilities with clearly-marked bins

☐ Other - please describe

☐ None of the above

Points Earned: 0.65 of 0.65

Waste Reduction Programs

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

◉ Yes

○ No

○ Already maximized - we have achieved Zero Waste

Points Earned: 0.65 of 0.65

Supply Chain Waste Management

How does your company track and manage waste in your supply chain?

Only select practices if you track and manage waste for at least 50% of your company suppliers (on a cost basis).

- [x] We don't track the solid waste impacts of our supply chain
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material areas of waste production
- [ ] We have set targets for reducing solid waste in the supply chain
- [ ] We have seen a reduction of waste produced in our value chain in the past twelve months
- [ ] We have achieved zero waste or a closed-loop supply chain

Points Available: 0.65

Supply Chain Waste Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce waste in your supply chain?

- [ ] We collaborate with or require suppliers to collect data and report on waste production
- [ ] We screen or require suppliers to meet standards related to solid waste production
- [ ] We have implemented initiatives to reduce waste at the source or divert waste from landfills or incineration in the supply chain
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 0.65

Environment Impact Packaging

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

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

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

Points Earned: 0.52 of 0.65

% of Recyclable/Biodegradable Materials

What % of material (by weight or volume) is made of recyclable (and labeled as such) or biodegradable materials in the areas where they are sold (product + packaging)?

- (●) <20%
- ( ) 20-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) Don't Know
- ( ) N/A

Points Available: 0.65

Controlling Community Exposure to Emissions

Has your company conducted an assessment of local communities' exposure to hazardous emissions from your manufacturing facilities and taken appropriate steps to mitigate?

- ○ We have not conducted an assessment
- ○ Assessment indicates some exposure, but we have taken no action to date
- ○ Assessment indicates some exposure, and we have implemented a mitigation and control strategy
- ◉ Assessment indicates no exposure

Points Earned: 0.32 of 0.32

% of Environmentally Preferred Input Materials

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

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

Points Available: 1.30

Programs to Reduce End of Life Waste

Which of the following practices are in place to reduce waste to landfill after the usage of your product and/or its packaging?

- ☐ Company has a product/packaging reclamation and recycling program designed and implemented by the company or a third party
- ☐ Company has a product/packaging reclamation and reuse program designed and implemented by the company or a third party
- ☐ Company takes back similar products or packaging from other companies as part of its reclamation program
- ☐ Company includes information about their reclamation programs on product labels / packaging
- ☐ Company includes information about their reclamation programs in advertising campaigns
- ☐ Company has achieved circularity (no waste created) in its products and packaging
- ☐ Other
- ☑ None of the above

Points Available: 0.65

Monitoring Hazardous Waste

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

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

Points Earned: 0.16 of 0.65

Total Hazardous Waste Produced

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

Waste Produced: Hazardous Waste (metric tonnes) during the last 12 months 745

- [ ] We do not track this

Points Available: 0.00

Reducing Waste

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

The past two years

The past two years

- [x] We do not track this

Points Available: 0.00

Hazardous Waste Disposal

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

This includes batteries, paint, electronic equipment, etc.

- (•) Yes
- ( ) No
- ( ) N/A - We have eliminated hazardous waste

Points Earned: 0.65 of 0.65

Hazardous Materials On-Site

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

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

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

Points Earned: 0.22 of 0.65

Supply Chain Chemical Management

How does your company track and manage toxins or hazardous waste in your supply chain?

Only select practices if you track and manage toxins or hazardous waste for at least 50% of your company suppliers (on a cost basis).

- [x] We don't track toxins or hazardous waste in our supply chain
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risks of toxins and/or production of hazardous waste
- [ ] We have set targets for reducing toxins and hazardous waste in our supply chain
- [ ] We have verified that there are no harmful toxins or hazardous waste in our supply chain

Points Available: 0.65

Supply Chain Chemical Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce toxins or hazardous waste in your supply chain?

- [ ] We collaborate with or require suppliers to collect data and report on chemicals
- [ ] We screen or require suppliers to meet standards related to toxins or hazardous waste
- [ ] We provide support or resources to reduce toxins in the supply chain (e.g.online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 0.65

Supply Chain Biodiversity Management

How does your company track and manage your supply chain's impact on biodiversity?

Only select practices if you track and manage the impact on biodiversity for at least 50% of your company suppliers (on a cost basis).

- [x] We don't evaluate our supply chain impact on biodiversity
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risks to biodiversity
- [ ] We set targets for reducing impact on biodiversity through our supply chain
- [ ] We have verified that our supply chain creates no (or positive) biodiversity impact

Points Available: 0.65

Supply Chain Biodiversity Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce your supply chain's impact on biodiversity?

- [ ] We collaborate with or require suppliers to collect data and report on biodiversity impact
- [ ] We screen suppliers to fit good biodiversity practices
- [ ] We provide support or resources for our supply chain in adopting biodiversity-friendly operations (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 0.65

Customers

Customers Impact Area Introduction

OPERATIONS
0.0

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

Customer Impact Business Model Introduction

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

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

- (●) Yes
- ( ) No

Points Available: 0.00

Customer 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?

Sanofi Consumer Healthcare has a variety of medicines in its global portfolio to treat a range of diseases including allergies, cough and cold, pain and inflammation, digestive disorders, oral care, scalp care, dermatoses including ezcema and psoriasis and many more. In addition, we also market nutritional supplements that help support optimal physiological processes. As a health journey partner, we leverage the best in science, together with our world-class pharmaceutical quality standards to deliver consumer-driven innovative medicines and products across. A few facts related to our diverse portfolio are presented below: In the US, 240 million people use over the counter medicines. If treatments were not available, an estimated 60 million of these would not seek medical treatment. In the space of 12 months in the United States, almost 85% of the population will experience a cold. Globally, between 10 and 30% of the population suffer from hay fever and this goes up to over 50% in parts of Africa and in urban areas. Between 22% and 52% of people in major countries suffer from constipation symptoms and 70% of those who frequently suffer experience it at least once a month. Across the world, 77% of people have used nutritionals in the last 12 months to maintain their general health, provide immune system support or to supplement in areas of vitamin deficiency. 9 out of 10 people will experience pain at some point

Points Available: 0.00

Beneficial Product Type

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

Only select 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)
- [x] 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

Points Available: 0.00

Total Customer Individuals

Total Number of Customers

Individuals served in the last 12 months:

Individuals served in the last 12 months:

- ☑ We do not track this

Points Available: 0.00

OPERATIONS

Customer Stewardship

4.2

Managing Customer Stewardship

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

- [x] We offer product / service guarantees, warranties, or protection policies
- [x] We have third party quality certifications or accreditations
- [x] We have formal quality control mechanisms
- [x] We have feedback / customer service feedback or complaint mechanisms
- [x] We monitor customer or consumer satisfaction
- [x] 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
- [x] We manage the privacy and security of client / customer data
- [ ] None of the above

Points Earned: 0.45 of 0.45

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: 0.45 of 0.45

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: 0.91 of 0.91

Quality Assurance

Do you use an established third party methodology to manage quality assurance for your products or services?

Examples include PDSA, Six Sigma, DMAIC, TQM, Zero Defects, etc

- ◉ Yes
- ○ No

Points Earned: 0.45 of 0.45

Feedback and Complaint Channels

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

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

Points Earned: 0.45 of 0.45

Monitoring Customer Satisfaction and Retention

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

- [x] Company monitors customer satisfaction
- [x] 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: 0.18 of 0.45

Managing Product Impacts

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

- [x] Company regularly monitors customer outcomes and well-being
- [x] Company has formal program to incorporate customer testing and feedback into product design
- [x] 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: 0.45 of 0.45

Data Usage and Privacy

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

- [x] Company has a formal publicly available data and privacy policy
- [x] 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)
- [x] All customers have option to decide how their data can be used
- [x] Company's all email list building and email marketing strategies are GDPR compliant
- [x] Other
- [ ] None of the above
- [ ] N/A - Company does not collect sensitive data

Points Earned: 0.45 of 0.45

Data Security Management

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

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

Points Earned: 0.45 of 0.45

IMPACT BUSINESS MODELS

Health & Wellness Improvement - Impact Business Model

3.5

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? **Approx. 96.81%**

- [ ] We do not track this

Points Available: 0.00

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

- [x] Individuals
- [x] Households
- [ ] Communities
- [x] Businesses or nonprofit organizations
- [ ] Governments
- [ ] None of the above

Points Available: 0.00

Households 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.

Households

Households

Sensitive

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

Points Available: 0.00

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

- [x] We do not track this

Points Available: 0.00

Client Tracking Methods

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

Sensitive

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.

- [x] We have formally defined the outcomes sought by our product or service and have developed a theory of change for them
- [x] We have based our impactful product or service business model on established secondary research that demonstrates potential impact
- [x] We have directly and formally engaged stakeholders in understanding their desires and needs when developing, refining, and or delivering our products or services
- [x] We are verified to meet third-party standards for impact (e.g. we have impact-related product certifications)
- [x] 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
- [x] We have identified and measure and manage the unintentional or potential negative impacts of the product or service in addition to intentional positive effects
- [x] 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"?

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

Points Earned: 1.25 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: 1.09 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?

Yes. As a world class innovative consumer healthcare company, Sanofi CHC has a proven track record of launching safe and effective medicines that are truly first in class in the consumer/OTC setting. In addition to the hundreds of medicines sold across the globe, an example of truly game changing products are prescription to OTC switches such as the Allegra and Xyzal range of products, which were made available to consumers in an over the counter setting for the first time due to Sanofi CHCs commitment of enabling consumers to live fuller, healthier lives. These medicines are used to relieve problematic disease states in over 60 million consumers. As allergies rise due to the effects of climate change, pollution and the destruction of natural habitats, it is vital and indeed a central pillar of Sanofi CHCs vision to provide consumer with the cutting edge care that they need"

Points Available: 0.00

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 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 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 Bottled Water

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

Bottled water

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Animal Products or Services

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

Animal-based products or services (including seafood)

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Monoculture Agriculture

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

Monoculture agriculture

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Genetically Modified Organisms

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

Genetically modified organisms

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

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Biodiversity Impacts

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Energy and Emissions Intensive Industries

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

Energy- and emissions-intensive industries

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Water Intensive Industries

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

Water-intensive industries

- ◉ Yes
- ○ No

Points Available: 0.00

Disclosure Chemicals

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

Chemicals, including those reliant on chemicals that meet the Substances of Very High Concern (SVHC) criteria under REACH

REACH is the European Union's chemical regulation, currently the world's most stringent chemical regulation. See help text for list of industries.

- ◉ Yes
- ○ No

Points Available: 0.00

Disclosure Illegal Products or Subject to Phase Out

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Industries at Risk of Human Rights Violations

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Other Disclosure Industries

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

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

- ◉ Yes
- ○ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

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

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

Other disclosure industries: Sanofi CHC produces medicinal products and is therefore part of the pharmaceutical industry.

Points Available: 0.00

Disclosure Practices

Disclosure questions on sensitive practices.

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

Does not transparently report corporate financials to government

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

Company withholds corporate financials from government

- ○ 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

Animal Testing

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

Company's products are tested on animals

- ◉ 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

Workers not Provided Clean Drinking Water ot Toilets

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

Company does not provide clean drinking water and clean toilets to employees during shifts

- ○ Yes
- ◉ No

Points Available: 0.00

Workers paid below minimum wage

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Payslips not provided to show wage calculation and deductions

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Workers cannot leave site during non-working hours

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

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

This includes workers who live on site.

- ○ Yes
- ◉ No

Points Available: 0.00

ID Cards Withheld or Penalties for Resignation

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

Company keeps workers' original ID cards or passports and/or does not allow workers to resign freely without penalty, even if advance notice is given

- ○ Yes
- ◉ No

Points Available: 0.00

Workers Under Bond

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Confirmation of Right to Work

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Employs Individuals on Zero-Hour Contracts

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

Company employs individuals on zero-hour contracts

- ○ Yes
- ◉ No

Points Available: 0.00

Company workers are prisoners

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

Company uses workers who are prisoners

- ○ Yes
- ◉ No

Points Available: 0.00

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.

> Sensitive ecosystems: A formal biodiversity assessment has been done (sites risk mapping) in order to identify potential interactions between sites and areas/species of interest. This assessment has been done with the support from a global consultant group and corporate Sanofi biodiversity experts; using recognized scientific databases, site surveys, and other relevant criteria.

Points Available: 0.00

Disclosure Outcomes & Penalties

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

On-Site Fatality

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Litigation or Arbitration

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Company has filed for bankruptcy

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

Company has filed for bankruptcy

- ○ Yes
- ◉ No

Points Available: 0.00

Bribery, Fraud, or Corruption

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

Bribery, fraud, or corruption

- ○ Yes
- ◉ No

Points Available: 0.00

Anti-Competitive Behavior

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

Anti-competitive behavior

- ○ Yes
- ◉ No

Points Available: 0.00

Financial Reporting, Taxes, Investments, or Loans

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

Financial reporting, tax payments, investments, or loans

- ○ Yes
- ◉ No

Points Available: 0.00

Political Contributions or International Affairs

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

Political contributions or international affairs

- ○ Yes
- ◉ No

Points Available: 0.00

Labor Issues

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

Labor issues (including safety and discrimination)

- ○ Yes
- ◉ No

Points Available: 0.00

Recalls

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

Recalls due to quality control issues

- ◉ Yes
- ○ No

Points Available: 0.00

Breaches of Confidential Information

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Consumer Protection

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

Consumer protection (including product safety and marketing claims)

- ◉ Yes
- ○ No

Points Available: 0.00

Significant Layoffs

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

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

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Large Scale Land Conversion, Acquisition, or Relocation

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Penalties Assessed For Environmental Issues

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

Environmental management penalties, including animal welfare

- ○ Yes
- ◉ No

Points Available: 0.00

Violation of Indigenous Peoples Rights

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Other Disclosure Outcomes & Penalties

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

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

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

> Recalls identified impacting mexican market: Buscapina Gotas: During 2016 the Consumer Healthcare products from Boehringer Ingeheim were acquired and became part of Sanofi product portafolio. A decision was made to improve legacy methodologies to improve the characterization and QC testing reliability of these products. During 2018 the methodologies related to product impurities were enhaced by changing the methodologies of thin layer to HPLC, once the methodologies were implemented new profile of impurities was detected, as a precautionary method a voluntary recall of the product was decided. The product was retired from production and also the marketing authorization was cancelled. Consumer Protection - In October 2018 the Advertising Commission from the BoH analysed claims from Histiacil´s communication. They were challenging claims regarding speed of the benefit and that the product was recommended by doctors and their mothers. Technical information helped dismiss allegations and were confirmed. The claim of the mothers of doctors was removed afterwards. There was no consumer risk at all.

Points Available: 0.00

Supply Chain Disclosure

Disclosure questions concerning the significant suppliers of the company

B Impact Assessment™

Opella Western Europe, excluding France
2025 Aggregated Full B Impact Assessment

As a company generating >1B$ USD, Opella and all of Opella's independently certified subsidiary regions as listed here, are required to make its full B Impact Assessment transparent. The PDF contains all completed B Impact Assessments that have been reviewed by B Lab with **Opella Western Europe, excluding France: Opella Germany; Opella Italy; and Opella Western Europe, excluding France** as part of their certification as a B Corporation. All answers reported refer to each of the respective subsidiaries' practices and performance except for topics managed at Corporate level **(Opella)**. In those cases, Corporate answers have been reported in the respective wholly owned subsidiaries' Assessments having made sure that they are fully implemented as such at **Opella**. Answers to questions that would reveal sensitive information (e.g. that would advantage competitors or prejudice litigation) are highlighted with a "Sensitive" textbox:

Sensitive

To learn about the scoring methodology, see "Aggregated Scoring Methodology".

B Impact Assessment™

Opella Western Europe, excluding France
2025 Aggregated Full B Impact Assessment

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Overall B Impact Score

Opella Germany

For Fiscal Year End Date: **31 Dec 2022**





Governance

QUESTIONS ANSWERED 27/27

OVERALL SCORE **13.4**

Workers

QUESTIONS ANSWERED 59/59

OVERALL SCORE **28.1**

Community

QUESTIONS ANSWERED 54/54

OVERALL SCORE **16.0**

Environment

QUESTIONS ANSWERED 70/70

OVERALL SCORE **14.4**

Customers

QUESTIONS ANSWERED 29/29

OVERALL SCORE **15.5**

Mission & Engagement

OPERATIONS
2.2

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: 0.19 of 0.25

Mission Statement

Please share the text of your formal mission statement here.

"We're building a healthier future by helping people, help themselves. We empower people to champion better self-care for themselves, their communities and our planet, through our consumer-inspired, science-based products and solutions. We elevate creativity and make health as simple as it should be, helping more people play an active role in their health."

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 0.50

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
- [x] Specific, formal training is integrated into new employee and new manager training
- [x] 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: 0.33 of 0.50

Social and Environmental Management Reviews

What percentage of full-time managers had a formal written performance evaluation in the last year that included social or environmental goals?

- ○ 0
- ◉ 1-49%
- ○ 50-99%
- ○ 100%

Points Earned: 0.25 of 0.50

Board Review of Social or Environmental Performance

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

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

Points Earned: 0.50 of 0.50

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
- [x] 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
- [x] We have formal and regular processes in place to gather information from stakeholders (focus groups, surveys, community meetings, etc.)
- [x] We have formal procedures to address results from stakeholder engagement, with a designated individual or team responsible for appropriate follow ups.
- [x] 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 Earned: 0.25 of 0.25

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.

- [x] We track impact metrics that we've chosen based on company mission or executive decision
- [x] We have conducted a materiality assessment of our company using stakeholder engagement mechanisms or research
- [x] We have identified and measure metrics based on the results of the materiality assessment we conducted for the company
- [x] 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: 0.48 of 0.50

Identification of Material Issues

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

Access to Healthcare, respect of human rights, health education, support to vulnerable communities, climate change & energy use, waste management & recycling, product eco design, product quality & safety, business ethics, responsible marketing

Points Available: 0.00

OPERATIONS

Ethics & Transparency

3.6

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: 0.12 of 0.46

Code of Ethics

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

- [x] Prohibition of bribes in any form, including kickbacks or gifts, on any portion of contract payments or soft dollar practices
- [x] Formal oversight policy covering direct or indirect political contributions, charitable donations, and sponsorships
- [x] 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: 0.46 of 0.46

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.

- [x] We instruct the Board of Directors on the Code at least annually
- [x] We instruct all newly hired workers on the Code
- [x] We instruct managers on the Code on an ongoing basis
- [x] We instruct all non-managerial workers on the Code on an ongoing basis
- [x] 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: 0.46 of 0.46

Breached Code of Ethics Breachment Policy

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

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

Points Earned: 0.46 of 0.46

Anti-Corruption Practices

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

- [x] Written employee whistle-blowing policy with confidentiality policy
- [x] Circulation of whistle-blowing policy to all employees and business partners
- [x] Communication of the anti-corruption system at least annually to the relevant internal and external stakeholders
- [x] Annual training on the anti-corruption system
- [ ] Providing supporting tools and guidance (e.g. self-assessment survey for high-risk departments)
- [x] Anonymous mechanisms to report concerns and grievances
- [x] 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: 0.46 of 0.46

Monitoring Ethics and Corruption

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

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

Points Earned: 0.28 of 0.46

Audited Financials

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

- (●) Yes
- ( ) No

Points Earned: 0.46 of 0.46

Financial Controls

Does your company maintain any of the following financial controls?

Please check all that apply.

- [x] 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
- [x] Fraud risk assessment is conducted at least annually, with any identified internal control deficiencies communicated to Board of Directors and senior management
- [x] Lines of financial reporting, responsibilities, and limits for the authorization, approval, and verification of disbursements are all documented in writing
- [x] 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: 0.46 of 0.46

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
- [x] 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: 0.12 of 0.46

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
- [x] Our company discloses all financial information (except salary info) at least yearly
- [x] 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
- [x] In addition to sharing financials with employees, our company publicly reports its financial statements

Points Earned: 0.35 of 0.46

OPERATIONS

Governance Metrics

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? 31 Dec 2022

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

Points Available: 0.00

Revenue Last Year

Total Earned Revenue

From the last fiscal year

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

From the last fiscal year

Sensitive

Points Available: 0.00

Net Income Last Year

Net Income

From the last fiscal year

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

From the last fiscal year

Sensitive

Points Available: 0.00

Net Income Year Before Last

Net Income

From the fiscal year before last

From the fiscal year before last

Sensitive

Points Available: 0.00

IMPACT BUSINESS MODELS

Mission Locked - Impact Business Model

7.5

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

OPERATIONS

Workers Impact Area Introduction

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.

- [x] Yes, some of our labor is contracted to third party subcontractors that manage staff on our behalf
- [x] 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

Independent Contractor Instructions

For the remainder of the Workers section, you should consider individual independent contractors who work greater than 20 hours per week for your company over an indefinite period or longer than 6 months as "employees" or "workers"

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

Points Available: 0.00

Workers Impact Business Model Introduction

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

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

- [ ] Ownership structures that provide significant equity (>40%) and empowerment to all employees (e.g. employee-owned companies, cooperatives)
- [ ] Providing high quality jobs or professional development for individuals with chronic barriers to employment (workforce development programs)
- [x] 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: 706

- [ ] 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

Sensitive

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 82

☐ 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 82

☐ 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 0

☐ 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 0

☐ We do not track this

Points Available: 0.00

OPERATIONS

Financial Security

10.8

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? 22.34

☐ We do not track this

Points Available: 0.00

% of Employees Paid Individual Living Wage

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

Please exclude students and interns in this calculation.

- ○ <75%
- ○ 75-89%
- ○ 90-99%
- ◉ 100%
- ○ N/A

Points Earned: 2.52 of 2.52

% of Employees Paid Family Living Wage

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

Please exclude students and interns in this calculation.

- ○ <75%
- ○ 75-89%
- ○ 90-99%
- ◉ 100%
- ○ N/A

Points Earned: 2.52 of 2.52

% Above the Minimum Wage

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

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

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

Points Earned: 1.26 of 1.26

Initiatives To Increase Wages and Benefits

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

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

- ○ Yes
- ◉ No
- ○ N/A - Living wage already exists

Points Available: 1.26

Compensation Policies and Practices

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

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

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

Points Earned: 1.26 of 1.26

Employees Receiving a Bonus

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

- ○ 0%
- ○ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75-99%
- ◉ 100%
- ○ N/A

Points Earned: 1.26 of 1.26

Significance of Bonuses

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

Sensitive

Points Earned: 0.16 of 1.26

% Participation in Employee Ownership

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

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

- ○ 0%
- ○ 1-24%
- ◉ 25-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.63 of 1.26

% of Company Owned by Non-Executive Employees

What percentage of the company is owned by workers who are not executives or founders?

- (●) 0%
- ( ) 1-4%
- ( ) 5-24%
- ( ) 25-49%
- ( ) 50%+
- ( ) N/A
- ( ) Don't Know

Points Available: 2.52

Retirement Programs

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

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

Points Earned: 1.26 of 1.26

Financial Services for Employees

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

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

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

Points Available: 0.63

OPERATIONS

Health, Wellness, & Safety

7.9

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: 0.95 of 0.95

Supplementary Health Benefits

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

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

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

Points Available: 0.95

Supplementary Health Benefits Eligibility for Part-Time Workers

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

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

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

Points Earned: 0.95 of 0.95

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: 0.95 of 0.95

Worksite Characteristics

What safety processes are in place at all of your company worksites?

- [x] At the beginning of every shift, a briefing with front-line workers is held to share new information or discuss the work for the day
- [x] Results of hazard analyses or routine activities are documented
- [x] Potential hazards are identified, analyzed, and managed when new materials or equipment are purchased or new processes are implemented
- [ ] Workers have written permission to shut down unsafe processes
- [ ] None of the above

Points Earned: 0.95 of 0.95

Management Commitment to Health and Safety

What are your company practices regarding management's commitment to worker health and safety?

Select those that apply to all company worksites.

- [x] We have a written safety and health policy to minimize on-the-job employee accidents and injuries
- [x] Safety and health is integrated into our overall management planning process, and workers are involved in safety planning, resource allocation, audits, etc.
- [x] Safety and health concerns are communicated through regular safety and health trainings
- [ ] We have specific safety and health program goals and objectives, with specific indicators to measure progress
- [x] Senior management addresses safety issues through written communications or in company gatherings at least quarterly
- [x] We have a formal safety reporting system for employees to submit their safety concerns
- [x] Our safety procedures are easily accessible for all on-site personnel, including workers, non-managerial staff, and visitors
- [x] We participate in an external program demonstrating commitment and excellence in safety and health (e.g. Voluntary Protection Program)
- [ ] N/A - No manufacturing or wholesale facilities
- [ ] None of the above

Points Earned: 0.95 of 0.95

Health and Safety Audit Practices

Your company's practices related to inspections and audits include:

Select those that apply to all company worksites.

- [x] A written procedure for performing safety and health inspections
- [x] Routine safety and health inspections at least quarterly
- [x] Use of information discovered through analyses to improve safety processes (e.g. baseline hazards analysis, incident analysis, employee concerns, sampling results from inspections)
- [x] Documentation of results of the routine inspections
- [x] Inspection reports that clearly indicate what needs to be corrected, with documented accountability for closure
- [ ] N/A - No manufacturing or wholesale facilities
- [ ] None of the above

Points Earned: 0.95 of 0.95

Tracking Hazards

When eliminating and tracking hazards, your company:

Select those that apply to all company worksites.

- [x] Follows the preferred hierarchy to eliminate or control the hazard (first engineering, then administrative, then work practices, and finally Personal Protective Equipment)
- [x] Regularly assesses use of Personal Protective Equipment (PPE)
- [x] Conducts follow-up studies to ensure that hazard controls are adequate
- [x] Documents and addresses hazard controls in appropriate procedures (e.g. safety and health rules, inspections, training, etc.)
- [ ] None of the above

Points Earned: 0.95 of 0.95

Controlling Worker Exposure to Hazardous Material

How has your company assessed and managed worker exposure to hazardous materials?

Sensitive

Points Earned: 0.32 of 0.48

Indoor Air Quality Audits

What is included in your company's annual indoor air quality audit of all company facilities?

Select all options that apply.

- [ ] No smoking within 25 feet of building entrances
- [ ] Indoor ventilation rates compliant with ASHRAE Standard 62.1 or EN 16798-1
- [ ] Minimum air intake separation distance compliant with ASHRAE Standard 62.1 or EN 16798-3
- [ ] Operations and maintenance manual for ventilation equipment compliant with ASHRAE Standard 62.1
- [ ] HVAC filters compliant with ASHRAE Standard 52.2 or ISO 16890
- [ ] Temperature and relative humidity levels (PMV and PPD) in compliance with ASHRAE Standard 55 EN-16798 or ISO 7730
- [ ] Written IAQ complaint response policy
- [x] None of the above

Points Available: 0.95

Evaluating Health and Safety Practices

What is included in your company's measurement and evaluation practices in relation to occupational safety and health?

Select those that apply to all company worksites.

- [ ] A standardized third-party safety management system (e.g. ISO 45001, BS 8800)
- [x] A safety position, safety committee, or safety program representative who reports to a senior-level position (Vice President or higher)
- [x] A documented standard procedure for investigating accidents and major incidents
- [x] Investigation and documentation of the root causes of accidents and incidents
- [x] Implementation of corrective actions after root causes of an accident or incident are determined
- [ ] Transparency of injury or illness trends and trend data to all workers
- [x] An annual evaluation of the safety and health system that includes senior management in the evaluation
- [x] An employee safety recognition program
- [ ] Regular Safety Perception Surveys to engage with workers
- [ ] None of the above

Points Earned: 0.95 of 0.95

Career Development 3.0

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.

- [x] We have a formal onboarding process for new employees
- [x] We offered ongoing training on core job responsibilities to employees within the last year
- [x] We have a policy to encourage internal promotions and hiring for advanced positions (e.g. posting job openings internally first)
- [x] We provide cross-skills training for career advancements or transitions (e.g. management training for non-managers)
- [x] We provide non-career-specific life-skill training (e.g. financial literacy, English as a Second Language)
- [x] 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: 0.41 of 0.41

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: 0.27 of 0.41

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: 0.27 of 0.41

Management Training

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

Check all that apply.

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

Points Earned: 0.41 of 0.41

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.

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

Points Earned: 0.82 of 0.82

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: 0.27 of 0.41

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."

- [x] We have a formalized policy or program outlining the objectives of internships or internship programs for participants
- [x] We partner with education institutions to provide internship opportunities or work-study programs
- [ ] We pay interns a living wage
- [x] Our interns receive formal performance reviews
- [x] 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
- [x] 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: 0.41 of 0.41

End of Employment Support

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

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

Points Earned: 0.21 of 0.21

Career Development (Salaried) 0.7

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 0.19

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: 0.09 of 0.19

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: 0.14 of 0.19

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: 0.09 of 0.38

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: 0.19 of 0.19

Engagement & Satisfaction

OPERATIONS
3.3

Employee Handbook Information

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

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

Points Earned: 0.33 of 0.33

Paid Secondary Caregiver Leave

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

Select all that apply, but only select one answer indicating the total amount of paid time equivalent (answers 2-4). See "Learn 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: 0.67 of 0.67

Supplementary Benefits

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

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

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

Points Earned: 1.33 of 1.33

Worker Empowerment

How does your company engage and empower workers?

- [x] 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
- [x] Employee complaint / input mechanisms are reviewed at least every other year, with input from employees themselves into the process
- [x] Company tracks usage of input/ feedback / complaint mechanisms and resolution / implementation rates
- [ ] We have adopted open book management or self-management principles within the workplace
- [ ] Workers have opportunity to elect member(s) to the Board of Directors
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.50 of 0.67

Surveying and Benchmarking Engagement and Attrition

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

Your answers determine which future questions in the assessment are applicable to your company.

- [x] We calculate employee attrition rate
- [ ] We benchmark employee attrition rate to relevant benchmarks
- [x] We regularly (at least once a year) conduct employee satisfaction or engagement surveys
- [x] 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: 0.50 of 0.67

Departed Employees

Number of full-time and part-time workers that departed or left the company in the last twelve months

Enter 0 if None.

Number of full-time and part-time workers that departed or left the company in the last twelve months

Sensitive

Points Available: 0.00

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 Available: 1.33

OPERATIONS

Engagement & Satisfaction (Salaried)

2.2

Number of Paid Days Off

What is the annual minimum number of paid days off (including holidays) for full-time employees?

- ( ) 0-15 work days
- ( ) 16-22 work days
- ( ) 23-29 work days
- ( ) 30-35 work days
- (●) 36+ work days

Points Earned: 0.60 of 0.60

Paid Primary Caregiver Leave for Salary Workers

Which of the following describe the primary parental leave policies for salaried workers, either through the company or government program?

If applicable, please select one answer indicating total time off (answers 1-3), and one answer indicating fully paid time off (answers 4-7).

- [ ] Primary caregivers receive 4-12 weeks of time off for parental leave (including unpaid and paid leave)
- [ ] Primary caregivers receive 13 weeks to 6 months of time off for parental leave (including unpaid and paid leave)
- [x] 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
- [x] 13-18 weeks of primary parental leave (or equivalent) is fully paid
- [ ] 19-24 weeks of primary parental leave (or equivalent) is fully paid
- [ ] More than 24 weeks of primary parental leave (or equivalent) is fully paid
- [ ] Primary caregivers receive less than 4 weeks off or no time off for parental leave

Points Earned: 0.42 of 0.60

Worker Flexibility Options

What job flexibility options does the company provide, whenever feasible, in writing and in practice for the majority of workers?

Please check all that apply.

- [x] Part-time work schedules at the request of workers
- [x] Flex-time work schedules allowing freedom to vary start and stop times
- [x] Telecommuting (e.g. working from home one or more days per week)
- [ ] Job-sharing
- [ ] None of the above

Points Earned: 0.45 of 0.60

Workplace Flexibility in Practice

Which of the following flexible workplace practices have been used in the past 12 months?

Please check all that apply.

- [x] Managers or executives worked part-time or in a job-share
- [x] Managers or executives are in a telecommuting position
- [x] We hired new people into permanent positions that are telecommuting
- [x] We hired new people into permanent positions that are part-time or job-share
- [x] We have transitioned staff into part-time, job-share, or telecommuting positions
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.60 of 0.60

Attrition Rate for Salaried Workers

What percentage of full-time and part-time salaried workers left the company during the last twelve months?

Calculation should include voluntary and involuntary separation, but exclude workers dismissed with cause.

Sensitive

Points Earned: 0.20 of 0.60

Community

OPERATIONS

Community Impact Area Introduction

0.0

This section identifies whether your company is designed to deliver a specific, material, positive impact for its community, and if so, opens the Community Impact Business Model section that is most applicable.

Community Oriented Impact Business Model

Does your company's business model create a specific positive benefit for stakeholders such as charitable partners, vendors or suppliers in need, or your local community?

Your answers determine which future questions in the assessment are applicable to your company.

- ( ) Yes
- (•) No

Points Available: 0.00

OPERATIONS

Diversity, Equity, & Inclusion

5.0

Inclusive Hiring Practices

How does your company create an inclusive recruiting and hiring process?

- [x] We include a statement in all our job postings with a commitment to diversity, equity, and inclusion
- [x] 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
- [x] We actively recruit through organizations or services that serve individuals from underrepresented populations
- [x] We conduct analyses of our job description language and requirements to ensure they are inclusive and equitable
- [ ] None of the above

Points Earned: 0.61 of 0.61

Diverse Ownership and Leadership

Is your company majority-owned or -led by individuals from any of the following underrepresented groups?

Please select all that apply.

- [x] Led by a woman
- [ ] Led by an individual from an underrepresented racial or ethnic minority
- [ ] Led by another underrepresented individual (veterans, LGBT, etc.)
- [ ] Majority owned by women
- [ ] Majority owned by individuals from underrepresented racial or ethnic minorities
- [ ] Majority owned by other underrepresented individuals (veterans, LGBT, etc.)
- [ ] None of the above

Points Earned: 0.30 of 0.61

Inclusive Work Environments

How does your company create an equitable and inclusive workplace for employees?

- [x] We have designated an individual or group explicitly responsible for diversity, equity, and inclusion (i.e. a Diversity Manager or Inclusion Committee)
- [x] We offer trainings for all employees on topics related to diversity, equity, and inclusion
- [x] We have voluntary employee resource or affinity groups
- [x] 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: 0.48 of 0.61

Management of Diversity, Equity, and Inclusion

How does your company manage and improve your workplace diversity and inclusivity?

- [x] 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: 0.15 of 0.61

Measurement of Diversity

What attributes of a diverse workforce does your company track, either through anonymous surveys or other methods legal in your jurisdiction?

If collecting this type of demographic data is not legal in your jurisdiction, select None of the Above.

- [x] Socioeconomic status (as determined by low income residence, education level, etc.)
- [ ] Race or ethnicity
- [x] Gender
- [x] Age
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.45 of 0.61

Low Income Workers

What percentage of your workforce lives in poor/very poor or low-income areas or does not have college degree?

- ○ 0%
- ○ 1-9%
- ○ 10-19%
- ○ 20-29%
- ◉ 30%+
- ○ Don't Know

Points Earned: 0.61 of 0.61

Women Workers

How many of your non-managerial workers identify as women?

- ○ 0%
- ○ 1-9%
- ○ 10-24%
- ○ 25-39%
- ◉ 40-49%
- ○ 50%+
- ○ Don't know

Points Earned: 0.61 of 0.61

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: 0.61 of 0.61

High to Low Pay Ratio

What multiple is the highest compensated individual paid, inclusive of bonus, as compared to the lowest paid full-time worker?

- ○ >20x
- ○ 16-20x
- ○ 11-15x
- ◉ 6-10x
- ○ 1-5x

Points Earned: 0.45 of 0.61

Female Management

How many of your company managers identify as women?

- ○ 0%
- ○ 1-9%
- ○ 10-24%
- ○ 25-39%
- ◉ 40-49%
- ○ 50%+
- ○ Don't know
- ○ N/A

Points Earned: 0.61 of 0.61

Management from Underrepresented Populations

How many of your company managers identify as from another underrepresented social group?

If collecting this type of demographic data is not legal in your jurisdiction, select Don't Know.

- ○ 0%
- ○ 1-9%
- ○ 10-19%
- ○ 20-29%
- ○ 30%+
- ◉ Don't know

Points Available: 0.61

Supplier Diversity Policies or Programs

Does your company have any of the following policies or programs in place to promote diversity within your supply chain?

- ☑ We track diversity of ownership among our suppliers
- ☐ We have a policy to give preferences to suppliers with ownership from underrepresented populations
- ☑ We have formal targets to make a specific percentage of purchases from suppliers with diverse ownership
- ☐ We have a formal program to purchase and provide support to suppliers with diverse ownership
- ☐ None of the above
- ☐ N/A - Collecting supplier data or having preferential treatment policies is illegal in my country of operations

Points Earned: 0.15 of 0.30

Supplier Ownership Diversity

What percentage of your purchases were from companies that are majority-owned by women or individuals from underrepresented populations?

- (●) 0%
- ( ) 1-9%
- ( ) 10-24%
- ( ) 25-39%
- ( ) 40-49%
- ( ) 50%+
- ( ) Don't Know

Points Available: 0.61

OPERATIONS

Economic Impact

1.3

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.

"A. Nattermann & Cie. GmbH. has a headquarter in Frankfurt (industrial park) and an industrial plant in Cologne. Most people working for the company live in the surrounding areas of both cities, and those who live far from those cities or are pendulars, also have the possibility to work from home according to company policy."

Points Available: 0.00

Job Growth Rate

What was your company's net job growth rate for full-time and part-time positions over the last 12 months? ONLY include newly created jobs that are paid a living wage.

If there is no living wage data available for your country of operations, include new jobs that pay 10% or more above a minimum wage.

Sensitive

Points Earned: 0.78 of 2.35

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

Points Available: 0.00

Non-accredited Investor Ownership

What percentage of the company is owned by individuals who would qualify as non-accredited investors?

- (●) 0%
- ( ) 1-4%
- ( ) 5-14%
- ( ) 15-24%
- ( ) 25%+
- ( ) Don't know

Points Available: 1.18

Local Ownership

Is the majority (over 50%) of the company's ownership located locally to the majority of the company's workforce?

“Local" is defined as being part of the same community. While the size and distance of a community may vary by context, they should generally be based on a small-scale economically and culturally connected area like a metropolitan area or a city/town.

- ( ) Yes
- (●) No
- ( ) Don't know

Points Available: 1.18

National Sourcing

What percentage of your company's Cost of Goods Sold (including value-adding activities) was spent within the country of operations, from in-country registered companies or national citizens?

- ( ) 0%
- ( ) 1-19%
- (●) 20-39%
- ( ) 40-59%
- ( ) 60-79%
- ( ) 80%+

Points Earned: 0.29 of 1.18

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
- [x] Ready-to-use lists of preferred local suppliers and vendors for specific facilities
- [ ] Written preference for hiring and recruiting local managers
- [ ] Incentives for staff to live within 20 miles of local company facility
- [ ] Other (please describe)
- [ ] No written local purchasing or hiring policies in place

Points Earned: 0.29 of 0.59

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: 1.18

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: 1.18

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
- [x] None of the above

Points Available: 1.18

OPERATIONS

Civic Engagement & Giving

3.4

Corporate Citizenship Program

How does your company take part in civic engagement?

Your answers determine which future questions in the assessment are applicable to your company.

- [x] Financial or in-kind product donations (excluding political causes)
- [ ] Community investments
- [x] Community or pro-bono service
- [x] Advocacy for adopting improved social or environmental policies or performance
- [x] 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: 0.55 of 0.55

Community Service Policies and Practices

How does your company manage employee community service?

- [x] We have hosted or organized company service days in the last year
- [x] The company offers paid time off for community service
- [x] 20 hours or more a year of paid time off
- [x] 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: 0.55 of 0.55

% 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: 0.28 of 1.10

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: 475

- [ ] We do not track this

Points Available: 0.00

Volunteer Service Per Capita

What was the percentage of per capita worker time donated as volunteer, community service, or pro bono time in the reporting period?

Calculate by total volunteer hours / total hours worked, generally 2000 hours per FTE.

- ○ 0%
- ◉ 0.1-0.5% of time
- ○ 0.6-1% of time
- ○ 1.1-2% of time
- ○ 2%+ of time
- ○ Don't know

Points Earned: 0.37 of 1.10

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: 0.44 of 0.55

% of Revenue Donated

What was the equivalent percentage of revenue donated to charity during the last fiscal year?

Please include tax deductible in-kind donations but do not include pro bono time.

- ○ No donations last fiscal year
- ◉ Less than 0.1% of revenue
- ○ 0.1-0.4% of revenue
- ○ 0.5-0.9% of revenue
- ○ 1-1.9% of revenue
- ○ 2%+ of revenue
- ○ Don't know

Points Earned: 0.44 of 2.21

Total Amount of Charitable Donations

Total amount (in currency terms) donated to registered charities in the last fiscal year

Report with the currency specified in "Reporting currency" for this metric.

Total amount (in currency terms) donated to registered charities in the last fiscal year

Sensitive

Points Available: 0.00

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
- [x] Yes, company has provided active staff time or financial support
- [x] 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: 0.55 of 0.55

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?

- [x] 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
- [x] We participate in panel presentations or other public forums on social or environmental topics
- [ ] We provide public resources for other businesses or stakeholders on improving social or environmental performance
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.28 of 0.28

OPERATIONS

Supply Chain Management

6.1

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).

- [x] Product Manufacturers
- [ ] Professional Service Firms (Consulting, Legal, Accounting)
- [x] Independent Contractors
- [x] Marketing and advertising
- [ ] Office Supplies
- [ ] Benefits Providers
- [ ] Technology
- [x] Raw materials
- [ ] Farms
- [x] 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).

- [x] Compliance with all local laws and regulations, including those related to social and environmental performance
- [x] Good governance, including policies related to ethics and corruption
- [x] 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: 0.62 of 0.62

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
- [x] Other (please describe)
- [ ] None of the above

Points Earned: 0.06 of 0.62

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

Outsourced Staffing Screening Topics

Does your company review or set requirements regarding the labor practices of its outsourced staffing service providers that includes the following topics?

Your answers determine which future questions in the assessment are applicable to your company.

- [x] Compliance with all local laws and regulations
- [x] Compliance with international human rights and labor standards (for employees and contractors)
- [ ] Payment at or above industry benchmarks
- [ ] Payment of a living wage (for employees and contractors)
- [ ] Employee benefits provided
- [ ] Professional development opportunities
- [ ] Other labor practices
- [ ] None of the above
- [ ] N/A

Points Earned: 0.12 of 0.31

% of Outsourced Services Accountable to Code of Conduct?

What % of your outsourced staffing services (on a currency basis) are accountable to the formalized code of conduct or requirements described in the previous question?

- ○ 0%
- ○ 1-20%
- ○ 21-49%
- ○ 50-74%
- ◉ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 1.08 of 1.23

Screening / Monitoring for Services

Which of the following methods are used to evaluate the social or environmental impact of your outsourced staffing services?

Your answers determine which future questions in the assessment are applicable to your company.

- ☐ Company shares policies or rules with subcontractors but does not have a verification process in place
- ☐ Company requires subcontractors complete self-designed assessment
- ☑ Company utilizes third party risk or impact assessment tools (BIA)
- ☐ Company conducts routine audits/reviews of subcontractors at least every two years
- ☐ Company has third parties conduct routine audits/reviews of subcontractors at least every two year
- ☐ Other
- ☐ None of the above

Points Earned: 0.15 of 0.31

% of Outsourced Staffing Services Screened / Monitored

What % of your outsourced staffing services (on a currency basis) are evaluated based on the methods selected in the previous question?

- ○ 0%
- ○ 1-20%
- ◉ 21-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.46 of 1.23

Suppliers in Low-Income Communities

What percentage of your Significant Suppliers is located in low-income communities or create employment opportunities for other chronically underemployed populations?

Significant Suppliers represent 80% of your company's purchases in currency terms (excluding salaries on payroll and bonuses, rent, utilities, and taxes).

- ○ <10%
- ○ 10-19%
- ○ 20-30%
- ○ 30%+
- ◉ Don't Know

Points Available: 0.31

Supplier Code of Conduct

Is there a formal written Supplier Code of Conduct policy that specifically holds your company's suppliers accountable for social and environmental performance?

Your answers determine which future questions in the assessment are applicable to your company.

- ◉ Yes
- ○ No

Points Earned: 0.62 of 0.62

Supplier Code of Conduct Topics

What areas of social and environmental performance are specifically included in your company's Supplier Code of Conduct policy?

- ☑ Bribery, corruption, and fraud
- ☑ Working hours
- ☑ Freely chosen employment
- ☑ Compensation
- ☑ Child labor
- ☑ Freedom of association
- ☑ Health and safety
- ☐ Use of materials
- ☑ Product's environmental impact
- ☐ Information on how the Code will be monitored and reviewed (e.g. self-audits, site visits)
- ☐ N/A - No Supplier Code of Conduct

Points Earned: 0.31 of 0.31

% of Suppliers Accountable to Code of Conduct

What % of your suppliers (on a currency basis) are accountable to the formalized code of conduct or requirements described in the previous question?

- ○ 0%
- ○ 1-20%
- ○ 21-49%
- ◉ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.77 of 1.23

Disclosure of Suppliers

What percentage of Significant Suppliers (on currency basis) are made transparent on your company's website?

- ○ 0%
- ○ 1-49%
- ○ 50-79%
- ○ 80%+
- ◉ Don't know

Points Available: 0.62

Support for Improved Supply Chain Social or Environmental Performance

How does your company encourage improved social and environmental performance among your suppliers?

- ☐ We provide incentives for suppliers with strong social and environmental performance
- ☑ We set goals and expectations with suppliers to improve their social and environmental performance
- ☑ We provide resources to suppliers to improve their social and environmental performance
- ☐ Other - please describe
- ☐ None of the above

Points Earned: 0.62 of 0.62

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 Earned: 0.21 of 0.31

% of Suppliers with Programs to Improve Impact

For what % of your suppliers (on a currency basis) do the policies and programs selected in the previous question apply?

- ○ 0%
- ○ 1-20%
- ○ 21-49%
- ◉ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.77 of 1.23

Length of Supplier Relationships

What is the average tenure of your company's relationships with suppliers?

- ○ Average tenure of supplier relationships is less than 24 months.
- ○ Average tenure of supplier relationships is greater than 24 months.
- ◉ Average tenure of supplier relationships is greater than 60 months.
- ○ Average tenure of supplier relationships is greater than 96 months.
- ○ Our company has had a relationship with a majority of our suppliers (on a currency basis) since our first year of operations.
- ○ Don't Know

Points Earned: 0.41 of 0.62

Support for In Need Suppliers

Does your company do any of the following to support small scale or other in-need suppliers?

- ☐ We review suppliers for potential training needs
- ☐ We have a formal education or support program for selected suppliers
- ☐ We provide small scale suppliers the same contracts, prices, and payment terms (such as days payable outstanding) as other suppliers
- ☐ We pay 30 days payable outstanding to small scale suppliers
- ☐ A formal mechanism is in place for suppliers to provide us feedback (e.g. supplier satisfaction surveys)
- ☐ We have a formal grievance mechanism to address complaints and resolve disputes
- ☐ Other (please describe)
- ☑ None of the above

Points Available: 0.62

Social or Environmental Purchases

What percentage of materials or products purchased have third-party social or environmental certification or approval or are from Significant Suppliers that are purpose-driven or have third-party company level certification or approval?

Significant Suppliers represent 80% of your company's purchases in currency terms (excluding salaries on payroll and bonuses, rent, utilities, and taxes).

- ○ 0
- ○ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75%+
- ◉ Don't know

Points Available: 0.62

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.

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
- [x] None of the above

Points Available: 0.00

Environmental Management

OPERATIONS
1.9

Green Building Standards

What percentage of company facilities (by area, both owned by company or leased) is certified to meet the requirements of an accredited green building program?

- (●) <20%
- ( ) 20-49%
- ( ) 50-79%
- ( ) 80%+
- ( ) N/A

Points Available: 0.80

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
- [x] N/A - Company does not lease majority of facilities

Points Available: 0.80

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
- [x] We don't have an environmentally preferable purchasing policy

Points Available: 0.80

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 3-6 can only be selected if Checkbox 2 applies.

- [x] Policy statement documenting our organization's commitment to the environment
- [x] Assessment undertaken of the environmental impact of our organization's business activities
- [ ] Stated objectives and quantifiable targets for environmental aspects of our organization's operations
- [ ] Programming designed, with allocated resources, to achieve these targets
- [ ] Periodic compliance reviews and auditing to evaluate programs conducted
- [ ] Third-party auditing and certification of EMS
- [ ] We have no environmental management system

Points Earned: 0.53 of 1.60

Environmentally Certified Products

During the last fiscal year, what percentage of your products sold had a product certification that assesses the environmental impacts of the product or its production process?

Select N/A only if there is no physical product being sold.

- (●) 0%
- ( ) 1-24%
- ( ) 25-49%
- ( ) 50-74%
- ( ) 75%+
- ( ) N/A

Points Available: 0.80

Product Design for the Environment

Which of the following practices are in place to integrate environmental considerations (DFE) into the design of products and services?

- [x] Source reduction employed in reducing materials use in products
- [ ] Standardized product components or parts to maximize useful life via disassembly or reprocessing
- [ ] Identified resource content on manufactured items to enable eventual recycling
- [ ] Program that facilitates maintenance, servicing, and reassembly of company's own products
- [ ] Program wherein company takes back similar products from other manufacturers for disassembly or reprocessing
- [ ] Company participation in a product reclamation program established by another party
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.27 of 0.80

Type of Footprint Assessments

Has the company's footprint assessments included any of the following?

- [ ] Assessment conducted for upstream supply chain only
- [ ] Assessment conducted for only a portion of value chain (other than or in addition to upstream supply chain)
- [ ] Formal life cycle assessments conducted internally
- [x] Formal life cycle assessments conducted or verified by a third party
- [ ] Use of third party frameworks or methodologies (such as Ellen Macarthur Foundation Circularity Indicators, Product Environmental Profiles, GHG Protocol or Carbon Disclosure Project)
- [ ] Company has a life cycle based certification or equivalent (Cradle to Cradle)
- [ ] Other
- [ ] None of the above

Points Earned: 0.20 of 0.40

% of Products with Type of Footprint Assessment

What % of your products have undergone the specific type(s) of environmental footprint assesesment selected in the previous question?

- ○ 0%
- ◉ 1-20%
- ○ 21-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.20 of 1.60

Assessment Conducted of Environmental Footprint of Value Chain

Have you conducted a formal assessment to measure the environmental footprint of your value chain (including supply chain, product usage, and end-of-life) that covers the following topics?

- [x] Impacts on biodiversity
- [x] Impacts on climate (Scope 3 Carbon Emissions)
- [ ] Toxin or hazardous material impact
- [ ] Land preservation (including material extraction)
- [x] Water supply
- [ ] Other
- [ ] None of the above

Points Earned: 0.48 of 0.80

Management of Material Environmental Impact in Value Chain

How has your company utilized the results of your environmental footprint assessment to manage and minimize your overall impact?

- [x] Company has used assessments to develop specific strategies to reduce impacts for at least most material impacts identified across value chain and product lines
- [ ] Company has set public targets or commitments to reduce material value chain and product impacts over time
- [ ] Company has met incremental targets in the last two years and/or can demonstrate being on target to achieve long term goals
- [ ] Other
- [ ] None of the above (No EIA conducted)

Points Earned: 0.27 of 0.80

Impact of Product Usage

Which of the following are true regarding practices in place to manage and minimize the impact of product usage?

- [ ] Company has conducted studies of consumer behavior and/or disposal to understand impact of product usage
- [ ] Company has conducted analysis of product lifetime and usability and it materially exceeds (>5%) lifetime of related competitive products
- [ ] Company has created partnerships and/or marketing campaigns to engage customers or other post production value chain users to minimize environmental footprint of usage
- [ ] Other
- [x] None of the above

Points Available: 0.80

Air & Climate

OPERATIONS
7.2

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
- [x] 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: 0.42 of 0.57

Total Energy Use

Total energy used (Gigajoules) during the last 12 months:

Total energy used (Gigajoules) during the last 12 months: 149202

☐ 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: 28774.8

☐ 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: 0.04 of 0.28

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: 0.23 of 1.13

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.
- [x] 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: 0.19 of 0.57

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: 0.91 of 1.13

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
- [x] 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)
- [x] 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: 0.57 of 0.57

Total Scope 1 GHGs

Total Greenhouse Gas Emissions (metric tonnes of CO_2 equivalent) in:

Scope 1:

Scope 1: 10454

- [ ] 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: 4779

☐ We do not track this

Points Available: 0.00

Total Scope 3 GHGs

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:

Scope 3:

Scope 3:

☑ We do not track this

Points Available: 0.00

Monitoring Air Emissions

How does your company monitor and manage your significant air emissions?

- ○ Company does not currently monitor and record emissions
- ○ Company monitors and records emissions (no reduction targets)
- ◉ Company monitors emissions and has specific reduction targets
- ○ Company monitors emissions and has met specific reduction targets during the reporting period
- ○ Eliminated emissions of this by-product entirely
- ○ N/A

Points Earned: 0.28 of 0.57

Carbon Intensity

What is your current Carbon Intensity for Scopes 1 and 2, not including the use of carbon credits or offsets?

Please measure intensity in metric tons of CO2/$million of revenue. Please use USD to accurately evaluate the answer option.

- ○ Manufacturing: >950 / Utilities: >6,000
- ○ Manufacturing: 751-950 / Utilities: 5,001-6,000
- ○ Manufacturing: 601-750 / Utilities: 4,001-5,000
- ○ Manufacturing: 451-600 / Utilities: 3,001-4,000
- ○ Manufacturing: 301-450 / Utilities: 2,001-3,000
- ○ Manufacturing: 151-300 / Utilities: 1,001-2,000
- ◉ Manufacturing: 0-150 / Utilities: 0-1,000
- ○ Don't know

Points Earned: 0.57 of 0.57

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.

- ○ Manufacturing: >950 / Utilities: >6,000
- ○ Manufacturing: 751-950 / Utilities: 5,001-6,000
- ○ Manufacturing: 601-750 / Utilities: 4,001-5,000
- ○ Manufacturing: 451-600 / Utilities: 3,001-4,000
- ○ Manufacturing: 301-450 / Utilities: 2,001-3,000
- ○ Manufacturing: 151-300 / Utilities: 1,001-2,000
- ◉ Manufacturing: 1-150 / Utilities: 1-1,000
- ○ Manufacturing: 0 / Utilities: 0
- ○ Don't know

Points Earned: 1.13 of 1.13

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: 1.13 of 1.13

Reducing Carbon Emissions from Transportation

Does the company currently use any of the following specific practices to reduce carbon emissions from transportation?

- ☑ Company policy and practice that requires inbound freight or shipping to be transported via lowest impact methods (such as avoiding shipment by air transport)
- ☐ Company policy and practice that requires outbound freight or shipping is transported via lowest impact methods
- ☐ None of the above

Points Earned: 0.28 of 0.57

Ton Miles Reduction

Have you reduced the ton miles (relative to revenues) of your distribution and supply chain, and if so, by how much?

Calculate by comparing ton-miles from the year prior or annualized from a baseline year.

- ○ 0%
- ○ 1-9%
- ○ 10%-20%
- ○ 21-50%
- ○ >50%
- ◉ Not tracked / Unknown

Points Available: 0.57

Supply Chain GHG Management

Has your company taken action to track and manage the greenhouse emissions produced through your supply chain? (absolute reduction)

Only select practices if you track and manage greenhouse emissions produced for at least 50% of your company suppliers (on a cost basis).

- [ ] We don't track or evaluate greenhouse emissions from our supply chain
- [x] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risk contributions of greenhouse gas emissions
- [ ] We have purchased certified carbon credits to offset some or all of the greenhouse gas emissions from our supply chain
- [x] We set targets for reducing greenhouse gas emissions through our supply chain
- [ ] We have seen a reduction in GHG emissions in our supply chain in the last twelve months
- [ ] We have achieved a carbon-neutral supply chain

Points Earned: 0.28 of 0.57

Offsetting Supplier GHG Emissions

What % of your company's Scope 3 greenhouse gas emissions were offset by certified carbon credits?

- (●) 0
- ( ) 1-24%
- ( ) 25-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) Don't know

Points Available: 1.13

Supply Chain GHG Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce the greenhouse gas emissions produced through your supply chain?

- [x] We collaborate with or require suppliers to collect data and report on greenhouse gas emissions
- [x] We screen suppliers to reduce greenhouse gas emissions (e.g. performance of suppliers, selection of materials, source locations)
- [x] We provide support or resources for our supply chain in adopting greenhouse gas minimized operations (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [ ] None of the above

Points Earned: 0.42 of 0.57

Reducing Impact of Travel/Commuting

Does your company have any programs or policies in place to reduce the environmental footprint caused by travel/commuting?

- [x] Employees are subsidized/incentivized for use of public transportation, carpooling, or biking to work
- [x] Facilities are designed to facilitate use of public transportation, biking, or cleaner burning vehicles (e.g. electric chargers)
- [x] Employees are encouraged to use virtual meeting technology to reduce in person meetings
- [x] Company has a written policy limiting corporate travel
- [ ] None of the above

Points Earned: 0.57 of 0.57

Sourcing % of COGS from Local Suppliers

What % of the following was spent with suppliers located within 200 miles (or 322 km) of where the end product was used during the last fiscal year?

Sourcing of COGS Local to Customers

- ○ 0%
- ○ 1-9%
- ○ 10-19%
- ○ 20-29%
- ○ 30%+
- ◉ Don't know

Points Available: 1.13

Sourcing % raw materials from Local Suppliers

What % of the following was spent with suppliers located within 200 miles (or 322 km) of where the end product was used during the last fiscal year?

Raw materials (in currency terms) grown or harvested

By company or local independent suppliers.

- ○ 0%
- ○ 1-9%
- ○ 10-19%
- ○ 20-29%
- ○ 30%+
- ◉ Don't know

Points Available: 1.13

Managing Impact of Transportation

Has your company adopted any of the following techniques for minimizing the transportation-related environmental impact of its distribution and supply chain?

Please check all that apply.

- ☐ Utilize clean or low-emission vehicles (e.g. hybrid, LPG, electric) to transport and distribute product
- ☐ Utilize strategic planning software to minimize fuel usage and shipping footprint
- ☐ Train drivers and handlers in fuel efficient techniques
- ☑ Utilize freight or shipping methods with lower environmental impacts (e.g. avoiding air shipment)
- ☐ Other - please describe
- ☐ None of the above

Points Earned: 0.19 of 0.57

% GHG Emissions Offset

If your company purchased certified carbon credits in the reporting period, what % of Scope 1 and 2 GHG emissions were offset?

- ○ 0%
- ○ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ Don't know
- ◉ N/A - No carbon offsets purchased

Points Available: 0.57

OPERATIONS

Water

1.4

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: 0.20 of 0.80

Total Water Use

Total water use (liters) during the last 12 months

Total water use (liters) during the last 12 months: 85481

- ☐ 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: 0.27 of 0.80

Water Harvested On-Site or From Recycled Sources

What % of water used by the company is harvested on site or is from recycled sources?

- (●) 0
- ( ) 1-24%
- ( ) 25-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) Don't Know

Points Available: 1.60

Monitoring Toxic Wastewater

Which of the following describes how the company monitors hazardous and toxic wastewater?

Monitoring hazardous and toxic wastewater may involve either monitoring the volume and/or the level of contamination.

- ( ) Company does not currently monitor and record emissions
- ( ) Company monitors and records emissions (no reduction targets)
- (●) Company monitors emissions and has specific reduction targets
- ( ) Company monitors emissions and has met specific reduction targets during the last fiscal year
- ( ) Eliminated emissions of this by-product entirely
- ( ) N/A

Points Earned: 0.40 of 0.80

Water Use Practices

Regarding water use, does your company practice the following within the facilities you owned or leased?

- [x] Regularly assess microbial, chemical and mineral content of water used and manage water sources appropriately
- [x] Manage use and release of wastewater in order to preserve surrounding water sources
- [ ] Design business processes to conserve/minimize water
- [ ] None of the above

Points Earned: 0.53 of 0.80

% Water Returned to Table with Same Quality

What % of the water used by your company is returned to the watershed at the same or better quality than when it was withdrawn?

i.e. % of water treated

- (●) 0%
- ( ) 1-24%
- ( ) 25-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) N/A
- ( ) Don't Know

Points Available: 1.60

Supply Chain Water Management

How does your company track and manage the water footprint of your supply chain?

Only select practices if you track and manage the water footprint for at least 50% of your company suppliers (on a cost basis).

- [x] We do not track the water footprint of our supply chain
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material areas of water usage
- [ ] We have targets for reducing water footprint through our supply chain
- [ ] We have seen a reduction of our water footprint in our supply chain in the past twelve months
- [ ] We have verified that all water use in supply chain is science-based and sustainable

Points Available: 0.80

Supply Chain Water Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce the water footprint of your supply chain?

- [ ] We collaborate with or require suppliers to collect data and report on water footprint
- [ ] We screen suppliers to fit good water management practices (e.g. individual supplier practices, materials and ingredients, locations in context of water scarcity)
- [ ] We provide support or resources for supply chain in adopting water management (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 0.80

OPERATIONS

Land & Life

3.6

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
- [x] 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: 0.31 of 0.62

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: 1305

- [ ] 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 1320

☐ 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 1276

☐ We do not track this

Points Available: 0.00

Recycling Programs

What % of your facilities on a square foot basis have a facility-wide recycling program that has ongoing collection of at least all standard materials in your area?

- ○ <20%
- ○ 21-40%
- ○ 41-60%
- ○ 61-80%
- ◉ >80%

Points Earned: 0.62 of 0.62

Waste Reduction Programs

Does your company have a formal program to evaluate how to reduce its generation of hazardous, universal, and/or non-hazardous waste?

- ○ Yes
- ◉ No
- ○ Already maximized - we have achieved Zero Waste

Points Available: 0.62

Supply Chain Waste Management

How does your company track and manage waste in your supply chain?

Only select practices if you track and manage waste for at least 50% of your company suppliers (on a cost basis).

- ☑ We don't track the solid waste impacts of our supply chain
- ☐ We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material areas of waste production
- ☐ We have set targets for reducing solid waste in the supply chain
- ☐ We have seen a reduction of waste produced in our value chain in the past twelve months
- ☐ We have achieved zero waste or a closed-loop supply chain

Points Available: 0.62

Supply Chain Waste Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce waste in your supply chain?

- [ ] We collaborate with or require suppliers to collect data and report on waste production
- [ ] We screen or require suppliers to meet standards related to solid waste production
- [ ] We have implemented initiatives to reduce waste at the source or divert waste from landfills or incineration in the supply chain
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 0.62

Environment Impact Packaging

How does your company minimize the environmental impact of the packaging of your products?

Select all practices that apply and are verifiable, regardless of the % of product/packaging the practice applies to.

- [x] We have conducted a formal assessment of our packaging design and materials to identify opportunities to minimize environmental impact
- [x] We have source-reduced packaging within the last two years
- [ ] Our packaging materials are certified to meet independent standards for environmental impact
- [x] Our packaging is recyclable and provides instructions on how to recycle it correctly
- [x] Our packaging is non-toxic
- [ ] Our packaging materials are designed to have less overall environmental impact than common alternatives
- [ ] None of the above
- [ ] N/A - Our products do not have packaging materials

Points Earned: 0.49 of 0.62

% of Recyclable/Biodegradable Materials

What % of material (by weight or volume) is made of recyclable (and labeled as such) or biodegradable materials in the areas where they are sold (product + packaging)?

- (●) <20%
- ( ) 20-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) Don't Know
- ( ) N/A

Points Available: 0.62

Controlling Community Exposure to Emissions

Has your company conducted an assessment of local communities' exposure to hazardous emissions from your manufacturing facilities and taken appropriate steps to mitigate?

- ( ) We have not conducted an assessment
- ( ) Assessment indicates some exposure, but we have taken no action to date
- (●) Assessment indicates some exposure, and we have implemented a mitigation and control strategy
- ( ) Assessment indicates no exposure

Points Earned: 0.21 of 0.31

% of Environmentally Preferred Input Materials

What % of material (by weight or volume) comes from recycled materials, reused components, and/or certified sustainably sourced materials?

- (●) <20%
- ( ) 20-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) Don't Know
- ( ) N/A - We do not sell a physical product

Points Available: 1.23

Programs to Reduce End of Life Waste

Which of the following practices are in place to reduce waste to landfill after the usage of your product and/or its packaging?

- [ ] Company has a product/packaging reclamation and recycling program designed and implemented by the company or a third party
- [ ] Company has a product/packaging reclamation and reuse program designed and implemented by the company or a third party
- [ ] Company takes back similar products or packaging from other companies as part of its reclamation program
- [ ] Company includes information about their reclamation programs on product labels / packaging
- [ ] Company includes information about their reclamation programs in advertising campaigns
- [ ] Company has achieved circularity (no waste created) in its products and packaging
- [ ] Other
- [x] None of the above

Points Available: 0.62

Monitoring Hazardous Waste

How does your company monitor and manage your hazardous waste production?

- [ ] Company does not currently monitor and record emissions
- [x] Company monitors and records emissions (no reduction targets)
- [ ] Company monitors emissions and has specific reduction targets
- [ ] We regularly monitor and record emissions and have set a zero hazardous waste target
- [ ] Company has met specific reduction targets during the reporting period
- [ ] Eliminated emissions of this by-product entirely

Points Earned: 0.15 of 0.62

Total Hazardous Waste Produced

Waste Produced: Hazardous Waste (metric tonnes) during the last 12 months

Waste Produced: Hazardous Waste (metric tonnes) during the last 12 months 14

- [ ] We do not track this

Points Available: 0.00

Reducing Waste

Optional unweighted metrics: Approximately by what % has your company reduced solid and hazardous waste generation (normalized for revenue changes) over the following periods?

The past two years

The past two years

- [x] We do not track this

Points Available: 0.00

Hazardous Waste Disposal

Can your company verify that your hazardous waste is always disposed of responsibly?

This includes batteries, paint, electronic equipment, etc.

- (●) Yes
- ( ) No
- ( ) N/A - We have eliminated hazardous waste

Points Earned: 0.62 of 0.62

Tracking Chemicals in the Supply Chain

Does your company do any of the following to track chemicals in the supply chain for the majority of materials?

Please check all that apply.

- [ ] Do not track chemicals in the supply chain
- [x] Require suppliers to disclose specified chemicals of concern
- [x] Ask suppliers if they know all the chemical ingredients intentionally added to their product and all residuals of high concern present in the product (asking if they know only, not to provide the data to you)
- [ ] Require suppliers to provide chemical information to a third party
- [ ] Disclose all by-products, contaminants or trace materials to the public

Points Earned: 0.41 of 0.62

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
- [x] None of the above

Points Available: 0.62

Chemical Management

Does your company have a program in place to identify and eliminate potential chemicals and materials of concern in your product and/or process and identify and phase-in safer alternatives (e.g. chemical/material options with reduced toxicity)?

- [ ] Company has completed a study of all materials (including scarce metals and minerals) in product and chemicals to 1000ppm level
- [ ] Company has completed a study of all materials in product and chemicals to 100ppm level
- [ ] Company has undergone an evaluation of products and processes to identify potential toxic contaminants from production
- [x] Company has identified specific chemicals of concern classes (e.g., carcinogens, mutagens, reproductive toxins, endocrine disruptors, persistent or bioaccumulative substances)
- [ ] Company has established a Restricted Substances List (RSL), has a positive screen or other decision process for chemicals
- [x] Company has established metrics and goals for the reduction or elimination of chemicals of concern
- [ ] Company publicly discloses the chemicals and/or materials in your product (e.g., on a label, website, via 800 number for information, etc.)
- [ ] There are no potential chemicals or materials of concern in my industry
- [ ] None of the above

Points Earned: 0.41 of 0.62

Supply Chain Chemical Management

How does your company track and manage toxins or hazardous waste in your supply chain?

Only select practices if you track and manage toxins or hazardous waste for at least 50% of your company suppliers (on a cost basis).

- [ ] We don't track toxins or hazardous waste in our supply chain
- [x] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risks of toxins and/or production of hazardous waste
- [ ] We have set targets for reducing toxins and hazardous waste in our supply chain
- [ ] We have verified that there are no harmful toxins or hazardous waste in our supply chain

Points Earned: 0.31 of 0.62

Supply Chain Chemical Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce toxins or hazardous waste in your supply chain?

- [ ] We collaborate with or require suppliers to collect data and report on chemicals
- [ ] We screen or require suppliers to meet standards related to toxins or hazardous waste
- [ ] We provide support or resources to reduce toxins in the supply chain (e.g.online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [x] We audit and provide help to suppliers to complete corrective actions
- [ ] None of the above

Points Earned: 0.15 of 0.62

Supply Chain Biodiversity Management

How does your company track and manage your supply chain's impact on biodiversity?

Only select practices if you track and manage the impact on biodiversity for at least 50% of your company suppliers (on a cost basis).

- [x] We don't evaluate our supply chain impact on biodiversity
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risks to biodiversity
- [ ] We set targets for reducing impact on biodiversity through our supply chain
- [ ] We have verified that our supply chain creates no (or positive) biodiversity impact

Points Available: 0.62

Supply Chain Biodiversity Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce your supply chain's impact on biodiversity?

- [ ] We collaborate with or require suppliers to collect data and report on biodiversity impact
- [ ] We screen suppliers to fit good biodiversity practices
- [ ] We provide support or resources for our supply chain in adopting biodiversity-friendly operations (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 0.62

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?

Sanofi Consumer Healthcare has a variety of medicines in its global portfolio to treat a range of diseases including allergies, cough and cold, pain and inflammation, digestive disorders, oral care, scalp care, dermatoses including ezcema and psoriasis and many more. In addition, we also market nutritional supplements that help support optimal physiological processes. As a health journey partner, we leverage the best in science, together with our world-class pharmaceutical quality standards to deliver consumer-driven innovative medicines and products across. A few facts related to our diverse portfolio are presented below: In the US, 240 million people use over the counter medicines. If treatments were not available, an estimated 60 million of these would not seek medical treatment. In the space of 12 months in the United States, almost 85% of the population will experience a cold. Globally, between 10 and 30% of the population suffer from hay fever and this goes up to over 50% in parts of Africa and in urban areas. Between 22% and 52% of people in major countries suffer from constipation symptoms and 70% of those who frequently suffer experience it at least once a month. Across the world, 77% of people have used nutritionals in the last 12 months to maintain their general health, provide immune system support or to supplement in areas of vitamin deficiency. 9 out of 10 people will experience pain at some point.

Points Available: 0.00

Beneficial Product Type

Which of the following most closely matches the outcome and/or problem solved for your customers as defined above?

Only select 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)
- [x] 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

Points Available: 0.00

Total Customer Individuals

Total Number of Customers

Individuals served in the last 12 months:

Individuals served in the last 12 months:

Sensitive

Points Available: 0.00

OPERATIONS

Customer Stewardship

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?

- [x] We offer product / service guarantees, warranties, or protection policies
- [x] We have third party quality certifications or accreditations
- [x] We have formal quality control mechanisms
- [x] We have feedback / customer service feedback or complaint mechanisms
- [x] We monitor customer or consumer satisfaction
- [x] 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
- [x] We manage the privacy and security of client / customer data
- [ ] None of the above

Points Earned: 0.38 of 0.38

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: 0.38 of 0.38

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: 0.69 of 0.77

Quality Assurance

Do you use an established third party methodology to manage quality assurance for your products or services?

Examples include PDSA, Six Sigma, DMAIC, TQM, Zero Defects, etc

- ◉ Yes
- ○ No

Points Earned: 0.38 of 0.38

Supplier Quality Assurance Reviews

What % of Significant Suppliers (on currency basis) are subjected to regular quality assurance reviews or audits?

- ○ 0-49%
- ◉ 50-62%
- ○ 63-75%
- ○ >75%

Points Earned: 0.26 of 0.77

Feedback and Complaint Channels

Are any of the following true regarding mechanisms for customers to provide feedback, ask questions, or file complaints?

- ☑ Products and/or websites feature customer service contact information
- ☐ Product / service reviews are made available in their entirety to public
- ☑ Company responds to all direct inquiries or complaints within a month of receipt
- ☑ Company offers live time support to customers
- ☐ Other
- ☐ None of the above

Points Earned: 0.29 of 0.38

Monitoring Customer Satisfaction and Retention

Which of the following are true of your company with regards to customer or client satisfaction and/or retention?

- [x] Company monitors customer satisfaction
- [x] 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: 0.15 of 0.38

Managing Product Impacts

Does the company do any of the following with regards to managing the potential impact their products have on customers / beneficiaries?

- [x] Company regularly monitors customer outcomes and well-being
- [x] Company has formal program to incorporate customer testing and feedback into product design
- [x] 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: 0.38 of 0.38

Data Usage and Privacy

Does your company have any of the following to address data usage and privacy issues?

- [x] Company has a formal publicly available data and privacy policy
- [x] 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)
- [x] All customers have option to decide how their data can be used
- [x] 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: 0.38 of 0.38

Data Security Management

Does the company have any of the following practices to ensure security of private data?

- [x] Data privacy is included in company wide risk management compliance processes
- [x] All employees with access to data are trained on data privacy policies
- [x] Company has a formal code of conduct that defines unauthorized uses of data
- [x] Internal audits of data security
- [x] External audits of data security
- [x] Simulated hacks on data security
- [ ] Other
- [ ] None of the above
- [ ] N/A - Company does not collect sensitive data

Points Earned: 0.38 of 0.38

IMPACT BUSINESS MODELS

Health & Wellness Improvement - Impact Business Model

3.5

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? **Approx. 99.50%**

- ☐ We do not track this

Points Available: 0.00

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

- [x] Individuals
- [ ] Households
- [ ] Communities
- [ ] Businesses or nonprofit organizations
- [ ] Governments
- [ ] None of the above

Points Available: 0.00

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

Points Available: 0.00

Client Tracking Methods

Please provide a brief description of how you track your customer/client/beneficiary figures.

We track our sell-out to customers weekly through IQVIA, including the availability of our products at our pharmacy customers. GfK Medic*Scope is used to gain deeper insights into shopper data. Field force is in direct contact with our pharmacy customers. We have mechanisms for customers to provide feedback, ask questions or file complaints

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.

- [x] We have formally defined the outcomes sought by our product or service and have developed a theory of change for them
- [x] We have based our impactful product or service business model on established secondary research that demonstrates potential impact
- [x] We have directly and formally engaged stakeholders in understanding their desires and needs when developing, refining, and or delivering our products or services
- [x] We are verified to meet third-party standards for impact (e.g. we have impact-related product certifications)
- [x] 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
- [x] We have identified and measure and manage the unintentional or potential negative impacts of the product or service in addition to intentional positive effects
- [x] 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"?

- [x] We surveyed beneficiaries to understand outcomes created
- [ ] We used non-randomized control groups to compare performance
- [x] We used randomized control groups to determine the level of causality of our product or service
- [x] We used aggregated third-party data to benchmark and compare impact performance
- [x] Our selected methods determined that the product or service contributed to the outcome
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 1.25 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?

Sensitive

The value was selected from a predefined range.

Points Earned: 1.09 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?

Yes. As a world class innovative consumer healthcare company, Sanofi CHC has a proven track record of launching safe and effective medicines that are truly first in class in the consumer/OTC setting. Our portfolio includes Originator products like Dulcolax, Buscopan or Mucosolvan which had been developed and registered decades ago and reference products for generics of other companies. Sanofi CHCs medicines are used to relieve problematic disease states in over 8,8 million consumers in Germany. One example of truly game changing products are prescription to OTC switches such as the Thomapyrin Tension Duo, a ibuprofen/caffeine combination product for treatment of pain such as headache, which was made available to consumers in an over the counter setting for the first time in 2018. Another example is the latest launch of an OTC allergy product Allegra Bilastin for safe and effective treatment of allergy symptoms. Allergies rise due to the effects of climate change, pollution and the destruction of natural habitats. Therefore, it is vital and indeed a central pillar of Sanofi CHCs vision to provide consumer with the cutting edge care that they need.

Points Available: 0.00

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 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 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 Bottled Water

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Bottled water

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Animal Products or Services

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Animal-based products or services (including seafood)

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Monoculture Agriculture

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Monoculture agriculture

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Genetically Modified Organisms

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Genetically modified organisms

Please also select "Yes" if your company serves clients in this industry

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Biodiversity Impacts

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Industries with a large potential biodiversity impact (including logging or logging equipment, agriculture, etc.)

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Energy and Emissions Intensive Industries

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Energy- and emissions-intensive industries

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Water Intensive Industries

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Water-intensive industries

- ◉ Yes
- ○ No

Points Available: 0.00

Disclosure Chemicals

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Chemicals, including those reliant on chemicals that meet the Substances of Very High Concern (SVHC) criteria under REACH

REACH is the European Union's chemical regulation, currently the world's most stringent chemical regulation. See help text for list of industries.

- (●) Yes
- ( ) No

Points Available: 0.00

Disclosure Illegal Products or Subject to Phase Out

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Products or activities that are illegal under country laws or regulations where they have operated, banned in international conventions or agreements, or subject to international phase-out or regulation

- ( ) Yes
- (●) No

Points Available: 0.00

Disclosure Industries at Risk of Human Rights Violations

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Industries reliant upon materials at high risk of human rights infringements (e.g. conflict minerals)

- ( ) Yes
- (●) No

Points Available: 0.00

Other Disclosure Industries

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Other industries that may cause social or environmental harm or are subject to stakeholder criticism or concern

- (●) Yes
- ( ) No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" to any of the "Disclosure Industries" listed above, please provide a detailed explanation of the company's involvement for each affirmative response:

If this does not apply to you, please enter "Does not apply" in the text area below.

Sanofi CHC produces medicinal products and is therefore part of the pharmaceutical industry.

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

Animal Testing

Please indicate if your company engages in any of the following practices:

Company's products are tested on animals

- (●) 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

Workers Under Bond

Please indicate if your company engages in any of the following practices:

Company hires workers that are under bond, debt, or other obligation to the company or to labor brokers

- ( ) Yes
- (●) No

Points Available: 0.00

Confirmation of Right to Work

Please indicate if your company engages in any of the following practices:

Company does not confirm that workers have the legal right to work in jurisdiction of operations, or company does not keep personnel records that include evidence of the date of birth of each worker

- ( ) Yes
- (●) No

Points Available: 0.00

Employs Individuals on Zero-Hour Contracts

Please indicate if your company engages in any of the following practices:

Company employs individuals on zero-hour contracts

- ○ Yes
- ◉ No

Points Available: 0.00

Company workers are prisoners

Please indicate if your company engages in any of the following practices:

Company uses workers who are prisoners

- ○ Yes
- ◉ No

Points Available: 0.00

Company Employs Workers Under Age 15 (Or Other ILO Minimum Age)

Please indicate if your company engages in any of the following practices:

Company employs workers under the age of 15 (or other minimum work age covered by the International Labour Organization Convention No. 138) and/or company does not keep personnel records that include evidence of the date of birth of each

- ○ Yes
- ◉ No

Points Available: 0.00

Overtime For Hourly Workers Is Compulsory

Please indicate if your company engages in any of the following practices:

Overtime work is compulsory and exceeds 48 hours in a week

- ○ Yes
- ◉ No

Points Available: 0.00

Other Disclosure Practices

Please indicate if your company engages in any of the following practices:

Other sensitive practices that may cause social or environmental harm, or are subject to stakeholder concern

- ○ Yes
- ◉ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" to any of the "Disclosure Practices" listed above, please provide a detailed explanation of the company's engagement in each practice marked in the affirmative:

If this does not apply to you, please enter "Does not apply" in the text area below.

We answered NO for all "Disclosure Practices"

Points Available: 0.00

Disclosure Outcomes & Penalties

Disclosure questions concerning litigation, relocation of communities, accidents, and on-the-job fatality.

On-Site Fatality

Please indicate if your company has experienced any of the following in the past 5 years:

Company has had an operational or on-the-job fatality

- ○ Yes
- ◉ No

Points Available: 0.00

Litigation or Arbitration

Please indicate if your company has experienced any of the following in the past 5 years:

Litigation or arbitration against company either ongoing, settled, or found against the company

- ○ Yes
- ◉ No

Points Available: 0.00

Company has filed for bankruptcy

Please indicate if your company has experienced any of the following in the past 5 years:

Company has filed for bankruptcy

- ○ Yes
- ◉ No

Points Available: 0.00

Bribery, Fraud, or Corruption

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Bribery, fraud, or corruption

- ○ Yes
- ◉ No

Points Available: 0.00

Anti-Competitive Behavior

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Anti-competitive behavior

- ○ Yes
- ◉ No

Points Available: 0.00

Financial Reporting, Taxes, Investments, or Loans

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Financial reporting, tax payments, investments, or loans

- ○ Yes
- ◉ No

Points Available: 0.00

Political Contributions or International Affairs

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Political contributions or international affairs

- ○ Yes
- ◉ No

Points Available: 0.00

Labor Issues

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Labor issues (including safety and discrimination)

- ○ Yes
- ◉ No

Points Available: 0.00

Recalls

Please indicate if your company has experienced any of the following in the past 5 years:

Recalls due to quality control issues

- ◉ Yes
- ○ No

Points Available: 0.00

Breaches of Confidential Information

Please indicate if your company has experienced any of the following in the past 5 years:

Breaches of individual privacy and/or losses of individual confidential data

- ○ Yes
- ◉ No

Points Available: 0.00

Consumer Protection

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Consumer protection (including product safety and marketing claims)

- ○ Yes
- ◉ No

Points Available: 0.00

Significant Layoffs

Please indicate if your company has experienced any of the following in the past 5 years:

Company has had layoffs of more than 20% of the workforce

- ○ Yes
- ◉ No

Points Available: 0.00

Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)

Please indicate if your company has experienced any of the following in the past 5 years:

Company sites have experienced accidental discharges to air, land or water of hazardous substances

- ○ Yes
- ◉ No

Points Available: 0.00

Large Scale Land Conversion, Acquisition, or Relocation

Please indicate if your company has experienced any of the following in the past 5 years:

Construction or operation of company involved large scale land acquisition, convergence, or degradation (including the construction or refurbishment of dams), or resulted in the resettlement or economic displacement of 5,000 or more people

- ○ Yes
- ◉ No

Points Available: 0.00

Penalties Assessed For Environmental Issues

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Environmental management penalties, including animal welfare

- ○ Yes
- ◉ No

Points Available: 0.00

Violation of Indigenous Peoples Rights

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Infringing on indigenous people's rights, for instance by utilizing lands owned or used by indigenous peoples without full documented consent of such peoples

- ○ Yes
- ◉ No

Points Available: 0.00

Other Disclosure Outcomes & Penalties

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Other penalties, complaints, or grievances filed or levied against the company for negative impacts on local communities, human rights, or other stakeholder concerns

- ○ Yes
- ◉ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" to any of the "Disclosure Outcomes & Penalties" listed above, please provide a detailed explanation of the company's experience related to each affirmative response:

If this does not apply to you, please enter "Does not apply" in the text area below.

> Recalls: The A. Nattermann & Cie GmbH country organisation did not have any recall due to quality control issues, since starting operations as marketing authorization holder. In the years before taking over the CHC business from Sanofi Aventis Deutschland GmbH (SADG), there were some quality related recalls of CHC products managed by SADG. In the past 5 years, there has been only two recalls for CHC producs, both because of out of specification results identified during ongoing stability studies (for active ingredient assay or homogeneity).

Points Available: 0.00

Supply Chain Disclosure

Disclosure questions concerning the significant suppliers of the company

Supplier Child Labor, Prison Labor, or Forced Labor

Please indicate if any of the following statements are true regarding your company's suppliers:

Employment of workers under the age of 15, use of workers who are currently prisoners, or other practices that are relevant to risk of forced labor

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

Suppliers in Conflict Zones

Please indicate if any of the following statements are true regarding your company's suppliers:

Operation in conflict zones

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

Suppliers Negative Social Impact

Please indicate if any of the following statements are true regarding your company's suppliers:

Practices or outcomes that produced substantial negative impacts regarding human rights, labor conditions, or local communities

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

Suppliers Negative Environmental Impact

Please indicate if any of the following statements are true regarding your company's suppliers:

Practices or outcomes that produced substantial negative environmental impact

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

Overall B Impact Score

Opella Italy

For Fiscal Year End Date: **31 Dec 2024**





Governance

QUESTIONS ANSWERED	OVERALL SCORE
30/30	**15.5**

Workers

QUESTIONS ANSWERED	OVERALL SCORE
60/60	**29.1**

Community

QUESTIONS ANSWERED	OVERALL SCORE
55/55	**19.2**

Environment

QUESTIONS ANSWERED	OVERALL SCORE
70/70	**18.2**

Customers

QUESTIONS ANSWERED	OVERALL SCORE
30/30	**14.0**

Mission & Engagement

OPERATIONS
3.9

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: 0.19 of 0.25

Mission Statement

Please share the text of your formal mission statement here.

> We're building a healthier future by helping people, help themselves. We empower people to champion better self-care for themselves, their communities and our planet, through our consumer-inspired, science-based products and solutions. We elevate creativity and make health as simple as it should be, helping more people play an active role in their health

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: 0.50 of 0.50

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
- [x] Specific, formal training is integrated into new employee and new manager training
- [x] Specific, formal training is integrated into ongoing employee and manager training
- [x] Workers articulate goals and achievements related to social and environmental metrics as an individual or part of a workplace team
- [x] 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 0.50

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: 0.50 of 0.50

Social and Environmental Management Reviews

What percentage of full-time managers had a formal written performance evaluation in the last year that included social or environmental goals?

- ○ 0
- ○ 1-49%
- ○ 50-99%
- ◉ 100%

Points Earned: 0.50 of 0.50

Mission-driven Executive Compensation

Which of your executives have their compensation tied to achieving specific social and environmental metrics or objectives?

Please check all that apply.

- [ ] None
- [x] Our CEO or President
- [x] Senior managers reporting to the CEO or President

Points Earned: 0.50 of 0.50

Board Review of Social or Environmental Performance

Does the Board of Directors or equivalent governing body review your company's social or environmental performance on at least an annual basis?

- ○ No, our Board doesn't review that
- ○ Yes, the Board receives a general update on the company's social or environmental performance
- ◉ Yes, the Board reviews key performance indicators (KPIs) on the company's social or environmental performance
- ○ N/A - Our company has no Board of Directors or equivalent governing body

Points Earned: 0.50 of 0.50

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 Earned: 0.25 of 0.25

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: 0.50 of 0.50

Identification of Material Issues

Based on the processes you have highlighted, what are the material issues that have been identified?

Access to Healthcare, respect of human rights, health education, support to vulnerable communities, climate change & energy use, waste management & recycling, product eco design, product quality & safety, business ethics, responsible marketing;

Points Available: 0.00

OPERATIONS

Ethics & Transparency

4.1

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: 0.12 of 0.46

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: 0.46 of 0.46

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: 0.46 of 0.46

Breached Code of Ethics Breachment Policy

In cases where there are material breaches to your company's Code of Ethics, what actions are formally outlined for your company?

- ☑ Breaches, including case details, are reported to Board of Directors
- ☐ Breaches, including case details, are reported publicly
- ☑ Reported breaches are investigated promptly via independent party
- ☑ Employees are dismissed or disciplined if found in breach
- ☑ Contracts with business partners in breach are terminated
- ☑ Company makes improvements to anti-corruption program based on reported cases
- ☐ Other - please describe
- ☐ None of the above
- ☐ N/A - No Business Code of Conduct

Points Earned: 0.46 of 0.46

Anti-Corruption Practices

Which of the following anti-corruption reporting and prevention systems are in place?

- [x] Written employee whistle-blowing policy with confidentiality policy
- [x] Circulation of whistle-blowing policy to all employees and business partners
- [x] Communication of the anti-corruption system at least annually to the relevant internal and external stakeholders
- [x] Annual training on the anti-corruption system
- [ ] Providing supporting tools and guidance (e.g. self-assessment survey for high-risk departments)
- [x] Anonymous mechanisms to report concerns and grievances
- [x] 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: 0.46 of 0.46

Monitoring Ethics and Corruption

Does your company do any of the following with regard to monitoring and reporting on your anti-corruption programme?

- [x] Responsibility for the monitoring has been clearly assigned and resources have been made available
- [x] Mechanisms are in place for continuous monitoring (internal employee self-evaluations, automated controls monitoring)
- [x] 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
- [x] Regular reporting announcements about the program are made at least annually to relevant internal and external stakeholders (workshops, CEO announcement, newsletter)
- [ ] None of the above

Points Earned: 0.37 of 0.46

Audited Financials

Does the company produce financials that are audited annually by an internationally accredited Certified Public Accountant (CPA)?

- (•) Yes
- ( ) No

Points Earned: 0.46 of 0.46

Financial Controls

Does your company maintain any of the following financial controls?

Please check all that apply.

- [x] 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
- [x] Fraud risk assessment is conducted at least annually, with any identified internal control deficiencies communicated to Board of Directors and senior management
- [x] Lines of financial reporting, responsibilities, and limits for the authorization, approval, and verification of disbursements are all documented in writing
- [x] 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: 0.46 of 0.46

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
- [x] Financial performance (must be transparent to employees at minimum)
- [x] Social and environmental performance (e.g. impact reports)
- [ ] Membership of the Board of Directors
- [ ] None of the above

Points Earned: 0.23 of 0.46

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
- [x] Our company discloses all financial information (except salary info) at least yearly
- [x] 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
- [x] In addition to sharing financials with employees, our company publicly reports its financial statements

Points Earned: 0.35 of 0.46

Impact Reporting

Does your company publicly share information on your social or environmental performance on an annual basis?

- [x] We provide descriptions of our social and environmental programs and performance
- [x] We voluntarily share social or environmental performance scorecards
- [x] Specific quantifiable social or environmental indicators or outcomes are made public
- [x] 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: 0.28 of 0.46

OPERATIONS

Governance Metrics

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? 31 Dec 2024

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

Points Available: 0.00

Revenue Last Year

Total Earned Revenue

From the last fiscal year

This question will be used for scored calculation questions later in the assessment. Please complete for accurate scoring. If your company has not yet completed its first fiscal year, please put $0

From the last fiscal year

Sensitive

Points Available: 0.00

Net Income Last Year

Net Income

From the last fiscal year

If your company has not yet completed its first fiscal year, please put $0

From the last fiscal year

Sensitive

Points Available: 0.00

Net Income Year Before Last

Net Income

From the fiscal year before last

From the fiscal year before last

Sensitive

Points Available: 0.00

IMPACT BUSINESS MODELS

Mission Locked - Impact Business Model

7.5

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

OPERATIONS

Workers Impact Area Introduction

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

Independent Contractor Instructions

For the remainder of the Workers section, you should consider individual independent contractors who work greater than 20 hours per week for your company over an indefinite period or longer than 6 months as "employees" or "workers"

- ◉ Ok, I will consider all independent contractors that meet these specifications in my responses to the remaining questions in the Workers section.

Points Available: 0.00

Workers Impact Business Model Introduction

Is your company structured to benefit its employees in either of the following ways?

Your answers determine which future questions in the assessment are applicable to your company.

- [ ] Ownership structures that provide significant equity (>40%) and empowerment to all employees (e.g. employee-owned companies, cooperatives)
- [ ] Providing high quality jobs or professional development for individuals with chronic barriers to employment (workforce development programs)
- [x] 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: 315

- [ ] 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

Sensitive

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: 2

- [ ] 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: 0

- [ ] 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 20

☐ 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 82

☐ We do not track this

Points Available: 0.00

OPERATIONS

Financial Security

9.2

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

Points Available: 0.00

% of Employees Paid Individual Living Wage

What percentage of employees on an FTE (Full Time Equivalent) basis are paid at least the equivalent of a living wage for an individual?

Please exclude students and interns in this calculation.

- ○ <75%
- ○ 75-89%
- ○ 90-99%
- ◉ 100%
- ○ N/A

Points Earned: 2.52 of 2.52

% of Employees Paid Family Living Wage

What percentage of employees on an FTE (Full Time Equivalent) basis are paid at least the equivalent of a living wage for a family?

Please exclude students and interns in this calculation.

- ○ <75%
- ○ 75-89%
- ○ 90-99%
- ◉ 100%
- ○ N/A

Points Earned: 2.52 of 2.52

% Above the Minimum Wage

What percentage above the legal minimum wage does your lowest-paid hourly employee earn?

Please answer this question ONLY taking into account hourly workers. If you do not have hourly workers, select N/A.

- ○ 0% - Lowest wage is equivalent to minimum wage
- ○ 1-9%
- ○ 10-29%
- ○ 30-49%
- ○ 50-75%
- ○ 75%+
- ◉ N/A - We do not employ hourly workers

Points Available: 1.26

Initiatives To Increase Wages and Benefits

If it is not possible to verify a living wage in your country, has your company participated in any leadership initiatives/agreements to increase wages or benefits to workers provided in your country or industry?

Examples include commissioning a living wage calculation. Select N/A if living wage already exists.

- ○ Yes
- ◉ No
- ○ N/A - Living wage already exists

Points Available: 1.26

Compensation Policies and Practices

Does your company offer any of the following additional financial benefits to non-executive workers?

Your answers determine which future questions in the assessment are applicable to your company.

- ☑ Cost of living adjustments that match inflation rates of the country
- ☑ Bonuses or profit-sharing
- ☑ Employee ownership opportunities
- ☐ None of the above

Points Earned: 1.26 of 1.26

Employees Receiving a Bonus

What percentage of full-time and part-time employees, excluding founders and executives, received a monetary bonus in the last fiscal year?

- ○ 0%
- ○ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75-99%
- ◉ 100%
- ○ N/A

Points Earned: 1.26 of 1.26

Significance of Bonuses

What was the equivalent percentage of profits that were distributed as bonuses to non-executive workers in the last fiscal year?

Sensitive

Points Earned: 0.16 of 1.26

% Participation in Employee Ownership

What percentage of all full-time employees have been granted stock, stock options, or stock equivalents (including participation in an ESOP or other qualified ownership plans) in the company?

Select N/A if your company is a consumer/shared services cooperative, a producer cooperative or a nonprofit.

- ○ 0%
- ◉ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.31 of 1.26

% of Company Owned by Non-Executive Employees

What percentage of the company is owned by workers who are not executives or founders?

- ◉ 0%
- ○ 1-4%
- ○ 5-24%
- ○ 25-49%
- ○ 50%+
- ○ N/A
- ○ Don't Know

Points Available: 2.52

Retirement Programs

Do employees have access to any of the following savings programs for retirement?

- [x] Government-sponsored pension or superannuation plans
- [x] Private Pension or Provident Funds
- [ ] Plan that specifically includes Socially-Responsible Investing option
- [ ] None of the above

Points Earned: 1.26 of 1.26

Financial Services for Employees

What financial products, programs, or services does your company provide that help to meet financial health needs of hourly employees?

Please answer this question ONLY taking into account hourly workers. If you do not have hourly workers, select N/A.

- [ ] Direct deposit
- [ ] Access to free or affordable banking services or payroll cards (e.g. free ATM debit card)
- [ ] Financial management tools or coaching
- [ ] Emergency or short-term savings programs
- [ ] Low-interest or interest-free loans
- [ ] Debt management, refinancing, or loan payment contributions
- [ ] Employer match for deposits into savings accounts
- [ ] Paychecks issued off-schedule on a need basis
- [ ] Tax preparation services
- [ ] Other - please describe
- [ ] None of the above
- [x] N/A - We do not employ hourly workers

Points Available: 0.63

Health, Wellness, & Safety

OPERATIONS
7.9

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: 0.95 of 0.95

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
- [x] None of the above

Points Available: 0.95

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
- [x] 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
- [x] Part-time workers are eligible even if they work less than 20 hours a week
- [ ] We do not offer supplementary health benefits to part-time workers
- [ ] N/A - We don't have part-time employees

Points Earned: 0.95 of 0.95

Health and Wellness Initiatives

What health and wellness initiatives or policies does your company offer beyond insurer-provided programs?

Check all that apply.

- [x] 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)
- [x] Employees have access to behavioral health counseling services, web resources, or Employee Assistance Programs
- [x] Spouses, partners, or children of employees are provided access to behavioral health counseling services, web resources, or Employee Assistance Programs
- [x] We have policies and programs in place to prevent ergonomic-related injuries in the workspace
- [x] 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: 0.95 of 0.95

Worksite Characteristics

What safety processes are in place at all of your company worksites?

- [x] At the beginning of every shift, a briefing with front-line workers is held to share new information or discuss the work for the day
- [x] Results of hazard analyses or routine activities are documented
- [x] Potential hazards are identified, analyzed, and managed when new materials or equipment are purchased or new processes are implemented
- [ ] Workers have written permission to shut down unsafe processes
- [ ] None of the above

Points Earned: 0.95 of 0.95

Management Commitment to Health and Safety

What are your company practices regarding management's commitment to worker health and safety?

Select those that apply to all company worksites.

- [x] We have a written safety and health policy to minimize on-the-job employee accidents and injuries
- [x] Safety and health is integrated into our overall management planning process, and workers are involved in safety planning, resource allocation, audits, etc.
- [x] Safety and health concerns are communicated through regular safety and health trainings
- [ ] We have specific safety and health program goals and objectives, with specific indicators to measure progress
- [ ] Senior management addresses safety issues through written communications or in company gatherings at least quarterly
- [x] We have a formal safety reporting system for employees to submit their safety concerns
- [x] Our safety procedures are easily accessible for all on-site personnel, including workers, non-managerial staff, and visitors
- [ ] We participate in an external program demonstrating commitment and excellence in safety and health (e.g. Voluntary Protection Program)
- [ ] N/A - No manufacturing or wholesale facilities
- [ ] None of the above

Points Earned: 0.95 of 0.95

Health and Safety Audit Practices

Your company's practices related to inspections and audits include:

Select those that apply to all company worksites.

- [x] A written procedure for performing safety and health inspections
- [x] Routine safety and health inspections at least quarterly
- [x] Use of information discovered through analyses to improve safety processes (e.g. baseline hazards analysis, incident analysis, employee concerns, sampling results from inspections)
- [x] Documentation of results of the routine inspections
- [x] Inspection reports that clearly indicate what needs to be corrected, with documented accountability for closure
- [ ] N/A - No manufacturing or wholesale facilities
- [ ] None of the above

Points Earned: 0.95 of 0.95

Tracking Hazards

When eliminating and tracking hazards, your company:

Select those that apply to all company worksites.

- [x] Follows the preferred hierarchy to eliminate or control the hazard (first engineering, then administrative, then work practices, and finally Personal Protective Equipment)
- [x] Regularly assesses use of Personal Protective Equipment (PPE)
- [x] Conducts follow-up studies to ensure that hazard controls are adequate
- [x] Documents and addresses hazard controls in appropriate procedures (e.g. safety and health rules, inspections, training, etc.)
- [ ] None of the above

Points Earned: 0.95 of 0.95

Controlling Worker Exposure to Hazardous Material

How has your company assessed and managed worker exposure to hazardous materials?

Sensitive

Points Earned: 0.32 of 0.48

Indoor Air Quality Audits

What is included in your company's annual indoor air quality audit of all company facilities?

Select all options that apply.

- [ ] No smoking within 25 feet of building entrances
- [ ] Indoor ventilation rates compliant with ASHRAE Standard 62.1 or EN 16798-1
- [ ] Minimum air intake separation distance compliant with ASHRAE Standard 62.1 or EN 16798-3
- [ ] Operations and maintenance manual for ventilation equipment compliant with ASHRAE Standard 62.1
- [ ] HVAC filters compliant with ASHRAE Standard 52.2 or ISO 16890
- [ ] Temperature and relative humidity levels (PMV and PPD) in compliance with ASHRAE Standard 55 EN-16798 or ISO 7730
- [ ] Written IAQ complaint response policy
- [x] None of the above

Points Available: 0.95

Evaluating Health and Safety Practices

What is included in your company's measurement and evaluation practices in relation to occupational safety and health?

Select those that apply to all company worksites.

- [x] A standardized third-party safety management system (e.g. ISO 45001, BS 8800)
- [x] A safety position, safety committee, or safety program representative who reports to a senior-level position (Vice President or higher)
- [x] A documented standard procedure for investigating accidents and major incidents
- [x] Investigation and documentation of the root causes of accidents and incidents
- [x] Implementation of corrective actions after root causes of an accident or incident are determined
- [ ] Transparency of injury or illness trends and trend data to all workers
- [x] An annual evaluation of the safety and health system that includes senior management in the evaluation
- [x] An employee safety recognition program
- [ ] Regular Safety Perception Surveys to engage with workers
- [ ] None of the above

Points Earned: 0.95 of 0.95

OPERATIONS

Career Development

3.0

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.

- [x] We have a formal onboarding process for new employees
- [x] We offered ongoing training on core job responsibilities to employees within the last year
- [x] We have a policy to encourage internal promotions and hiring for advanced positions (e.g. posting job openings internally first)
- [x] We provide cross-skills training for career advancements or transitions (e.g. management training for non-managers)
- [x] We provide non-career-specific life-skill training (e.g. financial literacy, English as a Second Language)
- [x] We facilitate or have an allocated budget for external professional development opportunities, (e.g. conference attendance, online trainings)
- [x] We provide reimbursements or programs for intensive continuing education credentials (e.g. college degrees, professional licensures)
- [ ] None of the above

Points Earned: 0.41 of 0.41

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: 0.14 of 0.41

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: 0.27 of 0.41

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: 0.41 of 0.41

Employee Review Process

Which of the following is included or applies to your company's formal process for providing performance feedback to employees?

Check all that apply.

- ☑ Process has a regular schedule and is conducted at least annually
- ☑ Peer and subordinate input
- ☑ Written guidance for career development
- ☐ Social and environmental goals
- ☑ Clearly-identified and achievable goals
- ☐ A 360-degree feedback process
- ☑ All tenured employees receive feedback
- ☐ None of the above

Points Earned: 0.82 of 0.82

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: 0.41 of 0.41

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: 0.41 of 0.41

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 Earned: 0.16 of 0.21

OPERATIONS

Career Development (Salaried)

0.9

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 0.19

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 0.19

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: 0.19 of 0.19

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: 0.09 of 0.38

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: 0.12 of 0.38

Career Development Policies

What are your company's policies and practices around career development and promotion?

- [x] Employees who seek to take a short-term leave or sabbatical will have their jobs guaranteed upon return
- [x] 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
- [x] Employees are able to make lateral moves or change career direction or pace when possible
- [ ] None of the above

Points Earned: 0.19 of 0.19

OPERATIONS

Engagement & Satisfaction

4.1

Employee Handbook Information

What is included in your company's written and accessible employee handbook?

- [x] A non-discrimination statement
- [x] An anti-harassment policy with reporting mechanisms, processes, and disciplinary procedures
- [x] A statement on work hours
- [x] Policies on pay and performance issues
- [x] Policies on benefits, training and leave
- [x] Grievance resolution process
- [x] Disciplinary procedures and possible sanctions
- [x] A neutrality statement regarding workers' right to bargain collectively and freedom of association
- [x] Prohibition of child labor and forced or compulsory labor
- [ ] We have no written employee handbook

Points Earned: 0.33 of 0.33

Paid Secondary Caregiver Leave

What secondary parental leave policies are available to your workers, either through your company or a government program?

Select all that apply, but only select one answer indicating the total amount of paid time equivalent (answers 2-4). See "Learn 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
- [x] Workers receive greater than 5 weeks (or full pay equivalent) paid leave
- [x] 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: 0.67 of 0.67

Supplementary Benefits

What supplementary benefits are provided to a majority of non-managerial workers?

Including full time and part time employees. Please check all that apply.

- [ ] On-site childcare
- [x] Off-site subsidized childcare
- [x] Free or subsidized meals
- [x] Policy to support breastfeeding mothers
- [x] Other - please describe
- [ ] None of the above

Points Earned: 1.33 of 1.33

Worker Empowerment

How does your company engage and empower workers?

- [x] 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
- [x] Employee complaint / input mechanisms are reviewed at least every other year, with input from employees themselves into the process
- [x] Company tracks usage of input/ feedback / complaint mechanisms and resolution / implementation rates
- [ ] We have adopted open book management or self-management principles within the workplace
- [ ] Workers have opportunity to elect member(s) to the Board of Directors
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.50 of 0.67

Surveying and Benchmarking Engagement and Attrition

Does your company monitor and evaluate your worker satisfaction and engagement in any of the following ways?

Your answers determine which future questions in the assessment are applicable to your company.

- [x] We calculate employee attrition rate
- [x] We benchmark employee attrition rate to relevant benchmarks
- [x] We regularly (at least once a year) conduct employee satisfaction or engagement surveys
- [x] We benchmark employee satisfaction to relevant industry benchmarks
- [x] 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: 0.67 of 0.67

Departed Employees

Number of full-time and part-time workers that departed or left the company in the last twelve months

Enter 0 if None.

Number of full-time and part-time workers that departed or left the company in the last twelve months

Sensitive

Points Available: 0.00

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: 0.67 of 1.33

OPERATIONS

Engagement & Satisfaction (Salaried)

2.3

Number of Paid Days Off

What is the annual minimum number of paid days off (including holidays) for full-time employees?

- ○ 0-15 work days
- ○ 16-22 work days
- ○ 23-29 work days
- ○ 30-35 work days
- ◉ 36+ work days

Points Earned: 0.60 of 0.60

Paid Primary Caregiver Leave for Salary Workers

Which of the following describe the primary parental leave policies for salaried workers, either through the company or government program?

If applicable, please select one answer indicating total time off (answers 1-3), and one answer indicating fully paid time off (answers 4-7).

- ☐ Primary caregivers receive 4-12 weeks of time off for parental leave (including unpaid and paid leave)
- ☐ Primary caregivers receive 13 weeks to 6 months of time off for parental leave (including unpaid and paid leave)
- ☑ Primary caregivers receive more than 6 months of time off for parental leave (including unpaid and paid leave).
- ☐ 4-12 weeks of primary parental leave (or equivalent) is fully paid
- ☐ 13-18 weeks of primary parental leave (or equivalent) is fully paid
- ☑ 19-24 weeks of primary parental leave (or equivalent) is fully paid
- ☐ More than 24 weeks of primary parental leave (or equivalent) is fully paid
- ☐ Primary caregivers receive less than 4 weeks off or no time off for parental leave

Points Earned: 0.48 of 0.60

Worker Flexibility Options

What job flexibility options does the company provide, whenever feasible, in writing and in practice for the majority of workers?

Please check all that apply.

- ☑ Part-time work schedules at the request of workers
- ☑ Flex-time work schedules allowing freedom to vary start and stop times
- ☑ Telecommuting (e.g. working from home one or more days per week)
- ☐ Job-sharing
- ☐ None of the above

Points Earned: 0.45 of 0.60

Workplace Flexibility in Practice

Which of the following flexible workplace practices have been used in the past 12 months?

Please check all that apply.

- ☐ Managers or executives worked part-time or in a job-share
- ☑ Managers or executives are in a telecommuting position
- ☑ We hired new people into permanent positions that are telecommuting
- ☐ We hired new people into permanent positions that are part-time or job-share
- ☐ We have transitioned staff into part-time, job-share, or telecommuting positions
- ☐ Other - please describe
- ☐ None of the above

Points Earned: 0.60 of 0.60

Attrition Rate for Salaried Workers

What percentage of full-time and part-time salaried workers left the company during the last twelve months?

Calculation should include voluntary and involuntary separation, but exclude workers dismissed with cause.

Sensitive

Points Earned: 0.20 of 0.60

Community

Community Impact Area Introduction

OPERATIONS
0.0

This section identifies whether your company is designed to deliver a specific, material, positive impact for its community, and if so, opens the Community Impact Business Model section that is most applicable.

Community Oriented Impact Business Model

Does your company's business model create a specific positive benefit for stakeholders such as charitable partners, vendors or suppliers in need, or your local community?

Your answers determine which future questions in the assessment are applicable to your company.

- ○ Yes
- ◉ No

Points Available: 0.00

Diversity, Equity, & Inclusion

OPERATIONS
5.2

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: 0.32 of 0.61

Diverse Ownership and Leadership

Is your company majority-owned or -led by individuals from any of the following underrepresented groups?

Please select all that apply.

- [x] Led by a woman
- [ ] Led by an individual from an underrepresented racial or ethnic minority
- [ ] Led by another underrepresented individual (veterans, LGBT, etc.)
- [ ] Majority owned by women
- [ ] Majority owned by individuals from underrepresented racial or ethnic minorities
- [ ] Majority owned by other underrepresented individuals (veterans, LGBT, etc.)
- [ ] None of the above

Points Earned: 0.30 of 0.61

Inclusive Work Environments

How does your company create an equitable and inclusive workplace for employees?

- [x] We have designated an individual or group explicitly responsible for diversity, equity, and inclusion (i.e. a Diversity Manager or Inclusion Committee)
- [x] We offer trainings for all employees on topics related to diversity, equity, and inclusion
- [x] We have voluntary employee resource or affinity groups
- [x] Our facilities are designed to meet accessibility requirements for individuals with physical disabilities
- [ ] Our facility restrooms are gender-neutral or gender-inclusive
- [x] 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: 0.61 of 0.61

Management of Diversity, Equity, and Inclusion

How does your company manage and improve your workplace diversity and inclusivity?

- [x] We anonymously survey employees on gender identity, race/ethnicity, disability status, and other demographic factors to track the diversity of our workforce
- [x] We have set specific, measurable diversity improvement goals that are reviewed by senior executives or our Board of Directors
- [x] 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
- [x] We analyze job categories, satisfaction, promotion, retention rates, or benefits by different demographic groups, and if necessary, have implemented corrective actions for inequitable results
- [x] We specifically analyze diversity, equity, and inclusion data for individuals who are part of multiple underrepresented groups
- [ ] None of the above

Points Earned: 0.61 of 0.61

Measurement of Diversity

What attributes of a diverse workforce does your company track, either through anonymous surveys or other methods legal in your jurisdiction?

If collecting this type of demographic data is not legal in your jurisdiction, select None of the Above.

- [x] Socioeconomic status (as determined by low income residence, education level, etc.)
- [x] Race or ethnicity
- [x] Gender
- [x] Age
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.61 of 0.61

Low Income Workers

What percentage of your workforce lives in poor/very poor or low-income areas or does not have college degree?

- ○ 0%
- ○ 1-9%
- ○ 10-19%
- ○ 20-29%
- ◉ 30%+
- ○ Don't Know

Points Earned: 0.61 of 0.61

Workers from Ethnic or Racial Minorities

What percentage of your workforce identifies as being from a racial or ethnic minority?

- ○ 0%
- ○ 1-9%
- ○ 10-19%
- ○ 20-29%
- ○ 30%+
- ◉ Don't Know

Points Available: 0.61

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: 0.61 of 0.61

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: 0.51 of 0.61

High to Low Pay Ratio

What multiple is the highest compensated individual paid, inclusive of bonus, as compared to the lowest paid full-time worker?

- ○ >20x
- ○ 16-20x
- ○ 11-15x
- ◉ 6-10x
- ○ 1-5x

Points Earned: 0.45 of 0.61

Female Management

How many of your company managers identify as women?

- ○ 0%
- ○ 1-9%
- ○ 10-24%
- ○ 25-39%
- ○ 40-49%
- ◉ 50%+
- ○ Don't know
- ○ N/A

Points Earned: 0.61 of 0.61

Management from Underrepresented Populations

How many of your company managers identify as from another underrepresented social group?

If collecting this type of demographic data is not legal in your jurisdiction, select Don't Know.

- ○ 0%
- ○ 1-9%
- ○ 10-19%
- ○ 20-29%
- ○ 30%+
- ◉ Don't know

Points Available: 0.61

Supplier Diversity Policies or Programs

Does your company have any of the following policies or programs in place to promote diversity within your supply chain?

- [ ] We track diversity of ownership among our suppliers
- [ ] We have a policy to give preferences to suppliers with ownership from underrepresented populations
- [x] 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: 0.08 of 0.30

Supplier Ownership Diversity

What percentage of your purchases were from companies that are majority-owned by women or individuals from underrepresented populations?

- ○ 0%
- ○ 1-9%
- ○ 10-24%
- ○ 25-39%
- ○ 40-49%
- ○ 50%+
- ◉ Don't Know

Points Available: 0.61

OPERATIONS

Economic Impact

1.5

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.

Opella Healthcare Italy s.r.l. has an headquarter in Milan, in the same offices of Sanofi, and an industrial plant in Origgio. Most people working for the company live in the surrounding area (Milan and Varese province), and those who live far from Lombardy or are pendulars, have the possibility to work from home and coming occasionally and in case of need to the office.

Points Available: 0.00

Job Growth Rate

What was your company's net job growth rate for full-time and part-time positions over the last 12 months? ONLY include newly created jobs that are paid a living wage.

If there is no living wage data available for your country of operations, include new jobs that pay 10% or more above a minimum wage.

Sensitive

Points Available: 2.35

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

Points Available: 0.00

Non-accredited Investor Ownership

What percentage of the company is owned by individuals who would qualify as non-accredited investors?

- (●) 0%
- ( ) 1-4%
- ( ) 5-14%
- ( ) 15-24%
- ( ) 25%+
- ( ) Don't know

Points Available: 1.18

Local Ownership

Is the majority (over 50%) of the company's ownership located locally to the majority of the company's workforce?

“Local" is defined as being part of the same community. While the size and distance of a community may vary by context, they should generally be based on a small-scale economically and culturally connected area like a metropolitan area or a city/town.

- ( ) Yes
- (●) No
- ( ) Don't know

Points Available: 1.18

National Sourcing

What percentage of your company's Cost of Goods Sold (including value-adding activities) was spent within the country of operations, from in-country registered companies or national citizens?

- ( ) 0%
- ( ) 1-19%
- ( ) 20-39%
- ( ) 40-59%
- (●) 60-79%
- ( ) 80%+

Points Earned: 0.88 of 1.18

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
- [x] Ready-to-use lists of preferred local suppliers and vendors for specific facilities
- [ ] Written preference for hiring and recruiting local managers
- [ ] Incentives for staff to live within 20 miles of local company facility
- [ ] Other (please describe)
- [ ] No written local purchasing or hiring policies in place

Points Earned: 0.29 of 0.59

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 Earned: 0.39 of 1.18

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: 1.18

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
- [x] None of the above

Points Available: 1.18

Civic Engagement & Giving

OPERATIONS

5.0

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.

- [x] Financial or in-kind product donations (excluding political causes)
- [ ] Community investments
- [x] Community or pro-bono service
- [x] Advocacy for adopting improved social or environmental policies or performance
- [x] 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
- [x] Other - please describe
- [ ] None of the above

Points Earned: 0.55 of 0.55

Community Service Policies and Practices

How does your company manage employee community service?

- [x] We have hosted or organized company service days in the last year
- [x] The company offers paid time off for community service
- [x] 20 hours or more a year of paid time off
- [x] 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: 0.55 of 0.55

% 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: 1.10 of 1.10

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: 523

- [ ] We do not track this

Points Available: 0.00

Volunteer Service Per Capita

What was the percentage of per capita worker time donated as volunteer, community service, or pro bono time in the reporting period?

Calculate by total volunteer hours / total hours worked, generally 2000 hours per FTE.

- ○ 0%
- ○ 0.1-0.5% of time
- ◉ 0.6-1% of time
- ○ 1.1-2% of time
- ○ 2%+ of time
- ○ Don't know

Points Earned: 0.55 of 1.10

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: 0.55 of 0.55

% of Revenue Donated

What was the equivalent percentage of revenue donated to charity during the last fiscal year?

Please include tax deductible in-kind donations but do not include pro bono time.

- ○ No donations last fiscal year
- ○ Less than 0.1% of revenue
- ◉ 0.1-0.4% of revenue
- ○ 0.5-0.9% of revenue
- ○ 1-1.9% of revenue
- ○ 2%+ of revenue
- ○ Don't know

Points Earned: 0.88 of 2.21

Total Amount of Charitable Donations

Total amount (in currency terms) donated to registered charities in the last fiscal year

Report with the currency specified in "Reporting currency" for this metric.

Total amount (in currency terms) donated to registered charities in the last fiscal year

Sensitive

Points Available: 0.00

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
- [x] Yes, company has provided active staff time or financial support
- [x] Yes, company has directly introduced, testified, made recommendations or provided expertise to advance standards
- [x] Yes, and efforts resulted in a specific institutional, industry or regulatory reform
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.55 of 0.55

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?

- [x] We have worked with other industry players on a cooperative initiative on relevant social and environmental standards for our industry
- [x] We have provided data or contributed to academic research on social or environmental topics
- [x] 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
- [x] Other - please describe
- [ ] None of the above

Points Earned: 0.28 of 0.28

OPERATIONS

Supply Chain Management

7.3

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).

- [x] Product Manufacturers
- [ ] Professional Service Firms (Consulting, Legal, Accounting)
- [ ] Independent Contractors
- [x] Marketing and advertising
- [ ] Office Supplies
- [ ] Benefits Providers
- [ ] Technology
- [x] Raw materials
- [ ] Farms
- [x] 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).

- [x] Compliance with all local laws and regulations, including those related to social and environmental performance
- [x] Good governance, including policies related to ethics and corruption
- [x] 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
- [x] Other - please describe
- [ ] We have no formal screening process in place

Points Earned: 0.62 of 0.62

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
- [x] Other (please describe)
- [ ] None of the above

Points Earned: 0.06 of 0.62

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

Outsourced Staffing Screening Topics

Does your company review or set requirements regarding the labor practices of its outsourced staffing service providers that includes the following topics?

Your answers determine which future questions in the assessment are applicable to your company.

- [x] Compliance with all local laws and regulations
- [x] Compliance with international human rights and labor standards (for employees and contractors)
- [ ] Payment at or above industry benchmarks
- [ ] Payment of a living wage (for employees and contractors)
- [ ] Employee benefits provided
- [ ] Professional development opportunities
- [ ] Other labor practices
- [ ] None of the above
- [ ] N/A

Points Earned: 0.12 of 0.31

% of Outsourced Services Accountable to Code of Conduct?

What % of your outsourced staffing services (on a currency basis) are accountable to the formalized code of conduct or requirements described in the previous question?

- ○ 0%
- ○ 1-20%
- ○ 21-49%
- ○ 50-74%
- ◉ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 1.08 of 1.23

Screening / Monitoring for Services

Which of the following methods are used to evaluate the social or environmental impact of your outsourced staffing services?

Your answers determine which future questions in the assessment are applicable to your company.

- ☐ Company shares policies or rules with subcontractors but does not have a verification process in place
- ☐ Company requires subcontractors complete self-designed assessment
- ☑ Company utilizes third party risk or impact assessment tools (BIA)
- ☐ Company conducts routine audits/reviews of subcontractors at least every two years
- ☐ Company has third parties conduct routine audits/reviews of subcontractors at least every two year
- ☑ Other
- ☐ None of the above

Points Earned: 0.18 of 0.31

% of Outsourced Staffing Services Screened / Monitored

What % of your outsourced staffing services (on a currency basis) are evaluated based on the methods selected in the previous question?

- ○ 0%
- ○ 1-20%
- ○ 21-49%
- ○ 50-74%
- ◉ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 1.08 of 1.23

Suppliers in Low-Income Communities

What percentage of your Significant Suppliers is located in low-income communities or create employment opportunities for other chronically underemployed populations?

Significant Suppliers represent 80% of your company's purchases in currency terms (excluding salaries on payroll and bonuses, rent, utilities, and taxes).

- ○ <10%
- ○ 10-19%
- ○ 20-30%
- ○ 30%+
- ◉ Don't Know

Points Available: 0.31

Supplier Code of Conduct

Is there a formal written Supplier Code of Conduct policy that specifically holds your company's suppliers accountable for social and environmental performance?

Your answers determine which future questions in the assessment are applicable to your company.

- ◉ Yes
- ○ No

Points Earned: 0.62 of 0.62

Supplier Code of Conduct Topics

What areas of social and environmental performance are specifically included in your company's Supplier Code of Conduct policy?

- ☑ Bribery, corruption, and fraud
- ☑ Working hours
- ☑ Freely chosen employment
- ☑ Compensation
- ☑ Child labor
- ☑ Freedom of association
- ☑ Health and safety
- ☐ Use of materials
- ☑ Product's environmental impact
- ☐ Information on how the Code will be monitored and reviewed (e.g. self-audits, site visits)
- ☐ N/A - No Supplier Code of Conduct

Points Earned: 0.31 of 0.31

% of Suppliers Accountable to Code of Conduct

What % of your suppliers (on a currency basis) are accountable to the formalized code of conduct or requirements described in the previous question?

- ○ 0%
- ○ 1-20%
- ○ 21-49%
- ○ 50-74%
- ◉ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 1.08 of 1.23

Disclosure of Suppliers

What percentage of Significant Suppliers (on currency basis) are made transparent on your company's website?

- ○ 0%
- ○ 1-49%
- ○ 50-79%
- ○ 80%+
- ◉ Don't know

Points Available: 0.62

Support for Improved Supply Chain Social or Environmental Performance

How does your company encourage improved social and environmental performance among your suppliers?

- ☐ We provide incentives for suppliers with strong social and environmental performance
- ☑ We set goals and expectations with suppliers to improve their social and environmental performance
- ☑ We provide resources to suppliers to improve their social and environmental performance
- ☐ Other - please describe
- ☐ None of the above

Points Earned: 0.62 of 0.62

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 Earned: 0.21 of 0.31

% of Suppliers with Programs to Improve Impact

For what % of your suppliers (on a currency basis) do the policies and programs selected in the previous question apply?

- ○ 0%
- ○ 1-20%
- ○ 21-49%
- ◉ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.77 of 1.23

Length of Supplier Relationships

What is the average tenure of your company's relationships with suppliers?

- ○ Average tenure of supplier relationships is less than 24 months.
- ○ Average tenure of supplier relationships is greater than 24 months.
- ○ Average tenure of supplier relationships is greater than 60 months.
- ◉ Average tenure of supplier relationships is greater than 96 months.
- ○ Our company has had a relationship with a majority of our suppliers (on a currency basis) since our first year of operations.
- ○ Don't Know

Points Earned: 0.62 of 0.62

Support for In Need Suppliers

Does your company do any of the following to support small scale or other in-need suppliers?

- ☐ We review suppliers for potential training needs
- ☐ We have a formal education or support program for selected suppliers
- ☐ We provide small scale suppliers the same contracts, prices, and payment terms (such as days payable outstanding) as other suppliers
- ☐ We pay 30 days payable outstanding to small scale suppliers
- ☐ A formal mechanism is in place for suppliers to provide us feedback (e.g. supplier satisfaction surveys)
- ☐ We have a formal grievance mechanism to address complaints and resolve disputes
- ☐ Other (please describe)
- ☑ None of the above

Points Available: 0.62

Social or Environmental Purchases

What percentage of materials or products purchased have third-party social or environmental certification or approval or are from Significant Suppliers that are purpose-driven or have third-party company level certification or approval?

Significant Suppliers represent 80% of your company's purchases in currency terms (excluding salaries on payroll and bonuses, rent, utilities, and taxes).

- ○ 0
- ○ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75%+
- ◉ Don't know

Points Available: 0.62

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.

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
- [x] None of the above

Points Available: 0.00

Environmental Management

OPERATIONS
4.4

Green Building Standards

What percentage of company facilities (by area, both owned by company or leased) is certified to meet the requirements of an accredited green building program?

- (●) <20%
- ( ) 20-49%
- ( ) 50-79%
- ( ) 80%+
- ( ) N/A

Points Available: 0.80

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
- [x] N/A - Company does not lease majority of facilities

Points Available: 0.80

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
- [x] Cleaning
- [x] Electronics
- [x] Fleets
- [x] Food or food services
- [ ] Landscaping
- [ ] Meetings and conferences
- [x] Office supplies
- [x] Paper
- [ ] Product input materials
- [ ] Other - please describe
- [ ] We don't have an environmentally preferable purchasing policy

Points Earned: 0.80 of 0.80

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 3-6 can only be selected if Checkbox 2 applies.

- [x] Policy statement documenting our organization's commitment to the environment
- [x] Assessment undertaken of the environmental impact of our organization's business activities
- [x] Stated objectives and quantifiable targets for environmental aspects of our organization's operations
- [x] Programming designed, with allocated resources, to achieve these targets
- [x] Periodic compliance reviews and auditing to evaluate programs conducted
- [x] Third-party auditing and certification of EMS
- [ ] We have no environmental management system

Points Earned: 1.60 of 1.60

Environmentally Certified Products

During the last fiscal year, what percentage of your products sold had a product certification that assesses the environmental impacts of the product or its production process?

Select N/A only if there is no physical product being sold.

- (●) 0%
- ( ) 1-24%
- ( ) 25-49%
- ( ) 50-74%
- ( ) 75%+
- ( ) N/A

Points Available: 0.80

Product Design for the Environment

Which of the following practices are in place to integrate environmental considerations (DFE) into the design of products and services?

- [x] Source reduction employed in reducing materials use in products
- [ ] Standardized product components or parts to maximize useful life via disassembly or reprocessing
- [ ] Identified resource content on manufactured items to enable eventual recycling
- [ ] Program that facilitates maintenance, servicing, and reassembly of company's own products
- [ ] Program wherein company takes back similar products from other manufacturers for disassembly or reprocessing
- [ ] Company participation in a product reclamation program established by another party
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.27 of 0.80

Type of Footprint Assessments

Has the company's footprint assessments included any of the following?

- [ ] Assessment conducted for upstream supply chain only
- [ ] Assessment conducted for only a portion of value chain (other than or in addition to upstream supply chain)
- [ ] Formal life cycle assessments conducted internally
- [x] Formal life cycle assessments conducted or verified by a third party
- [ ] Use of third party frameworks or methodologies (such as Ellen Macarthur Foundation Circularity Indicators, Product Environmental Profiles, GHG Protocol or Carbon Disclosure Project)
- [ ] Company has a life cycle based certification or equivalent (Cradle to Cradle)
- [ ] Other
- [ ] None of the above

Points Earned: 0.20 of 0.40

% of Products with Type of Footprint Assessment

What % of your products have undergone the specific type(s) of environmental footprint assesesment selected in the previous question?

- ( ) 0%
- ( ) 1-20%
- (•) 21-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) N/A

Points Earned: 0.60 of 1.60

Assessment Conducted of Environmental Footprint of Value Chain

Have you conducted a formal assessment to measure the environmental footprint of your value chain (including supply chain, product usage, and end-of-life) that covers the following topics?

- [ ] Impacts on biodiversity
- [x] Impacts on climate (Scope 3 Carbon Emissions)
- [ ] Toxin or hazardous material impact
- [ ] Land preservation (including material extraction)
- [ ] Water supply
- [ ] Other
- [ ] None of the above

Points Earned: 0.16 of 0.80

Management of Material Environmental Impact in Value Chain

How has your company utilized the results of your environmental footprint assessment to manage and minimize your overall impact?

- [x] Company has used assessments to develop specific strategies to reduce impacts for at least most material impacts identified across value chain and product lines
- [ ] Company has set public targets or commitments to reduce material value chain and product impacts over time
- [ ] Company has met incremental targets in the last two years and/or can demonstrate being on target to achieve long term goals
- [ ] Other
- [ ] None of the above (No EIA conducted)

Points Earned: 0.27 of 0.80

Impact of Product Usage

Which of the following are true regarding practices in place to manage and minimize the impact of product usage?

- [x] Company has conducted studies of consumer behavior and/or disposal to understand impact of product usage
- [ ] Company has conducted analysis of product lifetime and usability and it materially exceeds (>5%) lifetime of related competitive products
- [x] Company has created partnerships and/or marketing campaigns to engage customers or other post production value chain users to minimize environmental footprint of usage
- [ ] Other
- [ ] None of the above

Points Earned: 0.53 of 0.80

Air & Climate

OPERATIONS
7.5

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
- [x] 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: 0.42 of 0.57

Total Energy Use

Total energy used (Gigajoules) during the last 12 months:

Total energy used (Gigajoules) during the last 12 months: 190935

☐ 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: 190935

☐ 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: 0.28 of 0.28

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: 0.68 of 1.13

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?

- [x] Equipment: Energy Star appliances, automatic sleep modes, after-hour timers, etc.
- [x] Lighting: natural light, CF bulbs, occupancy sensors, daylight dimmers, task lighting, etc.
- [x] 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: 0.57 of 0.57

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: 0.68 of 1.13

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
- [x] 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)
- [x] We regularly monitor and record emissions and have set specific science-based targets necessary to achieve global goals to address climate change
- [x] We have met the specific reduction targets set during this reporting period
- [ ] We have achieved carbon neutrality

Points Earned: 0.57 of 0.57

Total Scope 1 GHGs

Total Greenhouse Gas Emissions (metric tonnes of CO_2 equivalent) in:

Scope 1:

Scope 1: 7625.814

- [ ] 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: 0

☐ We do not track this

Points Available: 0.00

Total Scope 3 GHGs

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:

Scope 3:

Scope 3:

☑ We do not track this

Points Available: 0.00

Monitoring Air Emissions

How does your company monitor and manage your significant air emissions?

- ○ Company does not currently monitor and record emissions
- ○ Company monitors and records emissions (no reduction targets)
- ◉ Company monitors emissions and has specific reduction targets
- ○ Company monitors emissions and has met specific reduction targets during the reporting period
- ○ Eliminated emissions of this by-product entirely
- ○ N/A

Points Earned: 0.28 of 0.57

Carbon Intensity

What is your current Carbon Intensity for Scopes 1 and 2, not including the use of carbon credits or offsets?

Please measure intensity in metric tons of CO2/$million of revenue. Please use USD to accurately evaluate the answer option.

- ○ Manufacturing: >950 / Utilities: >6,000
- ○ Manufacturing: 751-950 / Utilities: 5,001-6,000
- ○ Manufacturing: 601-750 / Utilities: 4,001-5,000
- ○ Manufacturing: 451-600 / Utilities: 3,001-4,000
- ○ Manufacturing: 301-450 / Utilities: 2,001-3,000
- ○ Manufacturing: 151-300 / Utilities: 1,001-2,000
- ◉ Manufacturing: 0-150 / Utilities: 0-1,000
- ○ Don't know

Points Earned: 0.57 of 0.57

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.

- ○ Manufacturing: >950 / Utilities: >6,000
- ○ Manufacturing: 751-950 / Utilities: 5,001-6,000
- ○ Manufacturing: 601-750 / Utilities: 4,001-5,000
- ○ Manufacturing: 451-600 / Utilities: 3,001-4,000
- ○ Manufacturing: 301-450 / Utilities: 2,001-3,000
- ○ Manufacturing: 151-300 / Utilities: 1,001-2,000
- ◉ Manufacturing: 1-150 / Utilities: 1-1,000
- ○ Manufacturing: 0 / Utilities: 0
- ○ Don't know

Points Earned: 1.13 of 1.13

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: 0.45 of 1.13

Reducing Carbon Emissions from Transportation

Does the company currently use any of the following specific practices to reduce carbon emissions from transportation?

- ☑ Company policy and practice that requires inbound freight or shipping to be transported via lowest impact methods (such as avoiding shipment by air transport)
- ☐ Company policy and practice that requires outbound freight or shipping is transported via lowest impact methods
- ☐ None of the above

Points Earned: 0.28 of 0.57

Ton Miles Reduction

Have you reduced the ton miles (relative to revenues) of your distribution and supply chain, and if so, by how much?

Calculate by comparing ton-miles from the year prior or annualized from a baseline year.

- ◉ 0%
- ○ 1-9%
- ○ 10%-20%
- ○ 21-50%
- ○ >50%
- ○ Not tracked / Unknown

Points Available: 0.57

Supply Chain GHG Management

Has your company taken action to track and manage the greenhouse emissions produced through your supply chain? (absolute reduction)

Only select practices if you track and manage greenhouse emissions produced for at least 50% of your company suppliers (on a cost basis).

- [ ] We don't track or evaluate greenhouse emissions from our supply chain
- [x] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risk contributions of greenhouse gas emissions
- [ ] We have purchased certified carbon credits to offset some or all of the greenhouse gas emissions from our supply chain
- [x] We set targets for reducing greenhouse gas emissions through our supply chain
- [ ] We have seen a reduction in GHG emissions in our supply chain in the last twelve months
- [ ] We have achieved a carbon-neutral supply chain

Points Earned: 0.28 of 0.57

Offsetting Supplier GHG Emissions

What % of your company's Scope 3 greenhouse gas emissions were offset by certified carbon credits?

- (●) 0
- ( ) 1-24%
- ( ) 25-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) Don't know

Points Available: 1.13

Supply Chain GHG Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce the greenhouse gas emissions produced through your supply chain?

- [x] We collaborate with or require suppliers to collect data and report on greenhouse gas emissions
- [x] We screen suppliers to reduce greenhouse gas emissions (e.g. performance of suppliers, selection of materials, source locations)
- [x] We provide support or resources for our supply chain in adopting greenhouse gas minimized operations (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [ ] None of the above

Points Earned: 0.42 of 0.57

Reducing Impact of Travel/Commuting

Does your company have any programs or policies in place to reduce the environmental footprint caused by travel/commuting?

- [x] Employees are subsidized/incentivized for use of public transportation, carpooling, or biking to work
- [x] Facilities are designed to facilitate use of public transportation, biking, or cleaner burning vehicles (e.g. electric chargers)
- [x] Employees are encouraged to use virtual meeting technology to reduce in person meetings
- [x] Company has a written policy limiting corporate travel
- [ ] None of the above

Points Earned: 0.57 of 0.57

Sourcing % of COGS from Local Suppliers

What % of the following was spent with suppliers located within 200 miles (or 322 km) of where the end product was used during the last fiscal year?

Sourcing of COGS Local to Customers

- ○ 0%
- ○ 1-9%
- ○ 10-19%
- ○ 20-29%
- ○ 30%+
- ◉ Don't know

Points Available: 1.13

Sourcing % raw materials from Local Suppliers

What % of the following was spent with suppliers located within 200 miles (or 322 km) of where the end product was used during the last fiscal year?

Raw materials (in currency terms) grown or harvested

By company or local independent suppliers.

- ○ 0%
- ○ 1-9%
- ○ 10-19%
- ○ 20-29%
- ○ 30%+
- ◉ Don't know

Points Available: 1.13

Managing Impact of Transportation

Has your company adopted any of the following techniques for minimizing the transportation-related environmental impact of its distribution and supply chain?

Please check all that apply.

- ☑ Utilize clean or low-emission vehicles (e.g. hybrid, LPG, electric) to transport and distribute product
- ☐ Utilize strategic planning software to minimize fuel usage and shipping footprint
- ☐ Train drivers and handlers in fuel efficient techniques
- ☑ Utilize freight or shipping methods with lower environmental impacts (e.g. avoiding air shipment)
- ☐ Other - please describe
- ☐ None of the above

Points Earned: 0.38 of 0.57

% GHG Emissions Offset

If your company purchased certified carbon credits in the reporting period, what % of Scope 1 and 2 GHG emissions were offset?

- ○ 0%
- ○ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ Don't know
- ◉ N/A - No carbon offsets purchased

Points Available: 0.57

OPERATIONS

Water

1.5

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: 0.60 of 0.80

Total Water Use

Total water use (liters) during the last 12 months

Total water use (liters) during the last 12 months 194092

- ☐ 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 Available: 0.80

Water Harvested On-Site or From Recycled Sources

What % of water used by the company is harvested on site or is from recycled sources?

- ○ 0
- ○ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ◉ Don't Know

Points Available: 1.60

Monitoring Toxic Wastewater

Which of the following describes how the company monitors hazardous and toxic wastewater?

Monitoring hazardous and toxic wastewater may involve either monitoring the volume and/or the level of contamination.

- ○ Company does not currently monitor and record emissions
- ○ Company monitors and records emissions (no reduction targets)
- ◉ Company monitors emissions and has specific reduction targets
- ○ Company monitors emissions and has met specific reduction targets during the last fiscal year
- ○ Eliminated emissions of this by-product entirely
- ○ N/A

Points Earned: 0.40 of 0.80

Water Use Practices

Regarding water use, does your company practice the following within the facilities you owned or leased?

- ☑ Regularly assess microbial, chemical and mineral content of water used and manage water sources appropriately
- ☑ Manage use and release of wastewater in order to preserve surrounding water sources
- ☐ Design business processes to conserve/minimize water
- ☐ None of the above

Points Earned: 0.53 of 0.80

% Water Returned to Table with Same Quality

What % of the water used by your company is returned to the watershed at the same or better quality than when it was withdrawn?

i.e. % of water treated

- ◉ 0%
- ○ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A
- ○ Don't Know

Points Available: 1.60

Supply Chain Water Management

How does your company track and manage the water footprint of your supply chain?

Only select practices if you track and manage the water footprint for at least 50% of your company suppliers (on a cost basis).

- [x] We do not track the water footprint of our supply chain
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material areas of water usage
- [ ] We have targets for reducing water footprint through our supply chain
- [ ] We have seen a reduction of our water footprint in our supply chain in the past twelve months
- [ ] We have verified that all water use in supply chain is science-based and sustainable

Points Available: 0.80

Supply Chain Water Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce the water footprint of your supply chain?

- [ ] We collaborate with or require suppliers to collect data and report on water footprint
- [ ] We screen suppliers to fit good water management practices (e.g. individual supplier practices, materials and ingredients, locations in context of water scarcity)
- [ ] We provide support or resources for supply chain in adopting water management (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 0.80

Land & Life

OPERATIONS
4.3

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
- [x] 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
- [x] We have met the specific reduction targets set during this reporting period
- [ ] We produce zero waste to landfill / ocean

Points Earned: 0.46 of 0.62

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: 1404

- [ ] 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 411

☐ 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 1222

☐ We do not track this

Points Available: 0.00

Recycling Programs

What % of your facilities on a square foot basis have a facility-wide recycling program that has ongoing collection of at least all standard materials in your area?

- ○ <20%
- ○ 21-40%
- ○ 41-60%
- ○ 61-80%
- ◉ >80%

Points Earned: 0.62 of 0.62

Waste Reduction Programs

Does your company have a formal program to evaluate how to reduce its generation of hazardous, universal, and/or non-hazardous waste?

- ○ Yes
- ◉ No
- ○ Already maximized - we have achieved Zero Waste

Points Available: 0.62

Supply Chain Waste Management

How does your company track and manage waste in your supply chain?

Only select practices if you track and manage waste for at least 50% of your company suppliers (on a cost basis).

- ☑ We don't track the solid waste impacts of our supply chain
- ☐ We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material areas of waste production
- ☐ We have set targets for reducing solid waste in the supply chain
- ☐ We have seen a reduction of waste produced in our value chain in the past twelve months
- ☐ We have achieved zero waste or a closed-loop supply chain

Points Available: 0.62

Supply Chain Waste Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce waste in your supply chain?

- [ ] We collaborate with or require suppliers to collect data and report on waste production
- [ ] We screen or require suppliers to meet standards related to solid waste production
- [ ] We have implemented initiatives to reduce waste at the source or divert waste from landfills or incineration in the supply chain
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 0.62

Environment Impact Packaging

How does your company minimize the environmental impact of the packaging of your products?

Select all practices that apply and are verifiable, regardless of the % of product/packaging the practice applies to.

- [x] We have conducted a formal assessment of our packaging design and materials to identify opportunities to minimize environmental impact
- [x] We have source-reduced packaging within the last two years
- [ ] Our packaging materials are certified to meet independent standards for environmental impact
- [x] Our packaging is recyclable and provides instructions on how to recycle it correctly
- [x] Our packaging is non-toxic
- [ ] Our packaging materials are designed to have less overall environmental impact than common alternatives
- [ ] None of the above
- [ ] N/A - Our products do not have packaging materials

Points Earned: 0.49 of 0.62

% of Recyclable/Biodegradable Materials

What % of material (by weight or volume) is made of recyclable (and labeled as such) or biodegradable materials in the areas where they are sold (product + packaging)?

- (•) <20%
- ( ) 20-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) Don't Know
- ( ) N/A

Points Available: 0.62

Controlling Community Exposure to Emissions

Has your company conducted an assessment of local communities' exposure to hazardous emissions from your manufacturing facilities and taken appropriate steps to mitigate?

- ( ) We have not conducted an assessment
- ( ) Assessment indicates some exposure, but we have taken no action to date
- ( ) Assessment indicates some exposure, and we have implemented a mitigation and control strategy
- (•) Assessment indicates no exposure

Points Earned: 0.31 of 0.31

% of Environmentally Preferred Input Materials

What % of material (by weight or volume) comes from recycled materials, reused components, and/or certified sustainably sourced materials?

- (●) <20%
- ( ) 20-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) Don't Know
- ( ) N/A - We do not sell a physical product

Points Available: 1.23

Programs to Reduce End of Life Waste

Which of the following practices are in place to reduce waste to landfill after the usage of your product and/or its packaging?

- [x] Company has a product/packaging reclamation and recycling program designed and implemented by the company or a third party
- [x] Company has a product/packaging reclamation and reuse program designed and implemented by the company or a third party
- [ ] Company takes back similar products or packaging from other companies as part of its reclamation program
- [ ] Company includes information about their reclamation programs on product labels / packaging
- [ ] Company includes information about their reclamation programs in advertising campaigns
- [ ] Company has achieved circularity (no waste created) in its products and packaging
- [ ] Other
- [ ] None of the above

Points Earned: 0.25 of 0.62

Monitoring Hazardous Waste

How does your company monitor and manage your hazardous waste production?

- [ ] Company does not currently monitor and record emissions
- [x] Company monitors and records emissions (no reduction targets)
- [ ] Company monitors emissions and has specific reduction targets
- [ ] We regularly monitor and record emissions and have set a zero hazardous waste target
- [ ] Company has met specific reduction targets during the reporting period
- [ ] Eliminated emissions of this by-product entirely

Points Earned: 0.15 of 0.62

Total Hazardous Waste Produced

Waste Produced: Hazardous Waste (metric tonnes) during the last 12 months

Waste Produced: Hazardous Waste (metric tonnes) during the last 12 months: 24

- [ ] We do not track this

Points Available: 0.00

Reducing Waste

Optional unweighted metrics: Approximately by what % has your company reduced solid and hazardous waste generation (normalized for revenue changes) over the following periods?

The past two years

The past two years

- [x] We do not track this

Points Available: 0.00

Hazardous Waste Disposal

Can your company verify that your hazardous waste is always disposed of responsibly?

This includes batteries, paint, electronic equipment, etc.

- (●) Yes
- ( ) No
- ( ) N/A - We have eliminated hazardous waste

Points Earned: 0.62 of 0.62

Tracking Chemicals in the Supply Chain

Does your company do any of the following to track chemicals in the supply chain for the majority of materials?

Please check all that apply.

- [ ] Do not track chemicals in the supply chain
- [x] Require suppliers to disclose specified chemicals of concern
- [x] Ask suppliers if they know all the chemical ingredients intentionally added to their product and all residuals of high concern present in the product (asking if they know only, not to provide the data to you)
- [ ] Require suppliers to provide chemical information to a third party
- [ ] Disclose all by-products, contaminants or trace materials to the public

Points Earned: 0.41 of 0.62

Chemical Reduction Methods

Which of the following environmentally preferred products have been purchased for the majority of your corporate facilities?

- [x] Non-toxic janitorial products
- [ ] Unbleached / chlorine free paper products
- [ ] Soy-based inks or other low VOC inks
- [x] Recycled/environmentally preferred office supplies (paper, pens, notebooks, etc.)
- [x] Other - please describe
- [ ] None of the above

Points Earned: 0.46 of 0.62

Chemical Management

Does your company have a program in place to identify and eliminate potential chemicals and materials of concern in your product and/or process and identify and phase-in safer alternatives (e.g. chemical/material options with reduced toxicity)?

- [ ] Company has completed a study of all materials (including scarce metals and minerals) in product and chemicals to 1000ppm level
- [ ] Company has completed a study of all materials in product and chemicals to 100ppm level
- [ ] Company has undergone an evaluation of products and processes to identify potential toxic contaminants from production
- [x] Company has identified specific chemicals of concern classes (e.g., carcinogens, mutagens, reproductive toxins, endocrine disruptors, persistent or bioaccumulative substances)
- [x] Company has established a Restricted Substances List (RSL), has a positive screen or other decision process for chemicals
- [x] Company has established metrics and goals for the reduction or elimination of chemicals of concern
- [ ] Company publicly discloses the chemicals and/or materials in your product (e.g., on a label, website, via 800 number for information, etc.)
- [ ] There are no potential chemicals or materials of concern in my industry
- [ ] None of the above

Points Earned: 0.62 of 0.62

Supply Chain Chemical Management

How does your company track and manage toxins or hazardous waste in your supply chain?

Only select practices if you track and manage toxins or hazardous waste for at least 50% of your company suppliers (on a cost basis).

- [x] We don't track toxins or hazardous waste in our supply chain
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risks of toxins and/or production of hazardous waste
- [ ] We have set targets for reducing toxins and hazardous waste in our supply chain
- [ ] We have verified that there are no harmful toxins or hazardous waste in our supply chain

Points Available: 0.62

Supply Chain Chemical Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce toxins or hazardous waste in your supply chain?

- [ ] We collaborate with or require suppliers to collect data and report on chemicals
- [ ] We screen or require suppliers to meet standards related to toxins or hazardous waste
- [ ] We provide support or resources to reduce toxins in the supply chain (e.g.online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 0.62

Supply Chain Biodiversity Management

How does your company track and manage your supply chain's impact on biodiversity?

Only select practices if you track and manage the impact on biodiversity for at least 50% of your company suppliers (on a cost basis).

- [x] We don't evaluate our supply chain impact on biodiversity
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risks to biodiversity
- [ ] We set targets for reducing impact on biodiversity through our supply chain
- [ ] We have verified that our supply chain creates no (or positive) biodiversity impact

Points Available: 0.62

Supply Chain Biodiversity Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce your supply chain's impact on biodiversity?

- [ ] We collaborate with or require suppliers to collect data and report on biodiversity impact
- [ ] We screen suppliers to fit good biodiversity practices
- [ ] We provide support or resources for our supply chain in adopting biodiversity-friendly operations (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 0.62

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?

Sanofi Consumer Healthcare has a variety of medicines in its global portfolio to treat a range of diseases including allergies, cough and cold, pain and inflammation, digestive disorders. In addition, we also market nutritional supplements that help support optimal physiological processes. As a health journey partner, we leverage the best in science, together with our world-class pharmaceutical quality standards to deliver consumer-driven innovative medicines and products across. A few facts related to our diverse portfolio are presented below: In the US, 240 million people use over the counter medicines. If treatments were not available, an estimated 60 million of these would not seek medical treatment. In the space of 12 months in the United States, almost 85% of the population will experience a cold. Globally, between 10 and 30% of the population suffer from hay fever and this goes up to over 50% in parts of Africa and in urban areas. Between 22% and 52% of people in major countries suffer from constipation symptoms and 70% of those who frequently suffer experience it at least once a month. Across the world, 77% of people have used nutritionals in the last 12 months to maintain their general health, provide immune system support or to supplement in areas of vitamin deficiency. 9 out of 10 people will experience pain at some point

Points Available: 0.00

Beneficial Product Type

Which of the following most closely matches the outcome and/or problem solved for your customers as defined above?

Only select 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)
- [x] 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: 19000

- [ ] We do not track this

Points Available: 0.00

Total Customer Individuals

Total Number of Customers

Individuals served in the last 12 months:

Individuals served in the last 12 months: 15000000

- [ ] We do not track this

Points Available: 0.00

OPERATIONS

Customer Stewardship

3.3

Managing Customer Stewardship

Does your company do any of the following to manage the impact and value created for your customers or consumers?

- [ ] We offer product / service guarantees, warranties, or protection policies
- [x] We have third party quality certifications or accreditations
- [x] We have formal quality control mechanisms
- [x] We have feedback / customer service feedback or complaint mechanisms
- [x] We monitor customer or consumer satisfaction
- [x] We assess the outcomes produced for our customers through the use of our product or service
- [x] We have written policies in place for ethical marketing, advertisement, or customer engagement
- [x] We manage the privacy and security of client / customer data
- [ ] None of the above

Points Earned: 0.38 of 0.38

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: 0.77 of 0.77

Quality Assurance

Do you use an established third party methodology to manage quality assurance for your products or services?

Examples include PDSA, Six Sigma, DMAIC, TQM, Zero Defects, etc

- ◉ Yes
- ○ No

Points Earned: 0.38 of 0.38

Supplier Quality Assurance Reviews

What % of Significant Suppliers (on currency basis) are subjected to regular quality assurance reviews or audits?

- (●) 0-49%
- ( ) 50-62%
- ( ) 63-75%
- ( ) >75%

Points Available: 0.77

Feedback and Complaint Channels

Are any of the following true regarding mechanisms for customers to provide feedback, ask questions, or file complaints?

- [x] Products and/or websites feature customer service contact information
- [ ] Product / service reviews are made available in their entirety to public
- [x] Company responds to all direct inquiries or complaints within a month of receipt
- [ ] Company offers live time support to customers
- [ ] Other
- [ ] None of the above

Points Earned: 0.19 of 0.38

Monitoring Customer Satisfaction and Retention

Which of the following are true of your company with regards to customer or client satisfaction and/or retention?

- [x] Company monitors customer satisfaction
- [x] 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: 0.15 of 0.38

Managing Product Impacts

Does the company do any of the following with regards to managing the potential impact their products have on customers / beneficiaries?

- [x] Company regularly monitors customer outcomes and well-being
- [x] Company has formal program to incorporate customer testing and feedback into product design
- [x] 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: 0.38 of 0.38

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
- [x] 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
- [x] Company has programs in place to promote social and or environmental causes through its marketing and advertising
- [x] 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: 0.29 of 0.38

Data Usage and Privacy

Does your company have any of the following to address data usage and privacy issues?

- [x] Company has a formal publicly available data and privacy policy
- [x] 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)
- [x] All customers have option to decide how their data can be used
- [x] Company's all email list building and email marketing strategies are GDPR compliant
- [x] Other
- [ ] None of the above
- [ ] N/A - Company does not collect sensitive data

Points Earned: 0.38 of 0.38

Data Security Management

Does the company have any of the following practices to ensure security of private data?

- [x] Data privacy is included in company wide risk management compliance processes
- [x] All employees with access to data are trained on data privacy policies
- [x] Company has a formal code of conduct that defines unauthorized uses of data
- [x] Internal audits of data security
- [x] External audits of data security
- [x] Simulated hacks on data security
- [ ] Other
- [ ] None of the above
- [ ] N/A - Company does not collect sensitive data

Points Earned: 0.38 of 0.38

IMPACT BUSINESS MODELS

Health & Wellness Improvement - Impact Business Model

3.5

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? **Approx. 86.99%**

- ☐ We do not track this

Points Available: 0.00

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

- [x] Individuals
- [ ] Households
- [ ] Communities
- [x] 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 19000

- [ ] We do not track this

Points Available: 0.00

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 15000000

- [ ] We do not track this

Points Available: 0.00

Client Tracking Methods

Please provide a brief description of how you track your customer/client/beneficiary figures.

Via external data collected by Nielsen / IPSOS or other research institutes

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.

- [x] We have formally defined the outcomes sought by our product or service and have developed a theory of change for them
- [x] We have based our impactful product or service business model on established secondary research that demonstrates potential impact
- [x] 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)
- [x] 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
- [x] 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"?

- [x] We surveyed beneficiaries to understand outcomes created
- [ ] We used non-randomized control groups to compare performance
- [x] We used randomized control groups to determine the level of causality of our product or service
- [x] We used aggregated third-party data to benchmark and compare impact performance
- [x] Our selected methods determined that the product or service contributed to the outcome
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 1.25 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: 1.09 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?

Yes. As a world class innovative consumer healthcare company, Sanofi CHC has a proven track record of launching safe and effective medicines that are truly first in class in the consumer/OTC setting. In addition to the hundreds of medicines sold across the globe, an example of truly game changing products are prescription to OTC switches such as the Fexallegra range of products, which were made available to consumers in an over the counter setting for the first time due to Sanofi CHCs commitment of enabling consumers to live fuller, healthier lives. These medicines are used to relieve problematic disease states in over 60 million consumers. As allergies rise due to the effects of climate change, pollution and the destruction of natural habitats, it is vital and indeed a central pillar of Sanofi CHCs vision to provide consumer with the cutting edge care that they need

Points Available: 0.00

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 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 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 Bottled Water

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Bottled water

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Animal Products or Services

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Animal-based products or services (including seafood)

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Monoculture Agriculture

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Monoculture agriculture

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Genetically Modified Organisms

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Genetically modified organisms

Please also select "Yes" if your company serves clients in this industry

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Biodiversity Impacts

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Industries with a large potential biodiversity impact (including logging or logging equipment, agriculture, etc.)

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Energy and Emissions Intensive Industries

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Energy- and emissions-intensive industries

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Water Intensive Industries

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Water-intensive industries

- ◉ Yes
- ○ No

Points Available: 0.00

Disclosure Chemicals

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Chemicals, including those reliant on chemicals that meet the Substances of Very High Concern (SVHC) criteria under REACH

REACH is the European Union's chemical regulation, currently the world's most stringent chemical regulation. See help text for list of industries.

- ◉ Yes
- ○ No

Points Available: 0.00

Disclosure Illegal Products or Subject to Phase Out

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Products or activities that are illegal under country laws or regulations where they have operated, banned in international conventions or agreements, or subject to international phase-out or regulation

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Industries at Risk of Human Rights Violations

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Industries reliant upon materials at high risk of human rights infringements (e.g. conflict minerals)

- ○ Yes
- ◉ No

Points Available: 0.00

Other Disclosure Industries

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Other industries that may cause social or environmental harm or are subject to stakeholder criticism or concern

- (●) Yes
- ( ) No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" to any of the "Disclosure Industries" listed above, please provide a detailed explanation of the company's involvement for each affirmative response:

If this does not apply to you, please enter "Does not apply" in the text area below.

1. Pharma : Sanofi CHC produces medicinal products and is therefore part of the pharmaceutical industry. 2. Water:Origgio is the site with the biggest water consumption in all CHC perimeter. Last year the water consumption was 190461 m3 of water (124551 m3 of drinking water + 65910 m3 of well water)"

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

Animal Testing

Please indicate if your company engages in any of the following practices:

Company's products are tested on animals

- ◉ 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

Workers Under Bond

Please indicate if your company engages in any of the following practices:

Company hires workers that are under bond, debt, or other obligation to the company or to labor brokers

- ○ Yes
- ◉ No

Points Available: 0.00

Confirmation of Right to Work

Please indicate if your company engages in any of the following practices:

Company does not confirm that workers have the legal right to work in jurisdiction of operations, or company does not keep personnel records that include evidence of the date of birth of each worker

- ○ Yes
- ◉ No

Points Available: 0.00

Employs Individuals on Zero-Hour Contracts

Please indicate if your company engages in any of the following practices:

Company employs individuals on zero-hour contracts

- ○ Yes
- ◉ No

Points Available: 0.00

Company workers are prisoners

Please indicate if your company engages in any of the following practices:

Company uses workers who are prisoners

- ○ Yes
- ◉ No

Points Available: 0.00

Company Employs Workers Under Age 15 (Or Other ILO Minimum Age)

Please indicate if your company engages in any of the following practices:

Company employs workers under the age of 15 (or other minimum work age covered by the International Labour Organization Convention No. 138) and/or company does not keep personnel records that include evidence of the date of birth of each

- ○ Yes
- ◉ No

Points Available: 0.00

Overtime For Hourly Workers Is Compulsory

Please indicate if your company engages in any of the following practices:

Overtime work is compulsory and exceeds 48 hours in a week

- ○ Yes
- ◉ No

Points Available: 0.00

Other Disclosure Practices

Please indicate if your company engages in any of the following practices:

Other sensitive practices that may cause social or environmental harm, or are subject to stakeholder concern

- ○ Yes
- ◉ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" to any of the "Disclosure Practices" listed above, please provide a detailed explanation of the company's engagement in each practice marked in the affirmative:

If this does not apply to you, please enter "Does not apply" in the text area below.

1. Sensitive ecosystem: within Sanofi classification, Origgio site impact on biodiversity is high: Area of Nature interest in the site area: -ZSC IT2050001 Pineta di Cesate (7,48 Km) -ZSC IT2050002 Boschi delle Groane (da 6,24 a 10,5 Km) -ZSC e ZPS IT2050006 Bosco di Vanzago (7,58 Km) -ZSC (IT2050007) e ZPS (IT2050401) Fontanile Nuovo (13,7 Km) 2. Animal Testing, please refer to the answer provided during the risk-screen.

Points Available: 0.00

Disclosure Outcomes & Penalties

Disclosure questions concerning litigation, relocation of communities, accidents, and on-the-job fatality.

On-Site Fatality

Please indicate if your company has experienced any of the following in the past 5 years:

Company has had an operational or on-the-job fatality

- ○ Yes
- ◉ No

Points Available: 0.00

Litigation or Arbitration

Please indicate if your company has experienced any of the following in the past 5 years:

Litigation or arbitration against company either ongoing, settled, or found against the company

- ○ Yes
- ◉ No

Points Available: 0.00

Company has filed for bankruptcy

Please indicate if your company has experienced any of the following in the past 5 years:

Company has filed for bankruptcy

- ○ Yes
- ◉ No

Points Available: 0.00

Bribery, Fraud, or Corruption

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Bribery, fraud, or corruption

- ○ Yes
- ◉ No

Points Available: 0.00

Anti-Competitive Behavior

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Anti-competitive behavior

- ○ Yes
- ◉ No

Points Available: 0.00

Financial Reporting, Taxes, Investments, or Loans

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Financial reporting, tax payments, investments, or loans

- ○ Yes
- ◉ No

Points Available: 0.00

Political Contributions or International Affairs

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Political contributions or international affairs

- ○ Yes
- ◉ No

Points Available: 0.00

Labor Issues

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Labor issues (including safety and discrimination)

- ○ Yes
- ◉ No

Points Available: 0.00

Recalls

Please indicate if your company has experienced any of the following in the past 5 years:

Recalls due to quality control issues

- ◉ Yes
- ○ No

Points Available: 0.00

Breaches of Confidential Information

Please indicate if your company has experienced any of the following in the past 5 years:

Breaches of individual privacy and/or losses of individual confidential data

- ○ Yes
- ◉ No

Points Available: 0.00

Consumer Protection

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Consumer protection (including product safety and marketing claims)

- ○ Yes
- ◉ No

Points Available: 0.00

Significant Layoffs

Please indicate if your company has experienced any of the following in the past 5 years:

Company has had layoffs of more than 20% of the workforce

- ○ Yes
- ◉ No

Points Available: 0.00

Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)

Please indicate if your company has experienced any of the following in the past 5 years:

Company sites have experienced accidental discharges to air, land or water of hazardous substances

- (●) Yes
- ( ) No

Points Available: 0.00

Large Scale Land Conversion, Acquisition, or Relocation

Please indicate if your company has experienced any of the following in the past 5 years:

Construction or operation of company involved large scale land acquisition, convergence, or degradation (including the construction or refurbishment of dams), or resulted in the resettlement or economic displacement of 5,000 or more people

- ( ) Yes
- (●) No

Points Available: 0.00

Penalties Assessed For Environmental Issues

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Environmental management penalties, including animal welfare

- (●) Yes
- ( ) No

Points Available: 0.00

Violation of Indigenous Peoples Rights

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Infringing on indigenous people's rights, for instance by utilizing lands owned or used by indigenous peoples without full documented consent of such peoples

- ( ) Yes
- (●) No

Points Available: 0.00

Other Disclosure Outcomes & Penalties

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Other penalties, complaints, or grievances filed or levied against the company for negative impacts on local communities, human rights, or other stakeholder concerns

- (●) Yes
- ( ) No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" to any of the "Disclosure Outcomes & Penalties" listed above, please provide a detailed explanation of the company's experience related to each affirmative response:

If this does not apply to you, please enter "Does not apply" in the text area below.

1. Hazardous Discharges Into Air/Land/Water: In recent years, Origgio site had several episodes of notices for exceeding waste water limits. The notice was also for Aluminum (considered hazardous). On April 2021 during a routine waste water sampling performed by Authorities we registered a Out of Limits for Aluminiun. Following this sampling we receive a formal notice from Provincia di Varese on May 2021 that request us to come back in the limits. We Performed a deep sampling campaign in June in order to show that the April results is an isolate case. Provincia di Varese close officially the event in November 2021. (in the recent past Origgio site experienced an accidental discharge of polluting substances into water. It leads only to administrative liability and not to criminal one. 2.Environmenlat issue: We have received a warning from the Province of Varese for exceeding the limits on discharge into the public sewer. COD is the Chemical Oxygen Demand and is in fact a parameter that measures the organic load of wastewater. The new treatment system (ready by 2024) will make it possible to return within the limits imposed by the Consolidated Environmental Act. 3.Recalls: .In Opella CHC Italy we had 1 recall in 2022 with Zerinol 300mg+2mg. Company explanation: Opella Healthcare Italia s.r.l following the publication in the Italian Official Bulletin G.U. of 18.06.2022 concerning the reduction of the shelf-life of the finished product from ""60 months"" to ""36 months"" for the medicinal product ZERINOL 300 mg +2 mg coated tablets,must recall all Zerinol batches that in June 2022 have reached the expiry date of 36 months, since they are no longer saleable. Note: Recall is not for product quality issue as no further stability OOS has been registered on this product since 2018 but it is a consequence of the submitted variation to AIFA related to the shelf-life reduction. 3. Other penalties: Shortage: We received some penalties (administrative fines) from Local health Authorities for shortages of drugs: according to Italian law you have to inform HAs 4 months in advance about the upcoming shortage, but sometimes it’s difficult to respect these timelines and the company has to pay a fine to HAs. 4. Administrative process with Buscopan. Case Description: By evaluations of Scientific Consultive Body (CTS,) AIFA ordered SANOFI to delete the indication of use of spasmic-painful events on genitourinary tract from the Buscopan tablets indication in Italy . Removal of the genito-urinary indication for BUSCOPAN and BUSCOPAN COMPOSITUM in Italy: After the removal of the genito-urinary indication (GU) for Buscopan 10 mg tablets in CANADA in 2018 due to a lack of robust efficacy studies, the Regulatory Authorities in Italy (AIFA) asked Sanofi to delete the GU indication for all BUSCOPAN range of products (BUSCOPAN (hyoscine butylbromide) tablets and suppositories and BUSCOPAN COMPOSITUM (hyoscine butylbromide + paracetamol) tablets and suppositories. the reason for which they did not make us remove the indications from the vials is that they are for injectable administration therefore it is demonstrated that they also reach the genitourinary area through the systemic circulation, while for oral use we have less data to support the passage into the circulation and significant distribution also at the genitourinary level. Product do not need to be recalled by the market.

Points Available: 0.00

Supply Chain Disclosure

Disclosure questions concerning the significant suppliers of the company

Supplier Child Labor, Prison Labor, or Forced Labor

Please indicate if any of the following statements are true regarding your company's suppliers:

Employment of workers under the age of 15, use of workers who are currently prisoners, or other practices that are relevant to risk of forced labor

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

Suppliers in Conflict Zones

Please indicate if any of the following statements are true regarding your company's suppliers:

Operation in conflict zones

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

Suppliers Negative Social Impact

Please indicate if any of the following statements are true regarding your company's suppliers:

Practices or outcomes that produced substantial negative impacts regarding human rights, labor conditions, or local communities

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

Suppliers Negative Environmental Impact

Please indicate if any of the following statements are true regarding your company's suppliers:

Practices or outcomes that produced substantial negative environmental impact

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

Overall B Impact Score

Opella Western Europe, excluding France

For Fiscal Year End Date: **31 Dec 2023**





Governance

QUESTIONS ANSWERED 28/28

OVERALL SCORE **9.3**

Workers

QUESTIONS ANSWERED 56/56

OVERALL SCORE **29.4**

Community

QUESTIONS ANSWERED 54/54

OVERALL SCORE **17.6**

Environment

QUESTIONS ANSWERED 53/53

OVERALL SCORE **12.5**

Customers

QUESTIONS ANSWERED 25/25

OVERALL SCORE **14.2**

Mission & Engagement

OPERATIONS
3.3

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: 0.19 of 0.25

Mission Statement

Please share the text of your formal mission statement here.

> We're building a healthier future by helping people, help themselves. We empower people to champion better self-care for themselves, their communities and our planet, through our consumer-inspired, science-based products and solutions. We elevate creativity and make health as simple as it should be, helping more people play an active role in their health. We all have our part to play. Health, it's in our hands.

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: 0.40 of 0.50

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
- [x] Specific, formal training is integrated into new employee and new manager training
- [x] Specific, formal training is integrated into ongoing employee and manager training
- [x] 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 0.50

Social and Environmental Management Reviews

What percentage of full-time managers had a formal written performance evaluation in the last year that included social or environmental goals?

- ○ 0
- ○ 1-49%
- ○ 50-99%
- ◉ 100%

Points Earned: 0.50 of 0.50

Mission-driven Executive Compensation

Which of your executives have their compensation tied to achieving specific social and environmental metrics or objectives?

Please check all that apply.

- [ ] None
- [x] Our CEO or President
- [x] Senior managers reporting to the CEO or President

Points Earned: 0.50 of 0.50

Board Review of Social or Environmental Performance

Does the Board of Directors or equivalent governing body review your company's social or environmental performance on at least an annual basis?

- ○ No, our Board doesn't review that
- ○ Yes, the Board receives a general update on the company's social or environmental performance
- ◉ Yes, the Board reviews key performance indicators (KPIs) on the company's social or environmental performance
- ○ N/A - Our company has no Board of Directors or equivalent governing body

Points Earned: 0.50 of 0.50

Stakeholder Engagement

Has your company done any of the following to engage stakeholders about your social and environmental performance?

- [x] We have an advisory board that includes stakeholder representation
- [x] 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
- [x] We have formal and regular processes in place to gather information from stakeholders (focus groups, surveys, community meetings, etc.)
- [x] We have formal procedures to address results from stakeholder engagement, with a designated individual or team responsible for appropriate follow ups.
- [x] 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
- [x] We publicly report on stakeholder engagement mechanisms and results
- [ ] Other - please describe
- [ ] No formal stakeholder engagement

Points Earned: 0.25 of 0.25

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.

- [x] We track impact metrics that we've chosen based on company mission or executive decision
- [x] We have conducted a materiality assessment of our company using stakeholder engagement mechanisms or research
- [x] We have identified and measure metrics based on the results of the materiality assessment we conducted for the company
- [x] We have set performance targets for all identified material issues and measurements
- [x] We measure the material social and environmental outcomes produced by our performance on our KPIs over time
- [ ] None of the above

Points Earned: 0.50 of 0.50

Identification of Material Issues

Based on the processes you have highlighted, what are the material issues that have been identified?

Access to Healthcare, respect of human rights, health education, support to vulnerable communities, climate change & energy use, waste management & recycling, product eco design, product quality & safety, business ethics, responsible marketing

Points Available: 0.00

OPERATIONS

Ethics & Transparency

3.4

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: 0.12 of 0.46

Code of Ethics

What is required by your company's Code of Ethics?

- [x] Prohibition of bribes in any form, including kickbacks or gifts, on any portion of contract payments or soft dollar practices
- [x] Formal oversight policy covering direct or indirect political contributions, charitable donations, and sponsorships
- [x] 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: 0.46 of 0.46

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.

- [x] We instruct the Board of Directors on the Code at least annually
- [x] We instruct all newly hired workers on the Code
- [x] We instruct managers on the Code on an ongoing basis
- [x] We instruct all non-managerial workers on the Code on an ongoing basis
- [x] 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: 0.46 of 0.46

Breached Code of Ethics Breachment Policy

In cases where there are material breaches to your company's Code of Ethics, what actions are formally outlined for your company?

- [x] Breaches, including case details, are reported to Board of Directors
- [ ] Breaches, including case details, are reported publicly
- [ ] Reported breaches are investigated promptly via independent party
- [x] Employees are dismissed or disciplined if found in breach
- [x] Contracts with business partners in breach are terminated
- [x] Company makes improvements to anti-corruption program based on reported cases
- [ ] Other - please describe
- [ ] None of the above
- [ ] N/A - No Business Code of Conduct

Points Earned: 0.46 of 0.46

Anti-Corruption Practices

Which of the following anti-corruption reporting and prevention systems are in place?

- [x] Written employee whistle-blowing policy with confidentiality policy
- [x] Circulation of whistle-blowing policy to all employees and business partners
- [x] Communication of the anti-corruption system at least annually to the relevant internal and external stakeholders
- [x] Annual training on the anti-corruption system
- [ ] Providing supporting tools and guidance (e.g. self-assessment survey for high-risk departments)
- [x] Anonymous mechanisms to report concerns and grievances
- [x] 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: 0.46 of 0.46

Monitoring Ethics and Corruption

Does your company do any of the following with regard to monitoring and reporting on your anti-corruption programme?

- [x] Responsibility for the monitoring has been clearly assigned and resources have been made available
- [x] Mechanisms are in place for continuous monitoring (internal employee self-evaluations, automated controls monitoring)
- [x] The management of the company (e.g. Board of Directors, Audit Committee) review the results of internal and external reviews and ensure that required changes are implemented in an appropriate and prompt manner
- [ ] External independent assurance is conducted to provide further security to management and stakeholders regarding the effectiveness of the anti-corruption programme
- [ ] Regular reporting announcements about the program are made at least annually to relevant internal and external stakeholders (workshops, CEO announcement, newsletter)
- [ ] None of the above

Points Earned: 0.28 of 0.46

Audited Financials

Does the company produce financials that are audited annually by an internationally accredited Certified Public Accountant (CPA)?

- (•) Yes
- ( ) No

Points Earned: 0.46 of 0.46

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
- [x] 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
- [x] 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: 0.31 of 0.46

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
- [x] 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: 0.12 of 0.46

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
- [x] Our company discloses all financial information (except salary info) at least yearly
- [x] Our company discloses all financial information (except salary info) at least quarterly
- [x] 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: 0.35 of 0.46

OPERATIONS

Governance Metrics

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? 31 Dec 2023

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

Points Available: 0.00

Revenue Last Year

Total Earned Revenue

From the last fiscal year

This question will be used for scored calculation questions later in the assessment. Please complete for accurate scoring. If your company has not yet completed its first fiscal year, please put $0

From the last fiscal year

Sensitive

Points Available: 0.00

Net Income Last Year

Net Income

From the last fiscal year

If your company has not yet completed its first fiscal year, please put $0

From the last fiscal year

Sensitive

Points Available: 0.00

Net Income Year Before Last

Net Income

From the fiscal year before last

From the fiscal year before last

Sensitive

Points Available: 0.00

IMPACT BUSINESS MODELS

Mission Locked - Impact Business Model

2.5

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: 2.50 of 10.00

Workers

OPERATIONS

Workers Impact Area Introduction

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.

- [x] 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)
- [x] 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: 406

- [ ] 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 322

☐ 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 24

☐ 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 24

☐ 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 21

☐ 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 14

☐ We do not track this

Points Available: 0.00

Financial Security

OPERATIONS

9.6

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

Points Available: 0.00

% of Employees Paid Individual Living Wage

What percentage of employees on an FTE (Full Time Equivalent) basis are paid at least the equivalent of a living wage for an individual?

Please exclude students and interns in this calculation.

- ○ <75%
- ○ 75-89%
- ○ 90-99%
- ◉ 100%
- ○ N/A

Points Earned: 2.52 of 2.52

% of Employees Paid Family Living Wage

What percentage of employees on an FTE (Full Time Equivalent) basis are paid at least the equivalent of a living wage for a family?

Please exclude students and interns in this calculation.

- ○ <75%
- ○ 75-89%
- ○ 90-99%
- ◉ 100%
- ○ N/A

Points Earned: 2.52 of 2.52

% Above the Minimum Wage

What percentage above the legal minimum wage does your lowest-paid hourly employee earn?

Please answer this question ONLY taking into account hourly workers. If you do not have hourly workers, select N/A.

- ○ 0% - Lowest wage is equivalent to minimum wage
- ○ 1-9%
- ○ 10-29%
- ○ 30-49%
- ○ 50-75%
- ○ 75%+
- ◉ N/A - We do not employ hourly workers

Points Available: 1.26

Initiatives To Increase Wages and Benefits

If it is not possible to verify a living wage in your country, has your company participated in any leadership initiatives/agreements to increase wages or benefits to workers provided in your country or industry?

Examples include commissioning a living wage calculation. Select N/A if living wage already exists.

- ○ Yes
- ○ No
- ◉ N/A - Living wage already exists

Points Available: 1.26

Compensation Policies and Practices

Does your company offer any of the following additional financial benefits to non-executive workers?

Your answers determine which future questions in the assessment are applicable to your company.

- ☐ Cost of living adjustments that match inflation rates of the country
- ☑ Bonuses or profit-sharing
- ☑ Employee ownership opportunities
- ☐ None of the above

Points Earned: 0.84 of 1.26

Employees Receiving a Bonus

What percentage of full-time and part-time employees, excluding founders and executives, received a monetary bonus in the last fiscal year?

- ○ 0%
- ○ 1-24%
- ○ 25-49%
- ○ 50-74%
- ◉ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.94 of 1.26

Significance of Bonuses

What was the equivalent percentage of profits that were distributed as bonuses to non-executive workers in the last fiscal year?

- ○ No bonus payout, or no bonus plan
- ○ 5% or less
- ○ 5-10%
- ○ 10-15%
- ○ 15-20%
- ◉ >20%
- ○ Bonuses were paid to non-executive workers, despite the company not earning a profit

Points Earned: 1.26 of 1.26

% Participation in Employee Ownership

What percentage of all full-time employees have been granted stock, stock options, or stock equivalents (including participation in an ESOP or other qualified ownership plans) in the company?

Select N/A if your company is a consumer/shared services cooperative, a producer cooperative or a nonprofit.

- ○ 0%
- ◉ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.31 of 1.26

% of Company Owned by Non-Executive Employees

What percentage of the company is owned by workers who are not executives or founders?

- ○ 0%
- ○ 1-4%
- ○ 5-24%
- ○ 25-49%
- ○ 50%+
- ○ N/A
- ◉ Don't Know

Points Available: 2.52

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: 1.26 of 1.26

Financial Services for Employees

What financial products, programs, or services does your company provide that help to meet financial health needs of hourly employees?

Please answer this question ONLY taking into account hourly workers. If you do not have hourly workers, select N/A.

- [ ] Direct deposit
- [ ] Access to free or affordable banking services or payroll cards (e.g. free ATM debit card)
- [ ] Financial management tools or coaching
- [ ] Emergency or short-term savings programs
- [ ] Low-interest or interest-free loans
- [ ] Debt management, refinancing, or loan payment contributions
- [ ] Employer match for deposits into savings accounts
- [ ] Paychecks issued off-schedule on a need basis
- [ ] Tax preparation services
- [ ] Other - please describe
- [ ] None of the above
- [x] N/A - We do not employ hourly workers

Points Available: 0.63

OPERATIONS

Health, Wellness, & Safety

6.6

Government Provision Of Healthcare

How is healthcare provided in the country where the majority of employees reside?

- ○ Universal Provision of Basic Healthcare Services (e.g. United Kingdom)
- ◉ Government-mandated or -provided health insurance programs (e.g. Switzerland)
- ○ None of the Above

Points Available: 0.00

Healthcare Coverage

What percentage of workers receive healthcare coverage either through a government plan or paid by the company?

If healthcare is covered through the company, only consider workers for which the company pays the majority of healthcare costs.

- ○ <75%
- ○ 75-84%
- ○ 85-94%
- ◉ 95%+

Points Earned: 1.05 of 1.05

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.

- [x] Disability coverage or accident insurance
- [x] Life insurance
- [ ] Private dental insurance
- [ ] Private supplemental health insurance
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.53 of 1.05

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
- [x] 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
- [x] 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: 1.05 of 1.05

Health and Wellness Initiatives

What health and wellness initiatives or policies does your company offer beyond insurer-provided programs?

Check all that apply.

- [x] We sponsor and encourage workers to participate in health and wellness activities during the workweek (e.g. walking or steps programs)
- [x] 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)
- [x] Employees have access to behavioral health counseling services, web resources, or Employee Assistance Programs
- [x] Spouses, partners, or children of employees are provided access to behavioral health counseling services, web resources, or Employee Assistance Programs
- [x] 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
- [x] Management receives reports on aggregate participation in worker wellness programs
- [x] Other - please describe
- [ ] Company does not offer any formal health and wellness initiatives

Points Earned: 1.05 of 1.05

Management Commitment to Health and Safety

What are your company practices regarding management's commitment to worker health and safety?

Select those that apply to all company worksites.

- [ ] We have a written safety and health policy to minimize on-the-job employee accidents and injuries
- [ ] Safety and health is integrated into our overall management planning process, and workers are involved in safety planning, resource allocation, audits, etc.
- [ ] Safety and health concerns are communicated through regular safety and health trainings
- [ ] We have specific safety and health program goals and objectives, with specific indicators to measure progress
- [ ] Senior management addresses safety issues through written communications or in company gatherings at least quarterly
- [ ] We have a formal safety reporting system for employees to submit their safety concerns
- [ ] Our safety procedures are easily accessible for all on-site personnel, including workers, non-managerial staff, and visitors
- [ ] We participate in an external program demonstrating commitment and excellence in safety and health (e.g. Voluntary Protection Program)
- [x] N/A - No manufacturing or wholesale facilities
- [ ] None of the above

Points Available: 1.05

Health and Safety Audit Practices

Your company's practices related to inspections and audits include:

Select those that apply to all company worksites.

- [ ] A written procedure for performing safety and health inspections
- [ ] Routine safety and health inspections at least quarterly
- [ ] Use of information discovered through analyses to improve safety processes (e.g. baseline hazards analysis, incident analysis, employee concerns, sampling results from inspections)
- [ ] Documentation of results of the routine inspections
- [ ] Inspection reports that clearly indicate what needs to be corrected, with documented accountability for closure
- [x] N/A - No manufacturing or wholesale facilities
- [ ] None of the above

Points Available: 1.05

Tracking Hazards

When eliminating and tracking hazards, your company:

Select those that apply to all company worksites.

- [x] Follows the preferred hierarchy to eliminate or control the hazard (first engineering, then administrative, then work practices, and finally Personal Protective Equipment)
- [x] Regularly assesses use of Personal Protective Equipment (PPE)
- [x] Conducts follow-up studies to ensure that hazard controls are adequate
- [x] Documents and addresses hazard controls in appropriate procedures (e.g. safety and health rules, inspections, training, etc.)
- [ ] None of the above

Points Earned: 1.05 of 1.05

Controlling Worker Exposure to Hazardous Material

How has your company assessed and managed worker exposure to hazardous materials?

- ○ Assessment indicates some exposure, but we have taken no action to date
- ○ Assessment indicates some exposure, and we have implemented a mitigation and control strategy
- ◉ Assessment indicates no exposure
- ○ We have not conducted an assessment

Points Earned: 0.53 of 0.53

Indoor Air Quality Audits

What is included in your company's annual indoor air quality audit of all company facilities?

Select all options that apply.

- [ ] No smoking within 25 feet of building entrances
- [x] Indoor ventilation rates compliant with ASHRAE Standard 62.1 or EN 16798-1
- [ ] Minimum air intake separation distance compliant with ASHRAE Standard 62.1 or EN 16798-3
- [ ] Operations and maintenance manual for ventilation equipment compliant with ASHRAE Standard 62.1
- [ ] HVAC filters compliant with ASHRAE Standard 52.2 or ISO 16890
- [ ] Temperature and relative humidity levels (PMV and PPD) in compliance with ASHRAE Standard 55 EN-16798 or ISO 7730
- [ ] Written IAQ complaint response policy
- [ ] None of the above

Points Earned: 0.35 of 1.05

Evaluating Health and Safety Practices

What is included in your company's measurement and evaluation practices in relation to occupational safety and health?

Select those that apply to all company worksites.

- [x] A standardized third-party safety management system (e.g. ISO 45001, BS 8800)
- [x] A safety position, safety committee, or safety program representative who reports to a senior-level position (Vice President or higher)
- [x] A documented standard procedure for investigating accidents and major incidents
- [x] Investigation and documentation of the root causes of accidents and incidents
- [x] Implementation of corrective actions after root causes of an accident or incident are determined
- [x] Transparency of injury or illness trends and trend data to all workers
- [x] An annual evaluation of the safety and health system that includes senior management in the evaluation
- [x] An employee safety recognition program
- [ ] Regular Safety Perception Surveys to engage with workers
- [ ] None of the above

Points Earned: 1.05 of 1.05

OPERATIONS

Career Development

2.8

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.

- [x] We have a formal onboarding process for new employees
- [x] We offered ongoing training on core job responsibilities to employees within the last year
- [x] We have a policy to encourage internal promotions and hiring for advanced positions (e.g. posting job openings internally first)
- [x] We provide cross-skills training for career advancements or transitions (e.g. management training for non-managers)
- [x] We provide non-career-specific life-skill training (e.g. financial literacy, English as a Second Language)
- [x] 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: 0.41 of 0.41

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: 0.14 of 0.41

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: 0.27 of 0.41

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: 0.41 of 0.41

Employee Review Process

Which of the following is included or applies to your company's formal process for providing performance feedback to employees?

Check all that apply.

- ☑ Process has a regular schedule and is conducted at least annually
- ☑ Peer and subordinate input
- ☑ Written guidance for career development
- ☑ Social and environmental goals
- ☑ Clearly-identified and achievable goals
- ☐ A 360-degree feedback process
- ☐ All tenured employees receive feedback
- ☐ None of the above

Points Earned: 0.82 of 0.82

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: 0.27 of 0.41

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: 0.41 of 0.41

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 Earned: 0.13 of 0.21

OPERATIONS

Career Development (Salaried)

0.9

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: 0.14 of 0.19

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: 0.05 of 0.19

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: 0.19 of 0.19

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 0.38

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: 0.19 of 0.19

OPERATIONS

Engagement & Satisfaction

3.0

Employee Handbook Information

What is included in your company's written and accessible employee handbook?

- [x] A non-discrimination statement
- [x] An anti-harassment policy with reporting mechanisms, processes, and disciplinary procedures
- [ ] A statement on work hours
- [x] Policies on pay and performance issues
- [x] Policies on benefits, training and leave
- [ ] Grievance resolution process
- [x] Disciplinary procedures and possible sanctions
- [ ] A neutrality statement regarding workers' right to bargain collectively and freedom of association
- [ ] Prohibition of child labor and forced or compulsory labor
- [ ] We have no written employee handbook

Points Earned: 0.33 of 0.33

Paid Secondary Caregiver Leave

What secondary parental leave policies are available to your workers, either through your company or a government program?

Select all that apply, but only select one answer indicating the total amount of paid time equivalent (answers 2-4). See "Learn 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
- [x] Workers receive greater than 5 weeks (or full pay equivalent) paid leave
- [x] 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: 0.67 of 0.67

Supplementary Benefits

What supplementary benefits are provided to a majority of non-managerial workers?

Including full time and part time employees. Please check all that apply.

- [ ] On-site childcare
- [ ] Off-site subsidized childcare
- [x] Free or subsidized meals
- [x] Policy to support breastfeeding mothers
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.93 of 1.33

Worker Empowerment

How does your company engage and empower workers?

- [x] 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
- [x] Employee complaint / input mechanisms are reviewed at least every other year, with input from employees themselves into the process
- [x] Company tracks usage of input/ feedback / complaint mechanisms and resolution / implementation rates
- [ ] We have adopted open book management or self-management principles within the workplace
- [ ] Workers have opportunity to elect member(s) to the Board of Directors
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.50 of 0.67

Surveying and Benchmarking Engagement and Attrition

Does your company monitor and evaluate your worker satisfaction and engagement in any of the following ways?

Your answers determine which future questions in the assessment are applicable to your company.

- [x] 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
- [x] We benchmark employee satisfaction to relevant industry benchmarks
- [x] 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: 0.67 of 0.67

Departed Employees

Number of full-time and part-time workers that departed or left the company in the last twelve months

Enter 0 if None.

Number of full-time and part-time workers that departed or left the company in the last twelve months

Sensitive

Points Available: 0.00

OPERATIONS

Engagement & Satisfaction (Salaried)

2.1

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: 0.54 of 0.60

Paid Primary Caregiver Leave for Salary Workers

Which of the following describe the primary parental leave policies for salaried workers, either through the company or government program?

If applicable, please select one answer indicating total time off (answers 1-3), and one answer indicating fully paid time off (answers 4-7).

- [ ] Primary caregivers receive 4-12 weeks of time off for parental leave (including unpaid and paid leave)
- [x] 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
- [x] 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: 0.36 of 0.60

Worker Flexibility Options

What job flexibility options does the company provide, whenever feasible, in writing and in practice for the majority of workers?

Please check all that apply.

- [x] Part-time work schedules at the request of workers
- [x] Flex-time work schedules allowing freedom to vary start and stop times
- [x] Telecommuting (e.g. working from home one or more days per week)
- [ ] Job-sharing
- [ ] None of the above

Points Earned: 0.45 of 0.60

Workplace Flexibility in Practice

Which of the following flexible workplace practices have been used in the past 12 months?

Please check all that apply.

- [ ] Managers or executives worked part-time or in a job-share
- [x] Managers or executives are in a telecommuting position
- [x] 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: 0.60 of 0.60

Attrition Rate for Salaried Workers

What percentage of full-time and part-time salaried workers left the company during the last twelve months?

Calculation should include voluntary and involuntary separation, but exclude workers dismissed with cause.

Sensitive

Points Earned: 0.20 of 0.60

Community

OPERATIONS

Community Impact Area Introduction

0.0

This section identifies whether your company is designed to deliver a specific, material, positive impact for its community, and if so, opens the Community Impact Business Model section that is most applicable.

Community Oriented Impact Business Model

Does your company's business model create a specific positive benefit for stakeholders such as charitable partners, vendors or suppliers in need, or your local community?

Your answers determine which future questions in the assessment are applicable to your company.

- ○ Yes
- ◉ No

Points Available: 0.00

OPERATIONS

Diversity, Equity, & Inclusion

4.6

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: 0.61 of 0.61

Diverse Ownership and Leadership

Is your company majority-owned or -led by individuals from any of the following underrepresented groups?

Please select all that apply.

- ☐ Led by a woman
- ☐ Led by an individual from an underrepresented racial or ethnic minority
- ☐ Led by another underrepresented individual (veterans, LGBT, etc.)
- ☐ Majority owned by women
- ☐ Majority owned by individuals from underrepresented racial or ethnic minorities
- ☐ Majority owned by other underrepresented individuals (veterans, LGBT, etc.)
- ☑ None of the above

Points Available: 0.61

Inclusive Work Environments

How does your company create an equitable and inclusive workplace for employees?

- [x] We have designated an individual or group explicitly responsible for diversity, equity, and inclusion (i.e. a Diversity Manager or Inclusion Committee)
- [x] We offer trainings for all employees on topics related to diversity, equity, and inclusion
- [x] We have voluntary employee resource or affinity groups
- [x] Our facilities are designed to meet accessibility requirements for individuals with physical disabilities
- [ ] Our facility restrooms are gender-neutral or gender-inclusive
- [x] 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: 0.61 of 0.61

Management of Diversity, Equity, and Inclusion

How does your company manage and improve your workplace diversity and inclusivity?

- [x] 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
- [x] 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: 0.30 of 0.61

Measurement of Diversity

What attributes of a diverse workforce does your company track, either through anonymous surveys or other methods legal in your jurisdiction?

If collecting this type of demographic data is not legal in your jurisdiction, select None of the Above.

- [x] Socioeconomic status (as determined by low income residence, education level, etc.)
- [x] Race or ethnicity
- [x] Gender
- [x] Age
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.61 of 0.61

Low Income Workers

What percentage of your workforce lives in poor/very poor or low-income areas or does not have college degree?

- ○ 0%
- ◉ 1-9%
- ○ 10-19%
- ○ 20-29%
- ○ 30%+
- ○ Don't Know

Points Earned: 0.15 of 0.61

Workers from Ethnic or Racial Minorities

What percentage of your workforce identifies as being from a racial or ethnic minority?

- ○ 0%
- ○ 1-9%
- ◉ 10-19%
- ○ 20-29%
- ○ 30%+
- ○ Don't Know

Points Earned: 0.30 of 0.61

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: 0.61 of 0.61

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: 0.30 of 0.61

High to Low Pay Ratio

What multiple is the highest compensated individual paid, inclusive of bonus, as compared to the lowest paid full-time worker?

- ○ >20x
- ○ 16-20x
- ◉ 11-15x
- ○ 6-10x
- ○ 1-5x

Points Earned: 0.30 of 0.61

Female Management

How many of your company managers identify as women?

- ○ 0%
- ○ 1-9%
- ○ 10-24%
- ○ 25-39%
- ◉ 40-49%
- ○ 50%+
- ○ Don't know
- ○ N/A

Points Earned: 0.61 of 0.61

Management from Underrepresented Populations

How many of your company managers identify as from another underrepresented social group?

If collecting this type of demographic data is not legal in your jurisdiction, select Don't Know.

- ○ 0%
- ○ 1-9%
- ○ 10-19%
- ○ 20-29%
- ○ 30%+
- ◉ Don't know

Points Available: 0.61

Supplier Diversity Policies or Programs

Does your company have any of the following policies or programs in place to promote diversity within your supply chain?

- ☑ We track diversity of ownership among our suppliers
- ☐ We have a policy to give preferences to suppliers with ownership from underrepresented populations
- ☑ We have formal targets to make a specific percentage of purchases from suppliers with diverse ownership
- ☐ We have a formal program to purchase and provide support to suppliers with diverse ownership
- ☐ None of the above
- ☐ N/A - Collecting supplier data or having preferential treatment policies is illegal in my country of operations

Points Earned: 0.15 of 0.30

Supplier Ownership Diversity

What percentage of your purchases were from companies that are majority-owned by women or individuals from underrepresented populations?

- ○ 0%
- ◉ 1-9%
- ○ 10-24%
- ○ 25-39%
- ○ 40-49%
- ○ 50%+
- ○ Don't Know

Points Earned: 0.08 of 0.61

Economic Impact

OPERATIONS

3.1

Geographic Structure and Scope

We realize that for companies with more than one office, the definition of local involvement is a more complicated one to answer. Please tell us a bit about the structure of your company geographically.

AUSTRIA: One office located in Vienna, Austria. All Opella AT employees are located in this office CH: The main office is located in Rotkreuz, Switzerland. In addition there is an office in Geneva where a few Opella employees are located. BELGIUM: One office located in Diegem, Belgium. All Opella BE employees are located in this office SPAIN: One office in Barcelona and one in Madrid. Only one employee located in Madrid, the rest are in Barcelona or are Sales Force roles PORTUGAL: One office in Porto Salvo where all employees are based, except for Sales Force roles GREECE: All our office based employees are located in Athens - the one and only office for Sanofi Greece Our sales force is of course then based in the different region of the country UK: One office located in Reading, UK. All Opella UK employees - 57 in total - based out of this office

Points Available: 0.00

Job Growth Rate

What was your company's net job growth rate for full-time and part-time positions over the last 12 months? ONLY include newly created jobs that are paid a living wage.

If there is no living wage data available for your country of operations, include new jobs that pay 10% or more above a minimum wage.

- ○ 0% (no growth on a net basis)
- ○ 1-5%
- ○ 6-15%
- ◉ >15%

Points Earned: 2.35 of 2.35

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

Points Available: 0.00

Non-accredited Investor Ownership

What percentage of the company is owned by individuals who would qualify as non-accredited investors?

- ◉ 0%
- ○ 1-4%
- ○ 5-14%
- ○ 15-24%
- ○ 25%+
- ○ Don't know

Points Available: 1.18

Local Ownership

Is the majority (over 50%) of the company's ownership located locally to the majority of the company's workforce?

“Local" is defined as being part of the same community. While the size and distance of a community may vary by context, they should generally be based on a small-scale economically and culturally connected area like a metropolitan area or a city/town.

- ○ Yes
- ◉ No
- ○ Don't know

Points Available: 1.18

National Sourcing

What percentage of your company's Cost of Goods Sold (including value-adding activities) was spent within the country of operations, from in-country registered companies or national citizens?

- ○ 0%
- ◉ 1-19%
- ○ 20-39%
- ○ 40-59%
- ○ 60-79%
- ○ 80%+

Points Earned: 0.18 of 1.18

Local Purchasing and Hiring Policies

What written local purchasing or hiring policies does your company have in place?

“Local" is defined as being part of the same community. While the size and distance of a community may vary by context, they should generally be based on a small-scale economically and culturally connected area like a metropolitan area or a city/town.

- ☑ Written preference at each facility to purchase from local suppliers
- ☑ Formal targets or goals for the amount of local purchasing
- ☐ Ready-to-use lists of preferred local suppliers and vendors for specific facilities
- ☐ Written preference for hiring and recruiting local managers
- ☐ Incentives for staff to live within 20 miles of local company facility
- ☐ Other (please describe)
- ☐ No written local purchasing or hiring policies in place

Points Earned: 0.59 of 0.59

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: 1.18

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: 1.18

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: 1.18

OPERATIONS

Civic Engagement & Giving

3.7

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: 0.55 of 0.55

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
- [x] The company offers paid time off for community service
- [x] 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: 0.55 of 0.55

% 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 1.10

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: 1305

- [ ] We do not track this

Points Available: 0.00

Volunteer Service Per Capita

What was the percentage of per capita worker time donated as volunteer, community service, or pro bono time in the reporting period?

Calculate by total volunteer hours / total hours worked, generally 2000 hours per FTE.

- ○ 0%
- ◉ 0.1-0.5% of time
- ○ 0.6-1% of time
- ○ 1.1-2% of time
- ○ 2%+ of time
- ○ Don't know

Points Earned: 0.37 of 1.10

Charitable Giving and Community Investment Policies and Practices

What are your company's practices regarding donations or community investments?

- [x] 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)
- [x] 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: 0.28 of 0.55

Relative Input for Community Investments

If you use an independent methodology to measure total commitment to community investment, what is the equivalent % of revenue contributed in the form of community investment?

- ○ None
- ◉ Less than 0.1% of revenues
- ○ 0.1-0.4% of revenues
- ○ 0.5-0.9% of revenues
- ○ 1-1.9% of revenues
- ○ >2%

Points Earned: 0.14 of 1.10

% of Revenue Donated

What was the equivalent percentage of revenue donated to charity during the last fiscal year?

Please include tax deductible in-kind donations but do not include pro bono time.

- ○ No donations last fiscal year
- ◉ Less than 0.1% of revenue
- ○ 0.1-0.4% of revenue
- ○ 0.5-0.9% of revenue
- ○ 1-1.9% of revenue
- ○ 2%+ of revenue
- ○ Don't know

Points Earned: 0.44 of 2.21

Total Amount of Charitable Donations

Total amount (in currency terms) donated to registered charities in the last fiscal year

Report with the currency specified in "Reporting currency" for this metric.

Total amount (in currency terms) donated to registered charities in the last fiscal year

Sensitive

Points Available: 0.00

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
- [x] Yes, company has provided active staff time or financial support
- [x] Yes, company has directly introduced, testified, made recommendations or provided expertise to advance standards
- [x] Yes, and efforts resulted in a specific institutional, industry or regulatory reform
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.55 of 0.55

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
- [x] None of the above

Points Available: 0.28

OPERATIONS

Supply Chain Management

6.2

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).

- [x] Product Manufacturers
- [x] Professional Service Firms (Consulting, Legal, Accounting)
- [ ] Independent Contractors
- [x] Marketing and advertising
- [ ] Office Supplies
- [ ] Benefits Providers
- [ ] Technology
- [ ] Raw materials
- [ ] Farms
- [ ] Other - please describe

Points Available: 0.00

Social or Environmental Screening of Suppliers

Does your company screen or evaluate Significant Suppliers for social and environmental impact?

This question determines the set of supplier-focused questions your company will respond to.

- ○ Yes
- ◉ No

Points Available: 0.00

Outsourced Staffing Services

Does your company outsource support services (staffing) essential to the delivery of your services to other individuals or organizations?

Your answers determine which future questions in the assessment are applicable to your company.

- (●) Yes
- ( ) No

Points Available: 0.00

Outsourced Staffing Screening Topics

Does your company review or set requirements regarding the labor practices of its outsourced staffing service providers that includes the following topics?

Your answers determine which future questions in the assessment are applicable to your company.

- [x] Compliance with all local laws and regulations
- [x] Compliance with international human rights and labor standards (for employees and contractors)
- [ ] Payment at or above industry benchmarks
- [ ] Payment of a living wage (for employees and contractors)
- [ ] Employee benefits provided
- [ ] Professional development opportunities
- [ ] Other labor practices
- [ ] None of the above
- [ ] N/A

Points Earned: 0.12 of 0.31

% of Outsourced Services Accountable to Code of Conduct?

What % of your outsourced staffing services (on a currency basis) are accountable to the formalized code of conduct or requirements described in the previous question?

- ( ) 0%
- ( ) 1-20%
- ( ) 21-49%
- ( ) 50-74%
- (●) 75-99%
- ( ) 100%
- ( ) N/A

Points Earned: 1.08 of 1.23

Screening / Monitoring for Services

Which of the following methods are used to evaluate the social or environmental impact of your outsourced staffing services?

Your answers determine which future questions in the assessment are applicable to your company.

- [ ] Company shares policies or rules with subcontractors but does not have a verification process in place
- [ ] Company requires subcontractors complete self-designed assessment
- [x] Company utilizes third party risk or impact assessment tools (BIA)
- [ ] Company conducts routine audits/reviews of subcontractors at least every two years
- [ ] Company has third parties conduct routine audits/reviews of subcontractors at least every two year
- [ ] Other
- [ ] None of the above

Points Earned: 0.15 of 0.31

% of Outsourced Staffing Services Screened / Monitored

What % of your outsourced staffing services (on a currency basis) are evaluated based on the methods selected in the previous question?

- ○ 0%
- ○ 1-20%
- ○ 21-49%
- ○ 50-74%
- ◉ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 1.08 of 1.23

Suppliers in Low-Income Communities

What percentage of your Significant Suppliers is located in low-income communities or create employment opportunities for other chronically underemployed populations?

Significant Suppliers represent 80% of your company's purchases in currency terms (excluding salaries on payroll and bonuses, rent, utilities, and taxes).

- ○ <10%
- ○ 10-19%
- ○ 20-30%
- ○ 30%+
- ◉ Don't Know

Points Available: 0.31

Supplier Code of Conduct

Is there a formal written Supplier Code of Conduct policy that specifically holds your company's suppliers accountable for social and environmental performance?

Your answers determine which future questions in the assessment are applicable to your company.

- ◉ Yes
- ○ No

Points Earned: 0.62 of 0.62

Supplier Code of Conduct Topics

What areas of social and environmental performance are specifically included in your company's Supplier Code of Conduct policy?

- ☑ Bribery, corruption, and fraud
- ☑ Working hours
- ☑ Freely chosen employment
- ☑ Compensation
- ☑ Child labor
- ☑ Freedom of association
- ☑ Health and safety
- ☐ Use of materials
- ☑ Product's environmental impact
- ☐ Information on how the Code will be monitored and reviewed (e.g. self-audits, site visits)
- ☐ N/A - No Supplier Code of Conduct

Points Earned: 0.31 of 0.31

% of Suppliers Accountable to Code of Conduct

What % of your suppliers (on a currency basis) are accountable to the formalized code of conduct or requirements described in the previous question?

- ○ 0%
- ○ 1-20%
- ○ 21-49%
- ◉ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.77 of 1.23

Disclosure of Suppliers

What percentage of Significant Suppliers (on currency basis) are made transparent on your company's website?

- ○ 0%
- ○ 1-49%
- ○ 50-79%
- ○ 80%+
- ◉ Don't know

Points Available: 0.62

Support for Improved Supply Chain Social or Environmental Performance

How does your company encourage improved social and environmental performance among your suppliers?

- ☐ We provide incentives for suppliers with strong social and environmental performance
- ☑ We set goals and expectations with suppliers to improve their social and environmental performance
- ☑ We provide resources to suppliers to improve their social and environmental performance
- ☐ Other - please describe
- ☐ None of the above

Points Earned: 0.62 of 0.62

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 Earned: 0.21 of 0.31

% of Suppliers with Programs to Improve Impact

For what % of your suppliers (on a currency basis) do the policies and programs selected in the previous question apply?

- ○ 0%
- ○ 1-20%
- ○ 21-49%
- ◉ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.77 of 1.23

Length of Supplier Relationships

What is the average tenure of your company's relationships with suppliers?

- ○ Average tenure of supplier relationships is less than 24 months.
- ◉ Average tenure of supplier relationships is greater than 24 months.
- ○ Average tenure of supplier relationships is greater than 60 months.
- ○ Average tenure of supplier relationships is greater than 96 months.
- ○ Our company has had a relationship with a majority of our suppliers (on a currency basis) since our first year of operations.
- ○ Don't Know

Points Earned: 0.21 of 0.62

Support for In Need Suppliers

Does your company do any of the following to support small scale or other in-need suppliers?

- ☐ We review suppliers for potential training needs
- ☐ We have a formal education or support program for selected suppliers
- ☑ We provide small scale suppliers the same contracts, prices, and payment terms (such as days payable outstanding) as other suppliers
- ☐ We pay 30 days payable outstanding to small scale suppliers
- ☐ A formal mechanism is in place for suppliers to provide us feedback (e.g. supplier satisfaction surveys)
- ☐ We have a formal grievance mechanism to address complaints and resolve disputes
- ☑ Other (please describe)
- ☐ None of the above

Points Earned: 0.33 of 0.62

Social or Environmental Purchases

What percentage of materials or products purchased have third-party social or environmental certification or approval or are from Significant Suppliers that are purpose-driven or have third-party company level certification or approval?

Significant Suppliers represent 80% of your company's purchases in currency terms (excluding salaries on payroll and bonuses, rent, utilities, and taxes).

- ○ 0
- ○ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75%+
- ◉ Don't know

Points Available: 0.62

Environment

OPERATIONS

Environment Impact Area Introduction

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.

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
- [x] None of the above

Points Available: 0.00

OPERATIONS

Environmental Management

3.5

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: 0.53 of 0.80

Facility Improvement with Landlord

If you lease your facilities, have you worked with your landlord to implement or maintain any of the following?

- [x] Energy efficiency improvements
- [x] Water efficiency improvements
- [ ] Waste reduction programs (including recycling)
- [ ] None of the above
- [ ] N/A - Company does not lease majority of facilities

Points Earned: 0.53 of 0.80

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
- [x] Cleaning
- [x] Electronics
- [x] Fleets
- [ ] Food or food services
- [ ] Landscaping
- [ ] Meetings and conferences
- [x] Office supplies
- [x] Paper
- [ ] Product input materials
- [ ] Other - please describe
- [ ] We don't have an environmentally preferable purchasing policy

Points Earned: 0.80 of 0.80

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 3-6 can only be selected if Checkbox 2 applies.

- [x] Policy statement documenting our organization's commitment to the environment
- [ ] Assessment undertaken of the environmental impact of our organization's business activities
- [ ] Stated objectives and quantifiable targets for environmental aspects of our organization's operations
- [ ] Programming designed, with allocated resources, to achieve these targets
- [ ] Periodic compliance reviews and auditing to evaluate programs conducted
- [ ] Third-party auditing and certification of EMS
- [ ] We have no environmental management system

Points Earned: 0.27 of 1.60

Environmentally Certified Products

During the last fiscal year, what percentage of your products sold had a product certification that assesses the environmental impacts of the product or its production process?

Select N/A only if there is no physical product being sold.

- (●) 0%
- ( ) 1-24%
- ( ) 25-49%
- ( ) 50-74%
- ( ) 75%+
- ( ) N/A

Points Available: 0.80

Product Design for the Environment

Which of the following practices are in place to integrate environmental considerations (DFE) into the design of products and services?

- [x] Source reduction employed in reducing materials use in products
- [ ] Standardized product components or parts to maximize useful life via disassembly or reprocessing
- [ ] Identified resource content on manufactured items to enable eventual recycling
- [ ] Program that facilitates maintenance, servicing, and reassembly of company's own products
- [ ] Program wherein company takes back similar products from other manufacturers for disassembly or reprocessing
- [ ] Company participation in a product reclamation program established by another party
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.27 of 0.80

Type of Footprint Assessments

Has the company's footprint assessments included any of the following?

- [ ] Assessment conducted for upstream supply chain only
- [ ] Assessment conducted for only a portion of value chain (other than or in addition to upstream supply chain)
- [x] Formal life cycle assessments conducted internally
- [ ] Formal life cycle assessments conducted or verified by a third party
- [ ] Use of third party frameworks or methodologies (such as Ellen Macarthur Foundation Circularity Indicators, Product Environmental Profiles, GHG Protocol or Carbon Disclosure Project)
- [ ] Company has a life cycle based certification or equivalent (Cradle to Cradle)
- [ ] Other
- [ ] None of the above

Points Earned: 0.10 of 0.40

% of Products with Type of Footprint Assessment

What % of your products have undergone the specific type(s) of environmental footprint assesesment selected in the previous question?

- ( ) 0%
- (•) 1-20%
- ( ) 21-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) N/A

Points Earned: 0.20 of 1.60

Assessment Conducted of Environmental Footprint of Value Chain

Have you conducted a formal assessment to measure the environmental footprint of your value chain (including supply chain, product usage, and end-of-life) that covers the following topics?

- [ ] Impacts on biodiversity
- [ ] Impacts on climate (Scope 3 Carbon Emissions)
- [ ] Toxin or hazardous material impact
- [ ] Land preservation (including material extraction)
- [ ] Water supply
- [ ] Other
- [x] None of the above

Points Available: 0.80

Management of Material Environmental Impact in Value Chain

How has your company utilized the results of your environmental footprint assessment to manage and minimize your overall impact?

- [ ] Company has used assessments to develop specific strategies to reduce impacts for at least most material impacts identified across value chain and product lines
- [ ] Company has set public targets or commitments to reduce material value chain and product impacts over time
- [ ] Company has met incremental targets in the last two years and/or can demonstrate being on target to achieve long term goals
- [ ] Other
- [x] None of the above (No EIA conducted)

Points Available: 0.80

Impact of Product Usage

Which of the following are true regarding practices in place to manage and minimize the impact of product usage?

- [x] Company has conducted studies of consumer behavior and/or disposal to understand impact of product usage
- [x] Company has conducted analysis of product lifetime and usability and it materially exceeds (>5%) lifetime of related competitive products
- [x] Company has created partnerships and/or marketing campaigns to engage customers or other post production value chain users to minimize environmental footprint of usage
- [ ] Other
- [ ] None of the above

Points Earned: 0.80 of 0.80

OPERATIONS

Air & Climate

3.3

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
- [x] 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: 0.15 of 0.59

Total Energy Use

Total energy used (Gigajoules) during the last 12 months:

Total energy used (Gigajoules) during the last 12 months: 204667

☐ 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: 6408

☐ 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: 0.26 of 0.29

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: 0.24 of 1.18

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?

- [x] Equipment: Energy Star appliances, automatic sleep modes, after-hour timers, etc.
- [x] Lighting: natural light, CF bulbs, occupancy sensors, daylight dimmers, task lighting, etc.
- [x] 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: 0.59 of 0.59

Energy Use Reductions

Have conservation and efficiency improvements led to energy savings for your facilities? If so, by how much?

Please calculate based on changes from last year or annualized from a base year, referring to electricity use and other energy consumption from heating, hot water, etc.

- (●) 0%
- ( ) 1-4%
- ( ) 5-9%
- ( ) 10-14%
- ( ) 15-20%
- ( ) >20%
- ( ) Don't know

Points Available: 1.18

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.

- [x] We do not currently monitor and record emissions
- [ ] We regularly monitor and record emissions but have not set any reduction targets
- [ ] We regularly monitor and record emissions and have set specific reduction targets relative to previous performance (e.g. a 5% reduction of GHGs from baseline year)
- [ ] We regularly monitor and record emissions and have set specific science-based targets necessary to achieve global goals to address climate change
- [ ] We have met the specific reduction targets set during this reporting period
- [ ] We have achieved carbon neutrality

Points Available: 0.59

Greenhouse Gas Emissions Reduced

What percentage of Scope 1 and 2 GHG emissions has been saved due to efficiency improvements implemented by your company?

- ( ) 0%
- ( ) 1-4%
- ( ) 5-9%
- ( ) 10-14%
- ( ) 15-20%
- ( ) 20%+
- (●) Don't Know

Points Available: 1.18

Reducing Carbon Emissions from Transportation

Does the company currently use any of the following specific practices to reduce carbon emissions from transportation?

- [x] Company policy and practice that requires inbound freight or shipping to be transported via lowest impact methods (such as avoiding shipment by air transport)
- [x] Company policy and practice that requires outbound freight or shipping is transported via lowest impact methods
- [ ] None of the above

Points Earned: 0.59 of 0.59

Ton Miles Reduction

Have you reduced the ton miles (relative to revenues) of your distribution and supply chain, and if so, by how much?

Calculate by comparing ton-miles from the year prior or annualized from a baseline year.

- ○ 0%
- ○ 1-9%
- ○ 10%-20%
- ○ 21-50%
- ○ >50%
- ◉ Not tracked / Unknown

Points Available: 0.59

Supply Chain GHG Management

Has your company taken action to track and manage the greenhouse emissions produced through your supply chain? (absolute reduction)

Only select practices if you track and manage greenhouse emissions produced for at least 50% of your company suppliers (on a cost basis).

- [ ] We don't track or evaluate greenhouse emissions from our supply chain
- [x] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risk contributions of greenhouse gas emissions
- [ ] We have purchased certified carbon credits to offset some or all of the greenhouse gas emissions from our supply chain
- [x] We set targets for reducing greenhouse gas emissions through our supply chain
- [ ] We have seen a reduction in GHG emissions in our supply chain in the last twelve months
- [ ] We have achieved a carbon-neutral supply chain

Points Earned: 0.29 of 0.59

Offsetting Supplier GHG Emissions

What % of your company's Scope 3 greenhouse gas emissions were offset by certified carbon credits?

- ◉ 0
- ○ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ Don't know

Points Available: 1.18

Supply Chain GHG Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce the greenhouse gas emissions produced through your supply chain?

- [x] We collaborate with or require suppliers to collect data and report on greenhouse gas emissions
- [x] We screen suppliers to reduce greenhouse gas emissions (e.g. performance of suppliers, selection of materials, source locations)
- [x] We provide support or resources for our supply chain in adopting greenhouse gas minimized operations (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [ ] None of the above

Points Earned: 0.44 of 0.59

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)
- [x] Employees are encouraged to use virtual meeting technology to reduce in person meetings
- [x] Company has a written policy limiting corporate travel
- [ ] None of the above

Points Earned: 0.44 of 0.59

Sourcing % of COGS from Local Suppliers

What % of the following was spent with suppliers located within 200 miles (or 322 km) of where the end product was used during the last fiscal year?

Sourcing of COGS Local to Customers

- (●) 0%
- ( ) 1-9%
- ( ) 10-19%
- ( ) 20-29%
- ( ) 30%+
- ( ) Don't know

Points Available: 1.18

Sourcing % raw materials from Local Suppliers

What % of the following was spent with suppliers located within 200 miles (or 322 km) of where the end product was used during the last fiscal year?

Raw materials (in currency terms) grown or harvested

By company or local independent suppliers.

- (●) 0%
- ( ) 1-9%
- ( ) 10-19%
- ( ) 20-29%
- ( ) 30%+
- ( ) Don't know

Points Available: 1.18

Managing Impact of Transportation

Has your company adopted any of the following techniques for minimizing the transportation-related environmental impact of its distribution and supply chain?

Please check all that apply.

- [ ] Utilize clean or low-emission vehicles (e.g. hybrid, LPG, electric) to transport and distribute product
- [x] Utilize strategic planning software to minimize fuel usage and shipping footprint
- [ ] Train drivers and handlers in fuel efficient techniques
- [x] Utilize freight or shipping methods with lower environmental impacts (e.g. avoiding air shipment)
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.39 of 0.59

% GHG Emissions Offset

If your company purchased certified carbon credits in the reporting period, what % of Scope 1 and 2 GHG emissions were offset?

- ○ 0%
- ○ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ Don't know
- ◉ N/A - No carbon offsets purchased

Points Available: 0.59

Water

OPERATIONS
1.0

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
- [x] 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: 0.44 of 1.75

Total Water Use

Total water use (liters) during the last 12 months

Total water use (liters) during the last 12 months: 4458000

- [ ] 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.

- [x] 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: 0.58 of 1.75

Supply Chain Water Management

How does your company track and manage the water footprint of your supply chain?

Only select practices if you track and manage the water footprint for at least 50% of your company suppliers (on a cost basis).

- [x] We do not track the water footprint of our supply chain
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material areas of water usage
- [ ] We have targets for reducing water footprint through our supply chain
- [ ] We have seen a reduction of our water footprint in our supply chain in the past twelve months
- [ ] We have verified that all water use in supply chain is science-based and sustainable

Points Available: 1.75

Supply Chain Water Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce the water footprint of your supply chain?

- [ ] We collaborate with or require suppliers to collect data and report on water footprint
- [ ] We screen suppliers to fit good water management practices (e.g. individual supplier practices, materials and ingredients, locations in context of water scarcity)
- [ ] We provide support or resources for supply chain in adopting water management (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 1.75

Land & Life

OPERATIONS

4.6

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.

- [x] 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 Available: 0.72

Recycling Programs

What % of your facilities on a square foot basis have a facility-wide recycling program that has ongoing collection of at least all standard materials in your area?

- ○ <20%
- ○ 21-40%
- ○ 41-60%
- ◉ 61-80%
- ○ >80%

Points Earned: 0.54 of 0.72

Waste Reduction Programs

Does your company have a formal program to evaluate how to reduce its generation of hazardous, universal, and/or non-hazardous waste?

- ◉ Yes
- ○ No
- ○ Already maximized - we have achieved Zero Waste

Points Earned: 0.72 of 0.72

Supply Chain Waste Management

How does your company track and manage waste in your supply chain?

Only select practices if you track and manage waste for at least 50% of your company suppliers (on a cost basis).

- [x] We don't track the solid waste impacts of our supply chain
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material areas of waste production
- [ ] We have set targets for reducing solid waste in the supply chain
- [ ] We have seen a reduction of waste produced in our value chain in the past twelve months
- [ ] We have achieved zero waste or a closed-loop supply chain

Points Available: 0.72

Supply Chain Waste Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce waste in your supply chain?

- [ ] We collaborate with or require suppliers to collect data and report on waste production
- [ ] We screen or require suppliers to meet standards related to solid waste production
- [ ] We have implemented initiatives to reduce waste at the source or divert waste from landfills or incineration in the supply chain
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 0.72

Environment Impact Packaging

How does your company minimize the environmental impact of the packaging of your products?

Select all practices that apply and are verifiable, regardless of the % of product/packaging the practice applies to.

- [x] We have conducted a formal assessment of our packaging design and materials to identify opportunities to minimize environmental impact
- [ ] We have source-reduced packaging within the last two years
- [ ] Our packaging materials are certified to meet independent standards for environmental impact
- [x] Our packaging is recyclable and provides instructions on how to recycle it correctly
- [x] Our packaging is non-toxic
- [ ] Our packaging materials are designed to have less overall environmental impact than common alternatives
- [ ] None of the above
- [ ] N/A - Our products do not have packaging materials

Points Earned: 0.43 of 0.72

% of Recyclable/Biodegradable Materials

What % of material (by weight or volume) is made of recyclable (and labeled as such) or biodegradable materials in the areas where they are sold (product + packaging)?

- (•) <20%
- ( ) 20-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) Don't Know
- ( ) N/A

Points Available: 0.72

% of Environmentally Preferred Input Materials

What % of material (by weight or volume) comes from recycled materials, reused components, and/or certified sustainably sourced materials?

- (•) <20%
- ( ) 20-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) Don't Know
- ( ) N/A - We do not sell a physical product

Points Available: 1.44

Programs to Reduce End of Life Waste

Which of the following practices are in place to reduce waste to landfill after the usage of your product and/or its packaging?

- [x] Company has a product/packaging reclamation and recycling program designed and implemented by the company or a third party
- [ ] Company has a product/packaging reclamation and reuse program designed and implemented by the company or a third party
- [ ] Company takes back similar products or packaging from other companies as part of its reclamation program
- [x] Company includes information about their reclamation programs on product labels / packaging
- [ ] Company includes information about their reclamation programs in advertising campaigns
- [ ] Company has achieved circularity (no waste created) in its products and packaging
- [ ] Other
- [ ] None of the above

Points Earned: 0.29 of 0.72

Hazardous Waste Disposal

Can your company verify that your hazardous waste is always disposed of responsibly?

This includes batteries, paint, electronic equipment, etc.

- (●) Yes
- ( ) No
- ( ) N/A - We have eliminated hazardous waste

Points Earned: 0.72 of 0.72

Tracking Chemicals in the Supply Chain

Does your company do any of the following to track chemicals in the supply chain for the majority of materials?

Please check all that apply.

- [ ] Do not track chemicals in the supply chain
- [x] Require suppliers to disclose specified chemicals of concern
- [x] Ask suppliers if they know all the chemical ingredients intentionally added to their product and all residuals of high concern present in the product (asking if they know only, not to provide the data to you)
- [ ] Require suppliers to provide chemical information to a third party
- [ ] Disclose all by-products, contaminants or trace materials to the public

Points Earned: 0.48 of 0.72

Chemical Reduction Methods

Which of the following environmentally preferred products have been purchased for the majority of your corporate facilities?

- [x] Non-toxic janitorial products
- [x] Unbleached / chlorine free paper products
- [x] Soy-based inks or other low VOC inks
- [x] Recycled/environmentally preferred office supplies (paper, pens, notebooks, etc.)
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.72 of 0.72

Chemical Management

Does your company have a program in place to identify and eliminate potential chemicals and materials of concern in your product and/or process and identify and phase-in safer alternatives (e.g. chemical/material options with reduced toxicity)?

- [ ] Company has completed a study of all materials (including scarce metals and minerals) in product and chemicals to 1000ppm level
- [ ] Company has completed a study of all materials in product and chemicals to 100ppm level
- [ ] Company has undergone an evaluation of products and processes to identify potential toxic contaminants from production
- [x] Company has identified specific chemicals of concern classes (e.g., carcinogens, mutagens, reproductive toxins, endocrine disruptors, persistent or bioaccumulative substances)
- [x] Company has established a Restricted Substances List (RSL), has a positive screen or other decision process for chemicals
- [x] Company has established metrics and goals for the reduction or elimination of chemicals of concern
- [ ] Company publicly discloses the chemicals and/or materials in your product (e.g., on a label, website, via 800 number for information, etc.)
- [ ] There are no potential chemicals or materials of concern in my industry
- [ ] None of the above

Points Earned: 0.72 of 0.72

Supply Chain Chemical Management

How does your company track and manage toxins or hazardous waste in your supply chain?

Only select practices if you track and manage toxins or hazardous waste for at least 50% of your company suppliers (on a cost basis).

- [x] We don't track toxins or hazardous waste in our supply chain
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risks of toxins and/or production of hazardous waste
- [ ] We have set targets for reducing toxins and hazardous waste in our supply chain
- [ ] We have verified that there are no harmful toxins or hazardous waste in our supply chain

Points Available: 0.72

Supply Chain Chemical Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce toxins or hazardous waste in your supply chain?

- [ ] We collaborate with or require suppliers to collect data and report on chemicals
- [ ] We screen or require suppliers to meet standards related to toxins or hazardous waste
- [ ] We provide support or resources to reduce toxins in the supply chain (e.g.online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 0.72

Supply Chain Biodiversity Management

How does your company track and manage your supply chain's impact on biodiversity?

Only select practices if you track and manage the impact on biodiversity for at least 50% of your company suppliers (on a cost basis).

- [x] We don't evaluate our supply chain impact on biodiversity
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risks to biodiversity
- [ ] We set targets for reducing impact on biodiversity through our supply chain
- [ ] We have verified that our supply chain creates no (or positive) biodiversity impact

Points Available: 0.72

Supply Chain Biodiversity Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce your supply chain's impact on biodiversity?

- [ ] We collaborate with or require suppliers to collect data and report on biodiversity impact
- [ ] We screen suppliers to fit good biodiversity practices
- [ ] We provide support or resources for our supply chain in adopting biodiversity-friendly operations (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 0.72

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?

Sanofi Consumer Healthcare has a variety of medicines in its global portfolio to treat a range of diseases including allergies, cough and cold, pain and inflammation, digestive disorders, oral care, scalp care, dermatoses including ezcema and psoriasis and many more. In addition, we also market nutritional supplements that help support optimal physiological processes. As a health journey partner, we leverage the best in science, together with our world-class pharmaceutical quality standards to deliver consumer-driven innovative medicines and products across. A few facts related to our diverse portfolio are presented below: In the US, 240 million people use over the counter medicines. If treatments were not available, an estimated 60 million of these would not seek medical treatment. In the space of 12 months in the United States, almost 85% of the population will experience a cold. Globally, between 10 and 30% of the population suffer from hay fever and this goes up to over 50% in parts of Africa and in urban areas. Between 22% and 52% of people in major countries suffer from constipation symptoms and 70% of those who frequently suffer experience it at least once a month. Across the world, 77% of people have used nutritionals in the last 12 months to maintain their general health, provide immune system support or to supplement in areas of vitamin deficiency. 9 out of 10 people will experience pain at some point

Points Available: 0.00

Beneficial Product Type

Which of the following most closely matches the outcome and/or problem solved for your customers as defined above?

Only select 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)
- [x] 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: 21232

- [ ] We do not track this

Points Available: 0.00

Total Customer Individuals

Total Number of Customers

Individuals served in the last 12 months:

Individuals served in the last 12 months: 5541000

- [ ] We do not track this

Points Available: 0.00

OPERATIONS

Customer Stewardship

2.9

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
- [x] We have third party quality certifications or accreditations
- [x] We have formal quality control mechanisms
- [x] We have feedback / customer service feedback or complaint mechanisms
- [ ] We monitor customer or consumer satisfaction
- [x] 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
- [x] We manage the privacy and security of client / customer data
- [ ] None of the above

Points Earned: 0.32 of 0.38

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: 0.77 of 0.77

Quality Assurance

Do you use an established third party methodology to manage quality assurance for your products or services?

Examples include PDSA, Six Sigma, DMAIC, TQM, Zero Defects, etc

- ◉ Yes
- ○ No

Points Earned: 0.38 of 0.38

Supplier Quality Assurance Reviews

What % of Significant Suppliers (on currency basis) are subjected to regular quality assurance reviews or audits?

- (●) 0-49%
- ( ) 50-62%
- ( ) 63-75%
- ( ) >75%

Points Available: 0.77

Feedback and Complaint Channels

Are any of the following true regarding mechanisms for customers to provide feedback, ask questions, or file complaints?

- [x] Products and/or websites feature customer service contact information
- [ ] Product / service reviews are made available in their entirety to public
- [x] Company responds to all direct inquiries or complaints within a month of receipt
- [x] Company offers live time support to customers
- [ ] Other
- [ ] None of the above

Points Earned: 0.29 of 0.38

Managing Product Impacts

Does the company do any of the following with regards to managing the potential impact their products have on customers / beneficiaries?

- [x] Company regularly monitors customer outcomes and well-being
- [x] Company has formal program to incorporate customer testing and feedback into product design
- [x] 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: 0.38 of 0.38

Data Usage and Privacy

Does your company have any of the following to address data usage and privacy issues?

- [x] Company has a formal publicly available data and privacy policy
- [x] 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)
- [x] All customers have option to decide how their data can be used
- [x] Company's all email list building and email marketing strategies are GDPR compliant
- [x] Other
- [ ] None of the above
- [ ] N/A - Company does not collect sensitive data

Points Earned: 0.38 of 0.38

Data Security Management

Does the company have any of the following practices to ensure security of private data?

- [x] Data privacy is included in company wide risk management compliance processes
- [x] All employees with access to data are trained on data privacy policies
- [x] Company has a formal code of conduct that defines unauthorized uses of data
- [x] Internal audits of data security
- [x] External audits of data security
- [x] Simulated hacks on data security
- [ ] Other
- [ ] None of the above
- [ ] N/A - Company does not collect sensitive data

Points Earned: 0.38 of 0.38

IMPACT BUSINESS MODELS

Health & Wellness Improvement - Impact Business Model

3.5

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? **Approx. 94.33%**

- [ ] We do not track this

Points Available: 0.00

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
- [x] None of the above

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.

- [x] We have formally defined the outcomes sought by our product or service and have developed a theory of change for them
- [x] We have based our impactful product or service business model on established secondary research that demonstrates potential impact
- [x] We have directly and formally engaged stakeholders in understanding their desires and needs when developing, refining, and or delivering our products or services
- [x] We are verified to meet third-party standards for impact (e.g. we have impact-related product certifications)
- [x] 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
- [x] We have identified and measure and manage the unintentional or potential negative impacts of the product or service in addition to intentional positive effects
- [x] 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"?

- [x] We surveyed beneficiaries to understand outcomes created
- [ ] We used non-randomized control groups to compare performance
- [x] We used randomized control groups to determine the level of causality of our product or service
- [x] We used aggregated third-party data to benchmark and compare impact performance
- [x] Our selected methods determined that the product or service contributed to the outcome
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 1.25 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: 1.09 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?

Yes. As a world class innovative consumer healthcare company, Sanofi CHC has a proven track record of launching safe and effective medicines that are truly first in class in the consumer/OTC setting. In addition to the hundreds of medicines sold across the globe, an example of truly game changing products are prescription to OTC switches such as the Allegra and Xyzal range of products, which were made available to consumers in an over the counter setting for the first time due to Sanofi CHCs commitment of enabling consumers to live fuller, healthier lives. These medicines are used to relieve problematic disease states in over 60 million consumers. As allergies rise due to the effects of climate change, pollution and the destruction of natural habitats, it is vital and indeed a central pillar of Sanofi CHCs vision to provide consumer with the cutting edge care that they need

Points Available: 0.00

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 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 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 Bottled Water

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Bottled water

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Animal Products or Services

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Animal-based products or services (including seafood)

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Genetically Modified Organisms

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Genetically modified organisms

Please also select "Yes" if your company serves clients in this industry

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Biodiversity Impacts

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Industries with a large potential biodiversity impact (including logging or logging equipment, agriculture, etc.)

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Energy and Emissions Intensive Industries

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Energy- and emissions-intensive industries

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Water Intensive Industries

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Water-intensive industries

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Illegal Products or Subject to Phase Out

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Products or activities that are illegal under country laws or regulations where they have operated, banned in international conventions or agreements, or subject to international phase-out or regulation

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Industries at Risk of Human Rights Violations

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Industries reliant upon materials at high risk of human rights infringements (e.g. conflict minerals)

- ○ Yes
- ◉ No

Points Available: 0.00

Other Disclosure Industries

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Other industries that may cause social or environmental harm or are subject to stakeholder criticism or concern

- ◉ Yes
- ○ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" to any of the "Disclosure Industries" listed above, please provide a detailed explanation of the company's involvement for each affirmative response:

If this does not apply to you, please enter "Does not apply" in the text area below.

Sanofi CHC produces medicinal products and is therefore part of the pharmaceutical industry.

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

Animal Testing

Please indicate if your company engages in any of the following practices:

Company's products are tested on animals

- ◉ 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

Workers Under Bond

Please indicate if your company engages in any of the following practices:

Company hires workers that are under bond, debt, or other obligation to the company or to labor brokers

- ○ Yes
- ◉ No

Points Available: 0.00

Confirmation of Right to Work

Please indicate if your company engages in any of the following practices:

Company does not confirm that workers have the legal right to work in jurisdiction of operations, or company does not keep personnel records that include evidence of the date of birth of each worker

- ○ Yes
- ◉ No

Points Available: 0.00

Employs Individuals on Zero-Hour Contracts

Please indicate if your company engages in any of the following practices:

Company employs individuals on zero-hour contracts

- ○ Yes
- ◉ No

Points Available: 0.00

Company workers are prisoners

Please indicate if your company engages in any of the following practices:

Company uses workers who are prisoners

- ○ Yes
- ◉ No

Points Available: 0.00

Company Employs Workers Under Age 15 (Or Other ILO Minimum Age)

Please indicate if your company engages in any of the following practices:

Company employs workers under the age of 15 (or other minimum work age covered by the International Labour Organization Convention No. 138) and/or company does not keep personnel records that include evidence of the date of birth of each

- ○ Yes
- ◉ No

Points Available: 0.00

Overtime For Hourly Workers Is Compulsory

Please indicate if your company engages in any of the following practices:

Overtime work is compulsory and exceeds 48 hours in a week

- ○ Yes
- ◉ No

Points Available: 0.00

Other Disclosure Practices

Please indicate if your company engages in any of the following practices:

Other sensitive practices that may cause social or environmental harm, or are subject to stakeholder concern

- ○ Yes
- ◉ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" to any of the "Disclosure Practices" listed above, please provide a detailed explanation of the company's engagement in each practice marked in the affirmative:

If this does not apply to you, please enter "Does not apply" in the text area below.

> Animal Testing, please refer to the answer provided during the risk-screen. Sometimes we are required to test the products on animals. However, we only perform these tests if there are no other options (for example: to support clinical trials, or to answer specific requests from Health Authorities).

Points Available: 0.00

Disclosure Outcomes & Penalties

Disclosure questions concerning litigation, relocation of communities, accidents, and on-the-job fatality.

On-Site Fatality

Please indicate if your company has experienced any of the following in the past 5 years:

Company has had an operational or on-the-job fatality

- ○ Yes
- ◉ No

Points Available: 0.00

Litigation or Arbitration

Please indicate if your company has experienced any of the following in the past 5 years:

Litigation or arbitration against company either ongoing, settled, or found against the company

- ○ Yes
- ◉ No

Points Available: 0.00

Company has filed for bankruptcy

Please indicate if your company has experienced any of the following in the past 5 years:

Company has filed for bankruptcy

- ○ Yes
- ◉ No

Points Available: 0.00

Bribery, Fraud, or Corruption

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Bribery, fraud, or corruption

- ○ Yes
- ◉ No

Points Available: 0.00

Anti-Competitive Behavior

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Anti-competitive behavior

- ○ Yes
- ◉ No

Points Available: 0.00

Financial Reporting, Taxes, Investments, or Loans

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Financial reporting, tax payments, investments, or loans

- ○ Yes
- ◉ No

Points Available: 0.00

Political Contributions or International Affairs

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Political contributions or international affairs

- ○ Yes
- ◉ No

Points Available: 0.00

Labor Issues

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Labor issues (including safety and discrimination)

- ○ Yes
- ◉ No

Points Available: 0.00

Recalls

Please indicate if your company has experienced any of the following in the past 5 years:

Recalls due to quality control issues

- (●) Yes
- ( ) No

Points Available: 0.00

Breaches of Confidential Information

Please indicate if your company has experienced any of the following in the past 5 years:

Breaches of individual privacy and/or losses of individual confidential data

- ( ) Yes
- (●) No

Points Available: 0.00

Consumer Protection

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Consumer protection (including product safety and marketing claims)

- ( ) Yes
- (●) No

Points Available: 0.00

Significant Layoffs

Please indicate if your company has experienced any of the following in the past 5 years:

Company has had layoffs of more than 20% of the workforce

- ( ) Yes
- (●) No

Points Available: 0.00

Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)

Please indicate if your company has experienced any of the following in the past 5 years:

Company sites have experienced accidental discharges to air, land or water of hazardous substances

- ( ) Yes
- (●) No

Points Available: 0.00

Large Scale Land Conversion, Acquisition, or Relocation

Please indicate if your company has experienced any of the following in the past 5 years:

Construction or operation of company involved large scale land acquisition, convergence, or degradation (including the construction or refurbishment of dams), or resulted in the resettlement or economic displacement of 5,000 or more people

- ○ Yes
- ◉ No

Points Available: 0.00

Penalties Assessed For Environmental Issues

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Environmental management penalties, including animal welfare

- ○ Yes
- ◉ No

Points Available: 0.00

Violation of Indigenous Peoples Rights

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Infringing on indigenous people's rights, for instance by utilizing lands owned or used by indigenous peoples without full documented consent of such peoples

- ○ Yes
- ◉ No

Points Available: 0.00

Other Disclosure Outcomes & Penalties

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Other penalties, complaints, or grievances filed or levied against the company for negative impacts on local communities, human rights, or other stakeholder concerns

- ○ Yes
- ◉ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" to any of the "Disclosure Outcomes & Penalties" listed above, please provide a detailed explanation of the company's experience related to each affirmative response:

If this does not apply to you, please enter "Does not apply" in the text area below.

1. Recalls - Greece: a) Voluntary recall 2022-2023. Selsun 1% shampoo (cosmetic): Update to regulation required a recall of several formulas of Selsun 1%. b) Mandatory recall 2022-2023. Dexarhina spray (Rx): Out of specification results have been identified during long term stability testing. Belgium: Mandatory recall 2022-2023. Dexa-Rhinospray (Rx): Out of specification results have been identified during long term stability testing. 2) Consumer Protection - UK The case: In April 2022 A competitor complained to Medicines Health Regulatory Authority (MHRA) on Allevia claim “non-drowsy”, as seen in promotional material. All Allevia promotional materials, including claim “non-drowsy” had been reviewed and approved by UK trade body association PAGB before release to the public. The action: Sanofi has met MHRA to discuss the matter and provided extensive scientific rationale. PAGB has also held meetings with MHRA to clarify their position and help to reach an agreement, keeping the essence of the claim. Outcome: The mutual agreement has been found to replace the claim with a slightly amended one, “non-drowsy in most people” in all promotional materials.

Points Available: 0.00

Supply Chain Disclosure

Disclosure questions concerning the significant suppliers of the company

Supplier Child Labor, Prison Labor, or Forced Labor

Please indicate if any of the following statements are true regarding your company's suppliers:

Employment of workers under the age of 15, use of workers who are currently prisoners, or other practices that are relevant to risk of forced labor

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

Suppliers in Conflict Zones

Please indicate if any of the following statements are true regarding your company's suppliers:

Operation in conflict zones

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

Suppliers Negative Social Impact

Please indicate if any of the following statements are true regarding your company's suppliers:

Practices or outcomes that produced substantial negative impacts regarding human rights, labor conditions, or local communities

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

Suppliers Negative Environmental Impact

Please indicate if any of the following statements are true regarding your company's suppliers:

Practices or outcomes that produced substantial negative environmental impact

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

B Impact Assessment™

Opella Asia, Middle East, Africa (AMEA)
2025 Aggregated Full B Impact Assessment

As a company generating >1B$ USD, Opella and all of Opella's independently certified subsidiary regions as listed here, are required to make its full B Impact Assessment transparent. The PDF contains all completed B Impact Assessments that have been reviewed by B Lab with O**pella Asia, Middle East, Africa (AMEA): Opella Japan; Opella Australia, Hong Kong, South Korea; Opella China; Opella Egypt, Turkey, UAE & Saudi Arabia; Opella India; Opella Tunisia and South Africa; and Opella Vietnam, Singapore, Indonesia, Thailand, Philippines & Malaysia** as part of their certification as a B Corporation. All answers reported refer to each of the respective subsidiaries' practices and performance except for topics managed at Corporate level (**Opella).** In those cases, Corporate answers have been reported in the respective wholly owned subsidiaries' Assessments having made sure that they are fully implemented as such at **Opella**. Answers to questions that would reveal sensitive information (e.g. that would advantage competitors or prejudice litigation) are highlighted with a "Sensitive" textbox:

Sensitive

To learn about the scoring methodology, see "Aggregated Scoring Methodology".

B Impact Assessment™

Opella Asia, Middle East, Africa (AMEA)
2025 Aggregated Full B Impact Assessment

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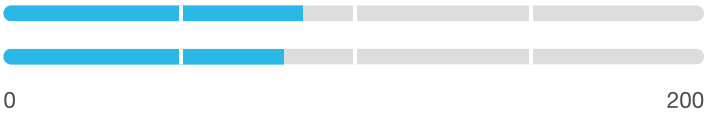
B Impact Assessment™

Overall B Impact Score

Opella Japan

For Fiscal Year End Date: **31 Dec 2022**





Governance

QUESTIONS ANSWERED 29/29

OVERALL SCORE **9.8**

Workers

QUESTIONS ANSWERED 58/58

OVERALL SCORE **27.1**

Community

QUESTIONS ANSWERED 55/55

OVERALL SCORE **17.4**

Environment

QUESTIONS ANSWERED 70/70

OVERALL SCORE **17.0**

Customers

QUESTIONS ANSWERED 29/29

OVERALL SCORE **14.0**

Mission & Engagement

OPERATIONS
3.7

Level of Impact Focus

Describe your company's approach to creating positive impact.

This is an unweighted question that will not impact your score and is asked only for research/benchmarking purposes.

- ○ Creating positive social or environmental impact is not a focus for our business
- ○ We occasionally think about the social and environmental impact of some aspects of our business, but not frequently.
- ○ We frequently consider our social and environmental impact, but it isn't a high priority in decision-making.
- ◉ We consistently incorporate social and environmental impact into decision-making because we consider it important to the success and profitability of our business.
- ○ We treat our social and environmental impact as a primary measure of success for our business and prioritize it even in cases where it may not drive profitability.

Points Available: 0.00

Mission Statement Characteristics

Does your company's formal, written corporate mission statement include any of the following?

A formal written corporate mission statement is one that is either publicly facing or formally shared with the employees of the company. Please check all that apply.

- ☐ No social or environmental commitment
- ☐ A general commitment to social or environmental responsibility (e.g. to conserve the environment)
- ☑ A commitment to a specific positive social impact (e.g. poverty alleviation, sustainable economic development)
- ☐ A commitment to a specific positive environmental impact (e.g. reducing waste sent to landfills through upcycled products)
- ☐ A commitment to serve a target beneficiary group in need (e.g. low-income customers, smallholder farmers)
- ☐ We have no written mission statement

Points Earned: 0.19 of 0.25

Mission Statement

Please share the text of your formal mission statement here.

> We're building a healthier future by helping people, help themselves. We empower people to champion better self-care for themselves, their communities and our planet, through our consumer-inspired, science-based products and solutions. We elevate creativity and make health as simple as it should be, helping more people play an active role in their health. We all have our part to play. Health, it’s in our hands.

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.

- [x] Employee training that includes social or environmental issues material to our company or its mission
- [x] Manager roles with job descriptions that explicitly incorporate social and environmental performance
- [x] Performance reviews that formally incorporate social and environmental issues
- [x] Compensation and job descriptions of executive team members that include social and environmental performance
- [x] 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: 0.50 of 0.50

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
- [x] Specific, formal training is integrated into new employee and new manager training
- [x] 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: 0.33 of 0.50

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: 0.50 of 0.50

Social and Environmental Management Reviews

What percentage of full-time managers had a formal written performance evaluation in the last year that included social or environmental goals?

- ○ 0
- ○ 1-49%
- ○ 50-99%
- ◉ 100%

Points Earned: 0.50 of 0.50

Mission-driven Executive Compensation

Which of your executives have their compensation tied to achieving specific social and environmental metrics or objectives?

Please check all that apply.

- ☐ None
- ☑ Our CEO or President
- ☑ Senior managers reporting to the CEO or President

Points Earned: 0.50 of 0.50

Board Review of Social or Environmental Performance

Does the Board of Directors or equivalent governing body review your company's social or environmental performance on at least an annual basis?

- ○ No, our Board doesn't review that
- ○ Yes, the Board receives a general update on the company's social or environmental performance
- ◉ Yes, the Board reviews key performance indicators (KPIs) on the company's social or environmental performance
- ○ N/A - Our company has no Board of Directors or equivalent governing body

Points Earned: 0.50 of 0.50

Stakeholder Engagement

Has your company done any of the following to engage stakeholders about your social and environmental performance?

- [x] We have an advisory board that includes stakeholder representation
- [x] 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
- [x] We have formal and regular processes in place to gather information from stakeholders (focus groups, surveys, community meetings, etc.)
- [x] We have formal procedures to address results from stakeholder engagement, with a designated individual or team responsible for appropriate follow ups.
- [x] 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
- [x] We publicly report on stakeholder engagement mechanisms and results
- [ ] Other - please describe
- [ ] No formal stakeholder engagement

Points Earned: 0.25 of 0.25

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.

- [x] We track impact metrics that we've chosen based on company mission or executive decision
- [x] We have conducted a materiality assessment of our company using stakeholder engagement mechanisms or research
- [x] We have identified and measure metrics based on the results of the materiality assessment we conducted for the company
- [x] We have set performance targets for all identified material issues and measurements
- [x] We measure the material social and environmental outcomes produced by our performance on our KPIs over time
- [ ] None of the above

Points Earned: 0.50 of 0.50

Identification of Material Issues

Based on the processes you have highlighted, what are the material issues that have been identified?

Access to Healthcare, respect of human rights, health education, support to vulnerable communities, climate change & energy use, waste management & recycling, product eco design, product quality & safety, business ethics, responsible marketing

Points Available: 0.00

OPERATIONS

Ethics & Transparency

3.6

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: 0.12 of 0.46

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: 0.46 of 0.46

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: 0.46 of 0.46

Breached Code of Ethics Breachment Policy

In cases where there are material breaches to your company's Code of Ethics, what actions are formally outlined for your company?

- [x] Breaches, including case details, are reported to Board of Directors
- [ ] Breaches, including case details, are reported publicly
- [ ] Reported breaches are investigated promptly via independent party
- [x] Employees are dismissed or disciplined if found in breach
- [x] Contracts with business partners in breach are terminated
- [x] Company makes improvements to anti-corruption program based on reported cases
- [ ] Other - please describe
- [ ] None of the above
- [ ] N/A - No Business Code of Conduct

Points Earned: 0.46 of 0.46

Anti-Corruption Practices

Which of the following anti-corruption reporting and prevention systems are in place?

- [x] Written employee whistle-blowing policy with confidentiality policy
- [x] Circulation of whistle-blowing policy to all employees and business partners
- [x] Communication of the anti-corruption system at least annually to the relevant internal and external stakeholders
- [x] Annual training on the anti-corruption system
- [ ] Providing supporting tools and guidance (e.g. self-assessment survey for high-risk departments)
- [x] Anonymous mechanisms to report concerns and grievances
- [x] 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
- [x] Other - please describe
- [ ] None of the above

Points Earned: 0.46 of 0.46

Monitoring Ethics and Corruption

Does your company do any of the following with regard to monitoring and reporting on your anti-corruption programme?

- [x] Responsibility for the monitoring has been clearly assigned and resources have been made available
- [x] Mechanisms are in place for continuous monitoring (internal employee self-evaluations, automated controls monitoring)
- [x] The management of the company (e.g. Board of Directors, Audit Committee) review the results of internal and external reviews and ensure that required changes are implemented in an appropriate and prompt manner
- [ ] External independent assurance is conducted to provide further security to management and stakeholders regarding the effectiveness of the anti-corruption programme
- [ ] Regular reporting announcements about the program are made at least annually to relevant internal and external stakeholders (workshops, CEO announcement, newsletter)
- [ ] None of the above

Points Earned: 0.28 of 0.46

Audited Financials

Does the company produce financials that are audited annually by an internationally accredited Certified Public Accountant (CPA)?

- (●) Yes
- ( ) No

Points Earned: 0.46 of 0.46

Financial Controls

Does your company maintain any of the following financial controls?

Please check all that apply.

- [x] 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
- [x] Fraud risk assessment is conducted at least annually, with any identified internal control deficiencies communicated to Board of Directors and senior management
- [x] Lines of financial reporting, responsibilities, and limits for the authorization, approval, and verification of disbursements are all documented in writing
- [x] 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: 0.46 of 0.46

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
- [x] 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: 0.12 of 0.46

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
- [x] Our company discloses all financial information (except salary info) at least yearly
- [x] Our company discloses all financial information (except salary info) at least quarterly
- [x] 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: 0.35 of 0.46

OPERATIONS

Governance Metrics

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? 31 Dec 2022

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

Points Available: 0.00

Revenue Last Year

Total Earned Revenue

From the last fiscal year

This question will be used for scored calculation questions later in the assessment. Please complete for accurate scoring. If your company has not yet completed its first fiscal year, please put $0

From the last fiscal year

Sensitive

Points Available: 0.00

Net Income Last Year

Net Income

From the last fiscal year

If your company has not yet completed its first fiscal year, please put $0

From the last fiscal year

Sensitive

Points Available: 0.00

Net Income Year Before Last

Net Income

From the fiscal year before last

From the fiscal year before last

Sensitive

Points Available: 0.00

IMPACT BUSINESS MODELS

Mission Locked - Impact Business Model

2.5

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: 2.50 of 10.00

Workers

OPERATIONS

Workers Impact Area Introduction

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.

- [x] 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)
- [x] 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 460

- [ ] 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 450

☐ 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 0

☐ 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 0

☐ 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 0

☐ 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 0

☐ We do not track this

Points Available: 0.00

OPERATIONS

Financial Security

8.5

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

Points Available: 0.00

% of Employees Paid Individual Living Wage

What percentage of employees on an FTE (Full Time Equivalent) basis are paid at least the equivalent of a living wage for an individual?

Please exclude students and interns in this calculation.

- ○ <75%
- ○ 75-89%
- ○ 90-99%
- ◉ 100%
- ○ N/A

Points Earned: 2.52 of 2.52

% of Employees Paid Family Living Wage

What percentage of employees on an FTE (Full Time Equivalent) basis are paid at least the equivalent of a living wage for a family?

Please exclude students and interns in this calculation.

- ○ <75%
- ○ 75-89%
- ○ 90-99%
- ◉ 100%
- ○ N/A

Points Earned: 2.52 of 2.52

% Above the Minimum Wage

What percentage above the legal minimum wage does your lowest-paid hourly employee earn?

Please answer this question ONLY taking into account hourly workers. If you do not have hourly workers, select N/A.

- ○ 0% - Lowest wage is equivalent to minimum wage
- ○ 1-9%
- ○ 10-29%
- ○ 30-49%
- ○ 50-75%
- ○ 75%+
- ◉ N/A - We do not employ hourly workers

Points Available: 1.26

Initiatives To Increase Wages and Benefits

If it is not possible to verify a living wage in your country, has your company participated in any leadership initiatives/agreements to increase wages or benefits to workers provided in your country or industry?

Examples include commissioning a living wage calculation. Select N/A if living wage already exists.

- ○ Yes
- ○ No
- ◉ N/A - Living wage already exists

Points Available: 1.26

Compensation Policies and Practices

Does your company offer any of the following additional financial benefits to non-executive workers?

Your answers determine which future questions in the assessment are applicable to your company.

- [ ] Cost of living adjustments that match inflation rates of the country
- [x] Bonuses or profit-sharing
- [x] Employee ownership opportunities
- [ ] None of the above

Points Earned: 0.84 of 1.26

Employees Receiving a Bonus

What percentage of full-time and part-time employees, excluding founders and executives, received a monetary bonus in the last fiscal year?

- ○ 0%
- ○ 1-24%
- ○ 25-49%
- ◉ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.63 of 1.26

Significance of Bonuses

What was the equivalent percentage of profits that were distributed as bonuses to non-executive workers in the last fiscal year?

- ○ No bonus payout, or no bonus plan
- ◉ 5% or less
- ○ 5-10%
- ○ 10-15%
- ○ 15-20%
- ○ >20%
- ○ Bonuses were paid to non-executive workers, despite the company not earning a profit

Points Earned: 0.16 of 1.26

% Participation in Employee Ownership

What percentage of all full-time employees have been granted stock, stock options, or stock equivalents (including participation in an ESOP or other qualified ownership plans) in the company?

Select N/A if your company is a consumer/shared services cooperative, a producer cooperative or a nonprofit.

- ○ 0%
- ◉ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.31 of 1.26

% of Company Owned by Non-Executive Employees

What percentage of the company is owned by workers who are not executives or founders?

- ○ 0%
- ◉ 1-4%
- ○ 5-24%
- ○ 25-49%
- ○ 50%+
- ○ N/A
- ○ Don't Know

Points Earned: 0.63 of 2.52

Retirement Programs

Do employees have access to any of the following savings programs for retirement?

- ☑ Government-sponsored pension or superannuation plans
- ☐ Private Pension or Provident Funds
- ☐ Plan that specifically includes Socially-Responsible Investing option
- ☐ None of the above

Points Earned: 0.94 of 1.26

Financial Services for Employees

What financial products, programs, or services does your company provide that help to meet financial health needs of hourly employees?

Please answer this question ONLY taking into account hourly workers. If you do not have hourly workers, select N/A.

- [ ] Direct deposit
- [ ] Access to free or affordable banking services or payroll cards (e.g. free ATM debit card)
- [ ] Financial management tools or coaching
- [ ] Emergency or short-term savings programs
- [ ] Low-interest or interest-free loans
- [ ] Debt management, refinancing, or loan payment contributions
- [ ] Employer match for deposits into savings accounts
- [ ] Paychecks issued off-schedule on a need basis
- [ ] Tax preparation services
- [ ] Other - please describe
- [ ] None of the above
- [x] N/A - We do not employ hourly workers

Points Available: 0.63

OPERATIONS

Health, Wellness, & Safety

8.5

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: 0.95 of 0.95

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.

- [x] Disability coverage or accident insurance
- [x] Life insurance
- [ ] Private dental insurance
- [ ] Private supplemental health insurance
- [x] Other - please describe
- [ ] None of the above

Points Earned: 0.57 of 0.95

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
- [x] N/A - We don't have part-time employees

Points Available: 0.95

Health and Wellness Initiatives

What health and wellness initiatives or policies does your company offer beyond insurer-provided programs?

Check all that apply.

- [x] 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)
- [x] Employees have access to behavioral health counseling services, web resources, or Employee Assistance Programs
- [x] Spouses, partners, or children of employees are provided access to behavioral health counseling services, web resources, or Employee Assistance Programs
- [x] We have policies and programs in place to prevent ergonomic-related injuries in the workspace
- [x] Over 25% of workers have completed a health risk assessment in the last twelve months
- [x] 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: 0.95 of 0.95

Worksite Characteristics

What safety processes are in place at all of your company worksites?

- [x] At the beginning of every shift, a briefing with front-line workers is held to share new information or discuss the work for the day
- [x] Results of hazard analyses or routine activities are documented
- [x] Potential hazards are identified, analyzed, and managed when new materials or equipment are purchased or new processes are implemented
- [x] Workers have written permission to shut down unsafe processes
- [ ] None of the above

Points Earned: 0.95 of 0.95

Management Commitment to Health and Safety

What are your company practices regarding management's commitment to worker health and safety?

Select those that apply to all company worksites.

- [x] We have a written safety and health policy to minimize on-the-job employee accidents and injuries
- [x] Safety and health is integrated into our overall management planning process, and workers are involved in safety planning, resource allocation, audits, etc.
- [x] Safety and health concerns are communicated through regular safety and health trainings
- [x] We have specific safety and health program goals and objectives, with specific indicators to measure progress
- [x] Senior management addresses safety issues through written communications or in company gatherings at least quarterly
- [x] We have a formal safety reporting system for employees to submit their safety concerns
- [x] Our safety procedures are easily accessible for all on-site personnel, including workers, non-managerial staff, and visitors
- [ ] We participate in an external program demonstrating commitment and excellence in safety and health (e.g. Voluntary Protection Program)
- [ ] N/A - No manufacturing or wholesale facilities
- [ ] None of the above

Points Earned: 0.95 of 0.95

Health and Safety Audit Practices

Your company's practices related to inspections and audits include:

Select those that apply to all company worksites.

- [x] A written procedure for performing safety and health inspections
- [x] Routine safety and health inspections at least quarterly
- [x] Use of information discovered through analyses to improve safety processes (e.g. baseline hazards analysis, incident analysis, employee concerns, sampling results from inspections)
- [x] Documentation of results of the routine inspections
- [x] Inspection reports that clearly indicate what needs to be corrected, with documented accountability for closure
- [ ] N/A - No manufacturing or wholesale facilities
- [ ] None of the above

Points Earned: 0.95 of 0.95

Tracking Hazards

When eliminating and tracking hazards, your company:

Select those that apply to all company worksites.

- [x] Follows the preferred hierarchy to eliminate or control the hazard (first engineering, then administrative, then work practices, and finally Personal Protective Equipment)
- [x] Regularly assesses use of Personal Protective Equipment (PPE)
- [x] Conducts follow-up studies to ensure that hazard controls are adequate
- [x] Documents and addresses hazard controls in appropriate procedures (e.g. safety and health rules, inspections, training, etc.)
- [ ] None of the above

Points Earned: 0.95 of 0.95

Controlling Worker Exposure to Hazardous Material

How has your company assessed and managed worker exposure to hazardous materials?

- ( ) Assessment indicates some exposure, but we have taken no action to date
- (•) Assessment indicates some exposure, and we have implemented a mitigation and control strategy
- ( ) Assessment indicates no exposure
- ( ) We have not conducted an assessment

Points Earned: 0.32 of 0.48

Indoor Air Quality Audits

What is included in your company's annual indoor air quality audit of all company facilities?

Select all options that apply.

- [x] No smoking within 25 feet of building entrances
- [ ] Indoor ventilation rates compliant with ASHRAE Standard 62.1 or EN 16798-1
- [x] Minimum air intake separation distance compliant with ASHRAE Standard 62.1 or EN 16798-3
- [x] Operations and maintenance manual for ventilation equipment compliant with ASHRAE Standard 62.1
- [x] HVAC filters compliant with ASHRAE Standard 52.2 or ISO 16890
- [x] Temperature and relative humidity levels (PMV and PPD) in compliance with ASHRAE Standard 55 EN-16798 or ISO 7730
- [ ] Written IAQ complaint response policy
- [ ] None of the above

Points Earned: 0.95 of 0.95

Evaluating Health and Safety Practices

What is included in your company's measurement and evaluation practices in relation to occupational safety and health?

Select those that apply to all company worksites.

- [ ] A standardized third-party safety management system (e.g. ISO 45001, BS 8800)
- [x] A safety position, safety committee, or safety program representative who reports to a senior-level position (Vice President or higher)
- [x] A documented standard procedure for investigating accidents and major incidents
- [x] Investigation and documentation of the root causes of accidents and incidents
- [x] Implementation of corrective actions after root causes of an accident or incident are determined
- [x] Transparency of injury or illness trends and trend data to all workers
- [x] An annual evaluation of the safety and health system that includes senior management in the evaluation
- [x] An employee safety recognition program
- [ ] Regular Safety Perception Surveys to engage with workers
- [ ] None of the above

Points Earned: 0.95 of 0.95

OPERATIONS

Career Development

2.2

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.

- [x] We have a formal onboarding process for new employees
- [x] We offered ongoing training on core job responsibilities to employees within the last year
- [x] We have a policy to encourage internal promotions and hiring for advanced positions (e.g. posting job openings internally first)
- [x] We provide cross-skills training for career advancements or transitions (e.g. management training for non-managers)
- [x] We provide non-career-specific life-skill training (e.g. financial literacy, English as a Second Language)
- [x] 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: 0.41 of 0.41

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: 0.41 of 0.41

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 Available: 0.41

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: 0.41 of 0.41

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.

- [x] Process has a regular schedule and is conducted at least annually
- [ ] Peer and subordinate input
- [x] Written guidance for career development
- [ ] Social and environmental goals
- [x] Clearly-identified and achievable goals
- [ ] A 360-degree feedback process
- [x] All tenured employees receive feedback
- [ ] None of the above

Points Earned: 0.66 of 0.82

Internal Promotions

What percentage of employees has been internally promoted within the last 12 months?

Exclude material owners in your calculation.

- ○ 0%
- ◉ 1-5%
- ○ 6-15%
- ○ 15%+

Points Earned: 0.14 of 0.41

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
- [x] N/A - Our company does not employ interns

Points Available: 0.41

End of Employment Support

What are your formal company policies regarding employee termination and layoffs?

- [x] We have a policy to provide written notice of employee performance prior to termination
- [x] We have a policy to provide performance improvement plans or stated corrective time periods prior to termination
- [x] We have a policy to provide at minimum 2+ weeks of severance per year of employment
- [x] We provide outplacement services for terminated employees
- [ ] We don't have written termination or severance policies

Points Earned: 0.21 of 0.21

OPERATIONS

Career Development (Salaried)

0.5

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: 0.14 of 0.19

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: 0.05 of 0.19

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: 0.05 of 0.19

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: 0.09 of 0.38

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: 0.19 of 0.19

OPERATIONS

Engagement & Satisfaction

2.5

Employee Handbook Information

What is included in your company's written and accessible employee handbook?

- [ ] A non-discrimination statement
- [x] An anti-harassment policy with reporting mechanisms, processes, and disciplinary procedures
- [x] A statement on work hours
- [x] Policies on pay and performance issues
- [x] Policies on benefits, training and leave
- [x] Grievance resolution process
- [x] Disciplinary procedures and possible sanctions
- [x] A neutrality statement regarding workers' right to bargain collectively and freedom of association
- [ ] Prohibition of child labor and forced or compulsory labor
- [ ] We have no written employee handbook

Points Earned: 0.33 of 0.33

Paid Secondary Caregiver Leave

What secondary parental leave policies are available to your workers, either through your company or a government program?

Select all that apply, but only select one answer indicating the total amount of paid time equivalent (answers 2-4). See "Learn 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
- [x] Workers receive greater than 5 weeks (or full pay equivalent) paid leave
- [x] 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: 0.67 of 0.67

Supplementary Benefits

What supplementary benefits are provided to a majority of non-managerial workers?

Including full time and part time employees. Please check all that apply.

- [ ] On-site childcare
- [ ] Off-site subsidized childcare
- [ ] Free or subsidized meals
- [ ] Policy to support breastfeeding mothers
- [x] Other - please describe
- [ ] None of the above

Points Earned: 0.33 of 1.33

Worker Empowerment

How does your company engage and empower workers?

- [x] 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
- [x] Employee complaint / input mechanisms are reviewed at least every other year, with input from employees themselves into the process
- [x] Company tracks usage of input/ feedback / complaint mechanisms and resolution / implementation rates
- [ ] We have adopted open book management or self-management principles within the workplace
- [ ] Workers have opportunity to elect member(s) to the Board of Directors
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.50 of 0.67

Surveying and Benchmarking Engagement and Attrition

Does your company monitor and evaluate your worker satisfaction and engagement in any of the following ways?

Your answers determine which future questions in the assessment are applicable to your company.

- [x] We calculate employee attrition rate
- [ ] We benchmark employee attrition rate to relevant benchmarks
- [x] We regularly (at least once a year) conduct employee satisfaction or engagement surveys
- [x] We benchmark employee satisfaction to relevant industry benchmarks
- [x] 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: 0.67 of 0.67

Departed Employees

Number of full-time and part-time workers that departed or left the company in the last twelve months

Enter 0 if None.

Number of full-time and part-time workers that departed or left the company in the last twelve months

Sensitive

Points Available: 0.00

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 Available: 1.33

OPERATIONS

Engagement & Satisfaction (Salaried)

2.0

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: 0.54 of 0.60

Paid Primary Caregiver Leave for Salary Workers

Which of the following describe the primary parental leave policies for salaried workers, either through the company or government program?

If applicable, please select one answer indicating total time off (answers 1-3), and one answer indicating fully paid time off (answers 4-7).

- [ ] Primary caregivers receive 4-12 weeks of time off for parental leave (including unpaid and paid leave)
- [ ] Primary caregivers receive 13 weeks to 6 months of time off for parental leave (including unpaid and paid leave)
- [x] 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
- [x] 13-18 weeks of primary parental leave (or equivalent) is fully paid
- [ ] 19-24 weeks of primary parental leave (or equivalent) is fully paid
- [ ] More than 24 weeks of primary parental leave (or equivalent) is fully paid
- [ ] Primary caregivers receive less than 4 weeks off or no time off for parental leave

Points Earned: 0.42 of 0.60

Worker Flexibility Options

What job flexibility options does the company provide, whenever feasible, in writing and in practice for the majority of workers?

Please check all that apply.

- [ ] Part-time work schedules at the request of workers
- [x] Flex-time work schedules allowing freedom to vary start and stop times
- [x] Telecommuting (e.g. working from home one or more days per week)
- [ ] Job-sharing
- [ ] None of the above

Points Earned: 0.30 of 0.60

Workplace Flexibility in Practice

Which of the following flexible workplace practices have been used in the past 12 months?

Please check all that apply.

- [ ] Managers or executives worked part-time or in a job-share
- [x] Managers or executives are in a telecommuting position
- [x] 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: 0.60 of 0.60

Attrition Rate for Salaried Workers

What percentage of full-time and part-time salaried workers left the company during the last twelve months?

Calculation should include voluntary and involuntary separation, but exclude workers dismissed with cause.

Sensitive

Points Earned: 0.20 of 0.60

Community

Community Impact Area Introduction

OPERATIONS
0.0

This section identifies whether your company is designed to deliver a specific, material, positive impact for its community, and if so, opens the Community Impact Business Model section that is most applicable.

Community Oriented Impact Business Model

Does your company's business model create a specific positive benefit for stakeholders such as charitable partners, vendors or suppliers in need, or your local community?

Your answers determine which future questions in the assessment are applicable to your company.

- ○ Yes
- ◉ No

Points Available: 0.00

OPERATIONS

Diversity, Equity, & Inclusion

3.8

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: 0.61 of 0.61

Diverse Ownership and Leadership

Is your company majority-owned or -led by individuals from any of the following underrepresented groups?

Please select all that apply.

- ☐ Led by a woman
- ☐ Led by an individual from an underrepresented racial or ethnic minority
- ☐ Led by another underrepresented individual (veterans, LGBT, etc.)
- ☐ Majority owned by women
- ☐ Majority owned by individuals from underrepresented racial or ethnic minorities
- ☐ Majority owned by other underrepresented individuals (veterans, LGBT, etc.)
- ☑ None of the above

Points Available: 0.61

Inclusive Work Environments

How does your company create an equitable and inclusive workplace for employees?

- [x] We have designated an individual or group explicitly responsible for diversity, equity, and inclusion (i.e. a Diversity Manager or Inclusion Committee)
- [x] We offer trainings for all employees on topics related to diversity, equity, and inclusion
- [x] We have voluntary employee resource or affinity groups
- [x] 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
- [x] We accommodate learning or emotional disabilities in work processes and workplace policies
- [ ] None of the above

Points Earned: 0.61 of 0.61

Management of Diversity, Equity, and Inclusion

How does your company manage and improve your workplace diversity and inclusivity?

- [ ] We anonymously survey employees on gender identity, race/ethnicity, disability status, and other demographic factors to track the diversity of our workforce
- [ ] We have set specific, measurable diversity improvement goals that are reviewed by senior executives or our Board of Directors
- [x] 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: 0.15 of 0.61

Measurement of Diversity

What attributes of a diverse workforce does your company track, either through anonymous surveys or other methods legal in your jurisdiction?

If collecting this type of demographic data is not legal in your jurisdiction, select None of the Above.

- [x] Socioeconomic status (as determined by low income residence, education level, etc.)
- [x] Race or ethnicity
- [x] Gender
- [x] Age
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.61 of 0.61

Low Income Workers

What percentage of your workforce lives in poor/very poor or low-income areas or does not have college degree?

- (●) 0%
- ( ) 1-9%
- ( ) 10-19%
- ( ) 20-29%
- ( ) 30%+
- ( ) Don't Know

Points Available: 0.61

Workers from Ethnic or Racial Minorities

What percentage of your workforce identifies as being from a racial or ethnic minority?

- ( ) 0%
- (●) 1-9%
- ( ) 10-19%
- ( ) 20-29%
- ( ) 30%+
- ( ) Don't Know

Points Earned: 0.10 of 0.61

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: 0.40 of 0.61

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: 0.61 of 0.61

High to Low Pay Ratio

What multiple is the highest compensated individual paid, inclusive of bonus, as compared to the lowest paid full-time worker?

- ○ >20x
- ◉ 16-20x
- ○ 11-15x
- ○ 6-10x
- ○ 1-5x

Points Earned: 0.15 of 0.61

Female Management

How many of your company managers identify as women?

- ○ 0%
- ○ 1-9%
- ○ 10-24%
- ◉ 25-39%
- ○ 40-49%
- ○ 50%+
- ○ Don't know
- ○ N/A

Points Earned: 0.40 of 0.61

Management from Underrepresented Populations

How many of your company managers identify as from another underrepresented social group?

If collecting this type of demographic data is not legal in your jurisdiction, select Don't Know.

- (●) 0%
- ( ) 1-9%
- ( ) 10-19%
- ( ) 20-29%
- ( ) 30%+
- ( ) Don't know

Points Available: 0.61

Supplier Diversity Policies or Programs

Does your company have any of the following policies or programs in place to promote diversity within your supply chain?

- [x] We track diversity of ownership among our suppliers
- [ ] We have a policy to give preferences to suppliers with ownership from underrepresented populations
- [x] 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: 0.15 of 0.30

Supplier Ownership Diversity

What percentage of your purchases were from companies that are majority-owned by women or individuals from underrepresented populations?

- ( ) 0%
- (●) 1-9%
- ( ) 10-24%
- ( ) 25-39%
- ( ) 40-49%
- ( ) 50%+
- ( ) Don't Know

Points Earned: 0.08 of 0.61

OPERATIONS

Economic Impact

2.5

Geographic Structure and Scope

We realize that for companies with more than one office, the definition of local involvement is a more complicated one to answer. Please tell us a bit about the structure of your company geographically.

We have HW office in Tokyo, Development Center and factory in Narita, and total of 4 distribution centers. We used to have pharma & CHC common sales branches at 5 locations for sales reps which is closed in 2021.

Points Available: 0.00

Job Growth Rate

What was your company's net job growth rate for full-time and part-time positions over the last 12 months? ONLY include newly created jobs that are paid a living wage.

If there is no living wage data available for your country of operations, include new jobs that pay 10% or more above a minimum wage.

- ○ 0% (no growth on a net basis)
- ◉ 1-5%
- ○ 6-15%
- ○ >15%

Points Earned: 0.78 of 2.35

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

Points Available: 0.00

Non-accredited Investor Ownership

What percentage of the company is owned by individuals who would qualify as non-accredited investors?

- ◉ 0%
- ○ 1-4%
- ○ 5-14%
- ○ 15-24%
- ○ 25%+
- ○ Don't know

Points Available: 1.18

Local Ownership

Is the majority (over 50%) of the company's ownership located locally to the majority of the company's workforce?

“Local" is defined as being part of the same community. While the size and distance of a community may vary by context, they should generally be based on a small-scale economically and culturally connected area like a metropolitan area or a city/town.

- ○ Yes
- ◉ No
- ○ Don't know

Points Available: 1.18

National Sourcing

What percentage of your company's Cost of Goods Sold (including value-adding activities) was spent within the country of operations, from in-country registered companies or national citizens?

- ○ 0%
- ○ 1-19%
- ○ 20-39%
- ○ 40-59%
- ○ 60-79%
- ◉ 80%+

Points Earned: 1.18 of 1.18

Local Purchasing and Hiring Policies

What written local purchasing or hiring policies does your company have in place?

“Local" is defined as being part of the same community. While the size and distance of a community may vary by context, they should generally be based on a small-scale economically and culturally connected area like a metropolitan area or a city/town.

- ☑ Written preference at each facility to purchase from local suppliers
- ☑ Formal targets or goals for the amount of local purchasing
- ☐ Ready-to-use lists of preferred local suppliers and vendors for specific facilities
- ☐ Written preference for hiring and recruiting local managers
- ☐ Incentives for staff to live within 20 miles of local company facility
- ☐ Other (please describe)
- ☐ No written local purchasing or hiring policies in place

Points Earned: 0.59 of 0.59

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: 1.18

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: 1.18

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: 1.18

OPERATIONS

Civic Engagement & Giving

2.7

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.

- [x] Financial or in-kind product donations (excluding political causes)
- [x] Community investments
- [x] Community or pro-bono service
- [ ] Advocacy for adopting improved social or environmental policies or performance
- [x] 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: 0.55 of 0.55

Community Service Policies and Practices

How does your company manage employee community service?

- [x] We have hosted or organized company service days in the last year
- [x] The company offers paid time off for community service
- [ ] 20 hours or more a year of paid time off
- [x] 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: 0.55 of 0.55

% 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: 0.28 of 1.10

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

581

- [ ] We do not track this

Points Available: 0.00

Volunteer Service Per Capita

What was the percentage of per capita worker time donated as volunteer, community service, or pro bono time in the reporting period?

Calculate by total volunteer hours / total hours worked, generally 2000 hours per FTE.

- ( ) 0%
- (•) 0.1-0.5% of time
- ( ) 0.6-1% of time
- ( ) 1.1-2% of time
- ( ) 2%+ of time
- ( ) Don't know

Points Earned: 0.37 of 1.10

Charitable Giving and Community Investment Policies and Practices

What are your company’s practices regarding donations or community investments?

- [x] 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
- [x] We have screening practices for charitable contributions or impact measurement mechanisms for our community investments
- [ ] None of the above

Points Earned: 0.28 of 0.55

Relative Input for Community Investments

If you use an independent methodology to measure total commitment to community investment, what is the equivalent % of revenue contributed in the form of community investment?

- ○ None
- ◉ Less than 0.1% of revenues
- ○ 0.1-0.4% of revenues
- ○ 0.5-0.9% of revenues
- ○ 1-1.9% of revenues
- ○ >2%

Points Earned: 0.14 of 1.10

% of Revenue Donated

What was the equivalent percentage of revenue donated to charity during the last fiscal year?

Please include tax deductible in-kind donations but do not include pro bono time.

- ○ No donations last fiscal year
- ◉ Less than 0.1% of revenue
- ○ 0.1-0.4% of revenue
- ○ 0.5-0.9% of revenue
- ○ 1-1.9% of revenue
- ○ 2%+ of revenue
- ○ Don't know

Points Earned: 0.44 of 2.21

Total Amount of Charitable Donations

Total amount (in currency terms) donated to registered charities in the last fiscal year

Report with the currency specified in "Reporting currency" for this metric.

Total amount (in currency terms) donated to registered charities in the last fiscal year

Sensitive

Points Available: 0.00

Advancing Social and Environmental Performance

How has your company worked with its stakeholders (including competitors) to improve behavior or performance on social or environmental issues in the past two years?

- [x] 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: 0.14 of 0.28

OPERATIONS

Supply Chain Management

8.3

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).

- [x] Product Manufacturers
- [ ] Professional Service Firms (Consulting, Legal, Accounting)
- [ ] Independent Contractors
- [x] 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).

- [x] Compliance with all local laws and regulations, including those related to social and environmental performance
- [x] Good governance, including policies related to ethics and corruption
- [x] 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: 0.62 of 0.62

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
- [x] 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
- [x] Other (please describe)
- [ ] None of the above

Points Earned: 0.37 of 0.62

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

Outsourced Staffing Screening Topics

Does your company review or set requirements regarding the labor practices of its outsourced staffing service providers that includes the following topics?

Your answers determine which future questions in the assessment are applicable to your company.

- [x] Compliance with all local laws and regulations
- [x] Compliance with international human rights and labor standards (for employees and contractors)
- [ ] Payment at or above industry benchmarks
- [ ] Payment of a living wage (for employees and contractors)
- [ ] Employee benefits provided
- [ ] Professional development opportunities
- [ ] Other labor practices
- [ ] None of the above
- [ ] N/A

Points Earned: 0.12 of 0.31

% of Outsourced Services Accountable to Code of Conduct?

What % of your outsourced staffing services (on a currency basis) are accountable to the formalized code of conduct or requirements described in the previous question?

- ○ 0%
- ○ 1-20%
- ○ 21-49%
- ○ 50-74%
- ○ 75-99%
- ◉ 100%
- ○ N/A

Points Earned: 1.23 of 1.23

Screening / Monitoring for Services

Which of the following methods are used to evaluate the social or environmental impact of your outsourced staffing services?

Your answers determine which future questions in the assessment are applicable to your company.

- [ ] Company shares policies or rules with subcontractors but does not have a verification process in place
- [x] Company requires subcontractors complete self-designed assessment
- [x] Company utilizes third party risk or impact assessment tools (BIA)
- [ ] Company conducts routine audits/reviews of subcontractors at least every two years
- [ ] Company has third parties conduct routine audits/reviews of subcontractors at least every two year
- [ ] Other
- [ ] None of the above

Points Earned: 0.23 of 0.31

% of Outsourced Staffing Services Screened / Monitored

What % of your outsourced staffing services (on a currency basis) are evaluated based on the methods selected in the previous question?

- ○ 0%
- ○ 1-20%
- ○ 21-49%
- ○ 50-74%
- ○ 75-99%
- ◉ 100%
- ○ N/A

Points Earned: 1.23 of 1.23

Suppliers in Low-Income Communities

What percentage of your Significant Suppliers is located in low-income communities or create employment opportunities for other chronically underemployed populations?

Significant Suppliers represent 80% of your company's purchases in currency terms (excluding salaries on payroll and bonuses, rent, utilities, and taxes).

- ○ <10%
- ○ 10-19%
- ○ 20-30%
- ○ 30%+
- ◉ Don't Know

Points Available: 0.31

Supplier Code of Conduct

Is there a formal written Supplier Code of Conduct policy that specifically holds your company's suppliers accountable for social and environmental performance?

Your answers determine which future questions in the assessment are applicable to your company.

- (●) Yes
- ( ) No

Points Earned: 0.62 of 0.62

Supplier Code of Conduct Topics

What areas of social and environmental performance are specifically included in your company's Supplier Code of Conduct policy?

- [x] Bribery, corruption, and fraud
- [x] Working hours
- [x] Freely chosen employment
- [x] Compensation
- [x] Child labor
- [x] Freedom of association
- [x] Health and safety
- [ ] Use of materials
- [x] Product's environmental impact
- [ ] Information on how the Code will be monitored and reviewed (e.g. self-audits, site visits)
- [ ] N/A - No Supplier Code of Conduct

Points Earned: 0.31 of 0.31

% of Suppliers Accountable to Code of Conduct

What % of your suppliers (on a currency basis) are accountable to the formalized code of conduct or requirements described in the previous question?

- ( ) 0%
- ( ) 1-20%
- ( ) 21-49%
- ( ) 50-74%
- (●) 75-99%
- ( ) 100%
- ( ) N/A

Points Earned: 1.08 of 1.23

Disclosure of Suppliers

What percentage of Significant Suppliers (on currency basis) are made transparent on your company's website?

- (●) 0%
- ( ) 1-49%
- ( ) 50-79%
- ( ) 80%+
- ( ) Don't know

Points Available: 0.62

Support for Improved Supply Chain Social or Environmental Performance

How does your company encourage improved social and environmental performance among your suppliers?

- [ ] We provide incentives for suppliers with strong social and environmental performance
- [x] We set goals and expectations with suppliers to improve their social and environmental performance
- [x] We provide resources to suppliers to improve their social and environmental performance
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.62 of 0.62

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?

- [x] 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
- [x] Company provides training and/or resources on improving social or environmental performance to suppliers, either from the company itself or through a third party
- [x] 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
- [x] 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 Earned: 0.21 of 0.31

% of Suppliers with Programs to Improve Impact

For what % of your suppliers (on a currency basis) do the policies and programs selected in the previous question apply?

- ○ 0%
- ○ 1-20%
- ○ 21-49%
- ◉ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.77 of 1.23

Length of Supplier Relationships

What is the average tenure of your company's relationships with suppliers?

- ○ Average tenure of supplier relationships is less than 24 months.
- ○ Average tenure of supplier relationships is greater than 24 months.
- ○ Average tenure of supplier relationships is greater than 60 months.
- ◉ Average tenure of supplier relationships is greater than 96 months.
- ○ Our company has had a relationship with a majority of our suppliers (on a currency basis) since our first year of operations.
- ○ Don't Know

Points Earned: 0.62 of 0.62

Support for In Need Suppliers

Does your company do any of the following to support small scale or other in-need suppliers?

- ☐ We review suppliers for potential training needs
- ☐ We have a formal education or support program for selected suppliers
- ☑ We provide small scale suppliers the same contracts, prices, and payment terms (such as days payable outstanding) as other suppliers
- ☐ We pay 30 days payable outstanding to small scale suppliers
- ☐ A formal mechanism is in place for suppliers to provide us feedback (e.g. supplier satisfaction surveys)
- ☐ We have a formal grievance mechanism to address complaints and resolve disputes
- ☑ Other (please describe)
- ☐ None of the above

Points Earned: 0.33 of 0.62

Social or Environmental Purchases

What percentage of materials or products purchased have third-party social or environmental certification or approval or are from Significant Suppliers that are purpose-driven or have third-party company level certification or approval?

Significant Suppliers represent 80% of your company's purchases in currency terms (excluding salaries on payroll and bonuses, rent, utilities, and taxes).

- ○ 0
- ○ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75%+
- ◉ Don't know

Points Available: 0.62

Environment

OPERATIONS

Environment Impact Area Introduction

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.

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

OPERATIONS

Environmental Management

2.9

Green Building Standards

What percentage of company facilities (by area, both owned by company or leased) is certified to meet the requirements of an accredited green building program?

- (●) <20%
- ( ) 20-49%
- ( ) 50-79%
- ( ) 80%+
- ( ) N/A

Points Available: 0.80

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
- [x] N/A - Company does not lease majority of facilities

Points Available: 0.80

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
- [x] Cleaning
- [x] Electronics
- [x] Fleets
- [ ] Food or food services
- [ ] Landscaping
- [ ] Meetings and conferences
- [x] Office supplies
- [x] Paper
- [ ] Product input materials
- [ ] Other - please describe
- [ ] We don't have an environmentally preferable purchasing policy

Points Earned: 0.80 of 0.80

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 3-6 can only be selected if Checkbox 2 applies.

- [x] Policy statement documenting our organization's commitment to the environment
- [x] Assessment undertaken of the environmental impact of our organization's business activities
- [x] Stated objectives and quantifiable targets for environmental aspects of our organization's operations
- [x] Programming designed, with allocated resources, to achieve these targets
- [x] Periodic compliance reviews and auditing to evaluate programs conducted
- [x] Third-party auditing and certification of EMS
- [ ] We have no environmental management system

Points Earned: 1.60 of 1.60

Environmentally Certified Products

During the last fiscal year, what percentage of your products sold had a product certification that assesses the environmental impacts of the product or its production process?

Select N/A only if there is no physical product being sold.

- (●) 0%
- ( ) 1-24%
- ( ) 25-49%
- ( ) 50-74%
- ( ) 75%+
- ( ) N/A

Points Available: 0.80

Product Design for the Environment

Which of the following practices are in place to integrate environmental considerations (DFE) into the design of products and services?

- [x] Source reduction employed in reducing materials use in products
- [ ] Standardized product components or parts to maximize useful life via disassembly or reprocessing
- [ ] Identified resource content on manufactured items to enable eventual recycling
- [ ] Program that facilitates maintenance, servicing, and reassembly of company's own products
- [ ] Program wherein company takes back similar products from other manufacturers for disassembly or reprocessing
- [ ] Company participation in a product reclamation program established by another party
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.27 of 0.80

Type of Footprint Assessments

Has the company's footprint assessments included any of the following?

- [ ] Assessment conducted for upstream supply chain only
- [ ] Assessment conducted for only a portion of value chain (other than or in addition to upstream supply chain)
- [x] Formal life cycle assessments conducted internally
- [ ] Formal life cycle assessments conducted or verified by a third party
- [ ] Use of third party frameworks or methodologies (such as Ellen Macarthur Foundation Circularity Indicators, Product Environmental Profiles, GHG Protocol or Carbon Disclosure Project)
- [ ] Company has a life cycle based certification or equivalent (Cradle to Cradle)
- [ ] Other
- [ ] None of the above

Points Earned: 0.10 of 0.40

% of Products with Type of Footprint Assessment

What % of your products have undergone the specific type(s) of environmental footprint assesesment selected in the previous question?

- ( ) 0%
- (•) 1-20%
- ( ) 21-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) N/A

Points Earned: 0.20 of 1.60

Assessment Conducted of Environmental Footprint of Value Chain

Have you conducted a formal assessment to measure the environmental footprint of your value chain (including supply chain, product usage, and end-of-life) that covers the following topics?

- [ ] Impacts on biodiversity
- [ ] Impacts on climate (Scope 3 Carbon Emissions)
- [ ] Toxin or hazardous material impact
- [ ] Land preservation (including material extraction)
- [ ] Water supply
- [ ] Other
- [x] None of the above

Points Available: 0.80

Management of Material Environmental Impact in Value Chain

How has your company utilized the results of your environmental footprint assessment to manage and minimize your overall impact?

- [ ] Company has used assessments to develop specific strategies to reduce impacts for at least most material impacts identified across value chain and product lines
- [ ] Company has set public targets or commitments to reduce material value chain and product impacts over time
- [ ] Company has met incremental targets in the last two years and/or can demonstrate being on target to achieve long term goals
- [ ] Other
- [x] None of the above (No EIA conducted)

Points Available: 0.80

Impact of Product Usage

Which of the following are true regarding practices in place to manage and minimize the impact of product usage?

- [ ] Company has conducted studies of consumer behavior and/or disposal to understand impact of product usage
- [ ] Company has conducted analysis of product lifetime and usability and it materially exceeds (>5%) lifetime of related competitive products
- [ ] Company has created partnerships and/or marketing campaigns to engage customers or other post production value chain users to minimize environmental footprint of usage
- [ ] Other
- [x] None of the above

Points Available: 0.80

OPERATIONS

Air & Climate

7.0

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
- [x] We monitor usage and have set intensity targets (e.g. relative to dollars of revenue, volume produced, etc.) that are being monitored
- [x] 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: 0.57 of 0.57

Total Energy Use

Total energy used (Gigajoules) during the last 12 months:

Total energy used (Gigajoules) during the last 12 months: 27718.3

☐ 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: 5315

☐ 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: 0.04 of 0.28

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: 0.23 of 1.13

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: 0.57 of 0.57

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: 0.45 of 1.13

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
- [x] 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)
- [x] 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: 0.57 of 0.57

Total Scope 1 GHGs

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:

Scope 1:

Scope 1: 1451

- [ ] 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: 3085

- [ ] 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:

- [x] We do not track this

Points Available: 0.00

Monitoring Air Emissions

How does your company monitor and manage your significant air emissions?

- ○ Company does not currently monitor and record emissions
- ◉ Company monitors and records emissions (no reduction targets)
- ○ Company monitors emissions and has specific reduction targets
- ○ Company monitors emissions and has met specific reduction targets during the reporting period
- ○ Eliminated emissions of this by-product entirely
- ○ N/A

Points Earned: 0.14 of 0.57

Carbon Intensity

What is your current Carbon Intensity for Scopes 1 and 2, not including the use of carbon credits or offsets?

Please measure intensity in metric tons of CO2/$million of revenue. Please use USD to accurately evaluate the answer option.

- ○ Manufacturing: >950 / Utilities: >6,000
- ○ Manufacturing: 751-950 / Utilities: 5,001-6,000
- ○ Manufacturing: 601-750 / Utilities: 4,001-5,000
- ○ Manufacturing: 451-600 / Utilities: 3,001-4,000
- ○ Manufacturing: 301-450 / Utilities: 2,001-3,000
- ○ Manufacturing: 151-300 / Utilities: 1,001-2,000
- ◉ Manufacturing: 0-150 / Utilities: 0-1,000
- ○ Don't know

Points Earned: 0.57 of 0.57

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.

- ○ Manufacturing: >950 / Utilities: >6,000
- ○ Manufacturing: 751-950 / Utilities: 5,001-6,000
- ○ Manufacturing: 601-750 / Utilities: 4,001-5,000
- ○ Manufacturing: 451-600 / Utilities: 3,001-4,000
- ○ Manufacturing: 301-450 / Utilities: 2,001-3,000
- ○ Manufacturing: 151-300 / Utilities: 1,001-2,000
- ◉ Manufacturing: 1-150 / Utilities: 1-1,000
- ○ Manufacturing: 0 / Utilities: 0
- ○ Don't know

Points Earned: 1.13 of 1.13

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: 0.23 of 1.13

Reducing Carbon Emissions from Transportation

Does the company currently use any of the following specific practices to reduce carbon emissions from transportation?

- ☑ Company policy and practice that requires inbound freight or shipping to be transported via lowest impact methods (such as avoiding shipment by air transport)
- ☑ Company policy and practice that requires outbound freight or shipping is transported via lowest impact methods
- ☐ None of the above

Points Earned: 0.57 of 0.57

Ton Miles Reduction

Have you reduced the ton miles (relative to revenues) of your distribution and supply chain, and if so, by how much?

Calculate by comparing ton-miles from the year prior or annualized from a baseline year.

- ○ 0%
- ○ 1-9%
- ○ 10%-20%
- ○ 21-50%
- ○ >50%
- ◉ Not tracked / Unknown

Points Available: 0.57

Supply Chain GHG Management

Has your company taken action to track and manage the greenhouse emissions produced through your supply chain? (absolute reduction)

Only select practices if you track and manage greenhouse emissions produced for at least 50% of your company suppliers (on a cost basis).

- ☑ We don't track or evaluate greenhouse emissions from our supply chain
- ☐ We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risk contributions of greenhouse gas emissions
- ☐ We have purchased certified carbon credits to offset some or all of the greenhouse gas emissions from our supply chain
- ☐ We set targets for reducing greenhouse gas emissions through our supply chain
- ☐ We have seen a reduction in GHG emissions in our supply chain in the last twelve months
- ☐ We have achieved a carbon-neutral supply chain

Points Available: 0.57

Offsetting Supplier GHG Emissions

What % of your company's Scope 3 greenhouse gas emissions were offset by certified carbon credits?

- ◉ 0
- ○ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ Don't know

Points Available: 1.13

Supply Chain GHG Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce the greenhouse gas emissions produced through your supply chain?

- [ ] We collaborate with or require suppliers to collect data and report on greenhouse gas emissions
- [ ] We screen suppliers to reduce greenhouse gas emissions (e.g. performance of suppliers, selection of materials, source locations)
- [ ] We provide support or resources for our supply chain in adopting greenhouse gas minimized operations (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 0.57

Reducing Impact of Travel/Commuting

Does your company have any programs or policies in place to reduce the environmental footprint caused by travel/commuting?

- [x] Employees are subsidized/incentivized for use of public transportation, carpooling, or biking to work
- [x] Facilities are designed to facilitate use of public transportation, biking, or cleaner burning vehicles (e.g. electric chargers)
- [x] 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: 0.57 of 0.57

Sourcing % of COGS from Local Suppliers

What % of the following was spent with suppliers located within 200 miles (or 322 km) of where the end product was used during the last fiscal year?

Sourcing of COGS Local to Customers

- ( ) 0%
- ( ) 1-9%
- ( ) 10-19%
- ( ) 20-29%
- (•) 30%+
- ( ) Don't know

Points Earned: 1.13 of 1.13

Sourcing % raw materials from Local Suppliers

What % of the following was spent with suppliers located within 200 miles (or 322 km) of where the end product was used during the last fiscal year?

Raw materials (in currency terms) grown or harvested

By company or local independent suppliers.

- ○ 0%
- ○ 1-9%
- ○ 10-19%
- ○ 20-29%
- ○ 30%+
- ◉ Don't know

Points Available: 1.13

Managing Impact of Transportation

Has your company adopted any of the following techniques for minimizing the transportation-related environmental impact of its distribution and supply chain?

Please check all that apply.

- ☐ Utilize clean or low-emission vehicles (e.g. hybrid, LPG, electric) to transport and distribute product
- ☐ Utilize strategic planning software to minimize fuel usage and shipping footprint
- ☐ Train drivers and handlers in fuel efficient techniques
- ☑ Utilize freight or shipping methods with lower environmental impacts (e.g. avoiding air shipment)
- ☑ Other - please describe
- ☐ None of the above

Points Earned: 0.33 of 0.57

% GHG Emissions Offset

If your company purchased certified carbon credits in the reporting period, what % of Scope 1 and 2 GHG emissions were offset?

- ◉ 0%
- ○ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ Don't know
- ○ N/A - No carbon offsets purchased

Points Available: 0.57

Water

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
- [x] 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
- [x] We have met specific reduction targets set during this reporting period

Points Earned: 0.60 of 0.80

Total Water Use

Total water use (liters) during the last 12 months

Total water use (liters) during the last 12 months 22203000

- [ ] 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.

- [x] Low-flow faucets, taps, toilets, urinals, or showerheads
- [ ] Grey-water usage for irrigation
- [ ] Low-volume irrigation
- [ ] Harvest rainwater
- [x] Other - please describe
- [ ] None of the above
- [ ] N/A - Our company has a virtual office

Points Earned: 0.43 of 0.80

Water Harvested On-Site or From Recycled Sources

What % of water used by the company is harvested on site or is from recycled sources?

- (●) 0
- ( ) 1-24%
- ( ) 25-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) Don't Know

Points Available: 1.60

Monitoring Toxic Wastewater

Which of the following describes how the company monitors hazardous and toxic wastewater?

Monitoring hazardous and toxic wastewater may involve either monitoring the volume and/or the level of contamination.

- ( ) Company does not currently monitor and record emissions
- (●) Company monitors and records emissions (no reduction targets)
- ( ) Company monitors emissions and has specific reduction targets
- ( ) Company monitors emissions and has met specific reduction targets during the last fiscal year
- ( ) Eliminated emissions of this by-product entirely
- ( ) N/A

Points Earned: 0.20 of 0.80

Water Use Practices

Regarding water use, does your company practice the following within the facilities you owned or leased?

- [x] Regularly assess microbial, chemical and mineral content of water used and manage water sources appropriately
- [x] Manage use and release of wastewater in order to preserve surrounding water sources
- [x] Design business processes to conserve/minimize water
- [ ] None of the above

Points Earned: 0.80 of 0.80

% Water Returned to Table with Same Quality

What % of the water used by your company is returned to the watershed at the same or better quality than when it was withdrawn?

i.e. % of water treated

- (●) 0%
- ( ) 1-24%
- ( ) 25-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) N/A
- ( ) Don't Know

Points Available: 1.60

Supply Chain Water Management

How does your company track and manage the water footprint of your supply chain?

Only select practices if you track and manage the water footprint for at least 50% of your company suppliers (on a cost basis).

- [x] We do not track the water footprint of our supply chain
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material areas of water usage
- [ ] We have targets for reducing water footprint through our supply chain
- [ ] We have seen a reduction of our water footprint in our supply chain in the past twelve months
- [ ] We have verified that all water use in supply chain is science-based and sustainable

Points Available: 0.80

Supply Chain Water Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce the water footprint of your supply chain?

- [ ] We collaborate with or require suppliers to collect data and report on water footprint
- [ ] We screen suppliers to fit good water management practices (e.g. individual supplier practices, materials and ingredients, locations in context of water scarcity)
- [ ] We provide support or resources for supply chain in adopting water management (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 0.80

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
- [x] 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
- [x] We have met the specific reduction targets set during this reporting period
- [x] We produce zero waste to landfill / ocean

Points Earned: 0.62 of 0.62

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: 173

- [ ] 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: 234

- [ ] 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: 108

- [ ] We do not track this

Points Available: 0.00

Recycling Programs

What % of your facilities on a square foot basis have a facility-wide recycling program that has ongoing collection of at least all standard materials in your area?

- ○ <20%
- ○ 21-40%
- ○ 41-60%
- ○ 61-80%
- ◉ >80%

Points Earned: 0.62 of 0.62

Waste Reduction Programs

Does your company have a formal program to evaluate how to reduce its generation of hazardous, universal, and/or non-hazardous waste?

- ◉ Yes
- ○ No
- ○ Already maximized - we have achieved Zero Waste

Points Earned: 0.62 of 0.62

Supply Chain Waste Management

How does your company track and manage waste in your supply chain?

Only select practices if you track and manage waste for at least 50% of your company suppliers (on a cost basis).

- ☑ We don't track the solid waste impacts of our supply chain
- ☐ We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material areas of waste production
- ☐ We have set targets for reducing solid waste in the supply chain
- ☐ We have seen a reduction of waste produced in our value chain in the past twelve months
- ☐ We have achieved zero waste or a closed-loop supply chain

Points Available: 0.62

Supply Chain Waste Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce waste in your supply chain?

- [ ] We collaborate with or require suppliers to collect data and report on waste production
- [ ] We screen or require suppliers to meet standards related to solid waste production
- [ ] We have implemented initiatives to reduce waste at the source or divert waste from landfills or incineration in the supply chain
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 0.62

Environment Impact Packaging

How does your company minimize the environmental impact of the packaging of your products?

Select all practices that apply and are verifiable, regardless of the % of product/packaging the practice applies to.

- [x] We have conducted a formal assessment of our packaging design and materials to identify opportunities to minimize environmental impact
- [x] We have source-reduced packaging within the last two years
- [ ] Our packaging materials are certified to meet independent standards for environmental impact
- [x] Our packaging is recyclable and provides instructions on how to recycle it correctly
- [x] Our packaging is non-toxic
- [ ] Our packaging materials are designed to have less overall environmental impact than common alternatives
- [ ] None of the above
- [ ] N/A - Our products do not have packaging materials

Points Earned: 0.49 of 0.62

% of Recyclable/Biodegradable Materials

What % of material (by weight or volume) is made of recyclable (and labeled as such) or biodegradable materials in the areas where they are sold (product + packaging)?

- (•) <20%
- ( ) 20-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) Don't Know
- ( ) N/A

Points Available: 0.62

Controlling Community Exposure to Emissions

Has your company conducted an assessment of local communities' exposure to hazardous emissions from your manufacturing facilities and taken appropriate steps to mitigate?

- ○ We have not conducted an assessment
- ○ Assessment indicates some exposure, but we have taken no action to date
- ◉ Assessment indicates some exposure, and we have implemented a mitigation and control strategy
- ○ Assessment indicates no exposure

Points Earned: 0.21 of 0.31

% of Environmentally Preferred Input Materials

What % of material (by weight or volume) comes from recycled materials, reused components, and/or certified sustainably sourced materials?

- ◉ <20%
- ○ 20-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ Don't Know
- ○ N/A - We do not sell a physical product

Points Available: 1.23

Programs to Reduce End of Life Waste

Which of the following practices are in place to reduce waste to landfill after the usage of your product and/or its packaging?

- ☐ Company has a product/packaging reclamation and recycling program designed and implemented by the company or a third party
- ☐ Company has a product/packaging reclamation and reuse program designed and implemented by the company or a third party
- ☐ Company takes back similar products or packaging from other companies as part of its reclamation program
- ☐ Company includes information about their reclamation programs on product labels / packaging
- ☐ Company includes information about their reclamation programs in advertising campaigns
- ☐ Company has achieved circularity (no waste created) in its products and packaging
- ☐ Other
- ☑ None of the above

Points Available: 0.62

Monitoring Hazardous Waste

How does your company monitor and manage your hazardous waste production?

- [ ] Company does not currently monitor and record emissions
- [ ] Company monitors and records emissions (no reduction targets)
- [x] Company monitors emissions and has specific reduction targets
- [ ] We regularly monitor and record emissions and have set a zero hazardous waste target
- [x] Company has met specific reduction targets during the reporting period
- [ ] Eliminated emissions of this by-product entirely

Points Earned: 0.46 of 0.62

Total Hazardous Waste Produced

Waste Produced: Hazardous Waste (metric tonnes) during the last 12 months

Waste Produced: Hazardous Waste (metric tonnes) during the last 12 months: 74

- [ ] We do not track this

Points Available: 0.00

Reducing Waste

Optional unweighted metrics: Approximately by what % has your company reduced solid and hazardous waste generation (normalized for revenue changes) over the following periods?

The past two years

The past two years: 0

- [ ] We do not track this

Points Available: 0.00

Hazardous Waste Disposal

Can your company verify that your hazardous waste is always disposed of responsibly?

This includes batteries, paint, electronic equipment, etc.

- (●) Yes
- ( ) No
- ( ) N/A - We have eliminated hazardous waste

Points Earned: 0.62 of 0.62

Tracking Chemicals in the Supply Chain

Does your company do any of the following to track chemicals in the supply chain for the majority of materials?

Please check all that apply.

- [ ] Do not track chemicals in the supply chain
- [x] Require suppliers to disclose specified chemicals of concern
- [x] Ask suppliers if they know all the chemical ingredients intentionally added to their product and all residuals of high concern present in the product (asking if they know only, not to provide the data to you)
- [x] Require suppliers to provide chemical information to a third party
- [ ] Disclose all by-products, contaminants or trace materials to the public

Points Earned: 0.62 of 0.62

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
- [x] None of the above

Points Available: 0.62

Chemical Management

Does your company have a program in place to identify and eliminate potential chemicals and materials of concern in your product and/or process and identify and phase-in safer alternatives (e.g. chemical/material options with reduced toxicity)?

- [ ] Company has completed a study of all materials (including scarce metals and minerals) in product and chemicals to 1000ppm level
- [ ] Company has completed a study of all materials in product and chemicals to 100ppm level
- [ ] Company has undergone an evaluation of products and processes to identify potential toxic contaminants from production
- [x] Company has identified specific chemicals of concern classes (e.g., carcinogens, mutagens, reproductive toxins, endocrine disruptors, persistent or bioaccumulative substances)
- [x] Company has established a Restricted Substances List (RSL), has a positive screen or other decision process for chemicals
- [ ] Company has established metrics and goals for the reduction or elimination of chemicals of concern
- [ ] Company publicly discloses the chemicals and/or materials in your product (e.g., on a label, website, via 800 number for information, etc.)
- [ ] There are no potential chemicals or materials of concern in my industry
- [ ] None of the above

Points Earned: 0.41 of 0.62

Supply Chain Chemical Management

How does your company track and manage toxins or hazardous waste in your supply chain?

Only select practices if you track and manage toxins or hazardous waste for at least 50% of your company suppliers (on a cost basis).

- [x] We don't track toxins or hazardous waste in our supply chain
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risks of toxins and/or production of hazardous waste
- [ ] We have set targets for reducing toxins and hazardous waste in our supply chain
- [ ] We have verified that there are no harmful toxins or hazardous waste in our supply chain

Points Available: 0.62

Supply Chain Chemical Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce toxins or hazardous waste in your supply chain?

- [ ] We collaborate with or require suppliers to collect data and report on chemicals
- [ ] We screen or require suppliers to meet standards related to toxins or hazardous waste
- [ ] We provide support or resources to reduce toxins in the supply chain (e.g.online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 0.62

Supply Chain Biodiversity Management

How does your company track and manage your supply chain's impact on biodiversity?

Only select practices if you track and manage the impact on biodiversity for at least 50% of your company suppliers (on a cost basis).

- [x] We don't evaluate our supply chain impact on biodiversity
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risks to biodiversity
- [ ] We set targets for reducing impact on biodiversity through our supply chain
- [ ] We have verified that our supply chain creates no (or positive) biodiversity impact

Points Available: 0.62

Supply Chain Biodiversity Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce your supply chain's impact on biodiversity?

- [ ] We collaborate with or require suppliers to collect data and report on biodiversity impact
- [ ] We screen suppliers to fit good biodiversity practices
- [ ] We provide support or resources for our supply chain in adopting biodiversity-friendly operations (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 0.62

Customers

Customers Impact Area Introduction

OPERATIONS

0.0

This section identifies whether your company's product/service is designed to deliver a specific, material, positive impact for its customers (beyond the value normally provided from goods or services), and if so, opens the Customer Impact Business Model section that is most applicable.

Customer Impact Business Model Introduction

Do any of your company's products/services address a social or economic problem for your customers and/or their beneficiaries?

Your answers determine which future questions in the assessment are applicable to your company.

- (●) Yes
- ( ) No

Points Available: 0.00

Customer 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?

Sanofi Consumer Healthcare has a variety of medicines in its global portfolio to treat a range of diseases including allergies, cough and cold, pain and inflammation, digestive disorders, oral care, scalp care, dermatoses including ezcema and psoriasis and many more. In addition, we also market nutritional supplements that help support optimal physiological processes. As a health journey partner, we leverage the best in science, together with our world-class pharmaceutical quality standards to deliver consumer-driven innovative medicines and products across. A few facts related to our diverse portfolio are presented below: In the US, 240 million people use over the counter medicines. If treatments were not available, an estimated 60 million of these would not seek medical treatment. In the space of 12 months in the United States, almost 85% of the population will experience a cold. Globally, between 10 and 30% of the population suffer from hay fever and this goes up to over 50% in parts of Africa and in urban areas. Between 22% and 52% of people in major countries suffer from constipation symptoms and 70% of those who frequently suffer experience it at least once a month. Across the world, 77% of people have used nutritionals in the last 12 months to maintain their general health, provide immune system support or to supplement in areas of vitamin deficiency. 9 out of 10 people will experience pain at some point.

Points Available: 0.00

Beneficial Product Type

Which of the following most closely matches the outcome and/or problem solved for your customers as defined above?

Only select 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)
- [x] 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: 3502

☐ We do not track this

Points Available: 0.00

Total Customer Individuals

Total Number of Customers

Individuals served in the last 12 months:

Individuals served in the last 12 months: 9000000

☐ We do not track this

Points Available: 0.00

Customer Stewardship

OPERATIONS

3.3

Managing Customer Stewardship

Does your company do any of the following to manage the impact and value created for your customers or consumers?

- [x] We offer product / service guarantees, warranties, or protection policies
- [x] We have third party quality certifications or accreditations
- [x] We have formal quality control mechanisms
- [x] We have feedback / customer service feedback or complaint mechanisms
- [x] 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
- [x] We manage the privacy and security of client / customer data
- [ ] None of the above

Points Earned: 0.38 of 0.38

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: 0.38 of 0.38

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: 0.77 of 0.77

Quality Assurance

Do you use an established third party methodology to manage quality assurance for your products or services?

Examples include PDSA, Six Sigma, DMAIC, TQM, Zero Defects, etc

- ◉ Yes
- ○ No

Points Earned: 0.38 of 0.38

Supplier Quality Assurance Reviews

What % of Significant Suppliers (on currency basis) are subjected to regular quality assurance reviews or audits?

- ◉ 0-49%
- ○ 50-62%
- ○ 63-75%
- ○ >75%

Points Available: 0.77

Feedback and Complaint Channels

Are any of the following true regarding mechanisms for customers to provide feedback, ask questions, or file complaints?

- [x] Products and/or websites feature customer service contact information
- [ ] Product / service reviews are made available in their entirety to public
- [ ] Company responds to all direct inquiries or complaints within a month of receipt
- [x] Company offers live time support to customers
- [x] Other
- [ ] None of the above

Points Earned: 0.23 of 0.38

Monitoring Customer Satisfaction and Retention

Which of the following are true of your company with regards to customer or client satisfaction and/or retention?

- [x] 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: 0.08 of 0.38

Managing Product Impacts

Does the company do any of the following with regards to managing the potential impact their products have on customers / beneficiaries?

- [x] Company regularly monitors customer outcomes and well-being
- [x] Company has formal program to incorporate customer testing and feedback into product design
- [x] 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: 0.38 of 0.38

Data Usage and Privacy

Does your company have any of the following to address data usage and privacy issues?

- [x] Company has a formal publicly available data and privacy policy
- [x] 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)
- [x] 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
- [x] Other
- [ ] None of the above
- [ ] N/A - Company does not collect sensitive data

Points Earned: 0.33 of 0.38

Data Security Management

Does the company have any of the following practices to ensure security of private data?

- [x] Data privacy is included in company wide risk management compliance processes
- [x] All employees with access to data are trained on data privacy policies
- [x] Company has a formal code of conduct that defines unauthorized uses of data
- [x] Internal audits of data security
- [x] External audits of data security
- [x] Simulated hacks on data security
- [ ] Other
- [ ] None of the above
- [ ] N/A - Company does not collect sensitive data

Points Earned: 0.38 of 0.38

Health & Wellness Improvement - Impact Business Model

IMPACT BUSINESS MODELS

3.5

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? **Approx. 86.13%**

- [ ] We do not track this

Points Available: 0.00

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
- [x] 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 3502

- [ ] We do not track this

Points Available: 0.00

Client Tracking Methods

Please provide a brief description of how you track your customer/client/beneficiary figures.

"SCHC tracks beneficiaries in different ways including: 1. SCHC engages in syndicated and third party pre-purchased research data 2. SCHC does custom research data: brands commission an organisation for market research 3. SCHC receives Ratings and Reviews via e-commerce and other tools"

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.

- [x] We have formally defined the outcomes sought by our product or service and have developed a theory of change for them
- [x] We have based our impactful product or service business model on established secondary research that demonstrates potential impact
- [x] We have directly and formally engaged stakeholders in understanding their desires and needs when developing, refining, and or delivering our products or services
- [x] We are verified to meet third-party standards for impact (e.g. we have impact-related product certifications)
- [x] 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
- [x] We have identified and measure and manage the unintentional or potential negative impacts of the product or service in addition to intentional positive effects
- [x] 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"?

- [x] We surveyed beneficiaries to understand outcomes created
- [ ] We used non-randomized control groups to compare performance
- [x] We used randomized control groups to determine the level of causality of our product or service
- [x] We used aggregated third-party data to benchmark and compare impact performance
- [x] Our selected methods determined that the product or service contributed to the outcome
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 1.25 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: 1.09 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?

> Yes. As a world class innovative consumer healthcare company, Sanofi CHC has a proven track record of launching safe and effective medicines that are truly first in class in the consumer/OTC setting. In addition to the hundreds of medicines sold across the globe, an example of truly game changing products are prescription to OTC switches such as the Allegra and Xyzal range of products, which were made available to consumers in an over the counter setting for the first time due to Sanofi CHCs commitment of enabling consumers to live fuller, healthier lives. These medicines are used to relieve problematic disease states in over 60 million consumers. As allergies rise due to the effects of climate change, pollution and the destruction of natural habitats, it is vital and indeed a central pillar of Sanofi CHCs vision to provide consumer with the cutting edge care that they need"

Points Available: 0.00

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 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 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 Bottled Water

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Bottled water

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Animal Products or Services

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Animal-based products or services (including seafood)

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Monoculture Agriculture

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Monoculture agriculture

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Genetically Modified Organisms

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Genetically modified organisms

Please also select "Yes" if your company serves clients in this industry

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Biodiversity Impacts

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Industries with a large potential biodiversity impact (including logging or logging equipment, agriculture, etc.)

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Energy and Emissions Intensive Industries

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Energy- and emissions-intensive industries

- ◉ Yes
- ○ No

Points Available: 0.00

Disclosure Water Intensive Industries

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Water-intensive industries

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Chemicals

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Chemicals, including those reliant on chemicals that meet the Substances of Very High Concern (SVHC) criteria under REACH

REACH is the European Union's chemical regulation, currently the world's most stringent chemical regulation. See help text for list of industries.

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Illegal Products or Subject to Phase Out

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Products or activities that are illegal under country laws or regulations where they have operated, banned in international conventions or agreements, or subject to international phase-out or regulation

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Industries at Risk of Human Rights Violations

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Industries reliant upon materials at high risk of human rights infringements (e.g. conflict minerals)

- ○ Yes
- ◉ No

Points Available: 0.00

Other Disclosure Industries

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Other industries that may cause social or environmental harm or are subject to stakeholder criticism or concern

- ◉ Yes
- ○ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" to any of the "Disclosure Industries" listed above, please provide a detailed explanation of the company's involvement for each affirmative response:

If this does not apply to you, please enter "Does not apply" in the text area below.

Sanofi CHC produces medicinal products and is therefore part of the pharmaceutical industry.

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

Animal Testing

Please indicate if your company engages in any of the following practices:

Company's products are tested on animals

- ○ 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

Workers Under Bond

Please indicate if your company engages in any of the following practices:

Company hires workers that are under bond, debt, or other obligation to the company or to labor brokers

- ○ Yes
- ◉ No

Points Available: 0.00

Confirmation of Right to Work

Please indicate if your company engages in any of the following practices:

Company does not confirm that workers have the legal right to work in jurisdiction of operations, or company does not keep personnel records that include evidence of the date of birth of each worker

- ○ Yes
- ◉ No

Points Available: 0.00

Employs Individuals on Zero-Hour Contracts

Please indicate if your company engages in any of the following practices:

Company employs individuals on zero-hour contracts

- ○ Yes
- ◉ No

Points Available: 0.00

Company workers are prisoners

Please indicate if your company engages in any of the following practices:

Company uses workers who are prisoners

- ○ Yes
- ◉ No

Points Available: 0.00

Company Employs Workers Under Age 15 (Or Other ILO Minimum Age)

Please indicate if your company engages in any of the following practices:

Company employs workers under the age of 15 (or other minimum work age covered by the International Labour Organization Convention No. 138) and/or company does not keep personnel records that include evidence of the date of birth of each

- ○ Yes
- ◉ No

Points Available: 0.00

Overtime For Hourly Workers Is Compulsory

Please indicate if your company engages in any of the following practices:

Overtime work is compulsory and exceeds 48 hours in a week

- ○ Yes
- ◉ No

Points Available: 0.00

Other Disclosure Practices

Please indicate if your company engages in any of the following practices:

Other sensitive practices that may cause social or environmental harm, or are subject to stakeholder concern

- ◉ Yes
- ○ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" to any of the "Disclosure Practices" listed above, please provide a detailed explanation of the company's engagement in each practice marked in the affirmative:

If this does not apply to you, please enter "Does not apply" in the text area below.

Does not apply

Points Available: 0.00

Disclosure Outcomes & Penalties

Disclosure questions concerning litigation, relocation of communities, accidents, and on-the-job fatality.

On-Site Fatality

Please indicate if your company has experienced any of the following in the past 5 years:

Company has had an operational or on-the-job fatality

- ○ Yes
- ◉ No

Points Available: 0.00

Litigation or Arbitration

Please indicate if your company has experienced any of the following in the past 5 years:

Litigation or arbitration against company either ongoing, settled, or found against the company

- ○ Yes
- ◉ No

Points Available: 0.00

Company has filed for bankruptcy

Please indicate if your company has experienced any of the following in the past 5 years:

Company has filed for bankruptcy

- ○ Yes
- ◉ No

Points Available: 0.00

Bribery, Fraud, or Corruption

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Bribery, fraud, or corruption

- ○ Yes
- ◉ No

Points Available: 0.00

Anti-Competitive Behavior

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Anti-competitive behavior

- ○ Yes
- ◉ No

Points Available: 0.00

Financial Reporting, Taxes, Investments, or Loans

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Financial reporting, tax payments, investments, or loans

- ○ Yes
- ◉ No

Points Available: 0.00

Political Contributions or International Affairs

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Political contributions or international affairs

- ○ Yes
- ◉ No

Points Available: 0.00

Labor Issues

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Labor issues (including safety and discrimination)

- ◉ Yes
- ○ No

Points Available: 0.00

Recalls

Please indicate if your company has experienced any of the following in the past 5 years:

Recalls due to quality control issues

- ○ Yes
- ◉ No

Points Available: 0.00

Breaches of Confidential Information

Please indicate if your company has experienced any of the following in the past 5 years:

Breaches of individual privacy and/or losses of individual confidential data

- ○ Yes
- ◉ No

Points Available: 0.00

Consumer Protection

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Consumer protection (including product safety and marketing claims)

- ○ Yes
- ◉ No

Points Available: 0.00

Significant Layoffs

Please indicate if your company has experienced any of the following in the past 5 years:

Company has had layoffs of more than 20% of the workforce

- ○ Yes
- ◉ No

Points Available: 0.00

Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)

Please indicate if your company has experienced any of the following in the past 5 years:

Company sites have experienced accidental discharges to air, land or water of hazardous substances

- ○ Yes
- ◉ No

Points Available: 0.00

Large Scale Land Conversion, Acquisition, or Relocation

Please indicate if your company has experienced any of the following in the past 5 years:

Construction or operation of company involved large scale land acquisition, convergence, or degradation (including the construction or refurbishment of dams), or resulted in the resettlement or economic displacement of 5,000 or more people

- ○ Yes
- ◉ No

Points Available: 0.00

Penalties Assessed For Environmental Issues

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Environmental management penalties, including animal welfare

- ○ Yes
- ◉ No

Points Available: 0.00

Violation of Indigenous Peoples Rights

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Infringing on indigenous people's rights, for instance by utilizing lands owned or used by indigenous peoples without full documented consent of such peoples

- ○ Yes
- ◉ No

Points Available: 0.00

Other Disclosure Outcomes & Penalties

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Other penalties, complaints, or grievances filed or levied against the company for negative impacts on local communities, human rights, or other stakeholder concerns

- ○ Yes
- ◉ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" to any of the "Disclosure Outcomes & Penalties" listed above, please provide a detailed explanation of the company's experience related to each affirmative response:

If this does not apply to you, please enter "Does not apply" in the text area below.

Topic: Labor issues (including safety and discrimination) Regarding for Labor Issues, Sanofi-CHC Japan (SSP) received a Remediation Order from the Labor Standards Inspection Office on May 22, 2019, on an accident in Narita Laboratory. A chemical reaction occurred from an action by a contingent worker who put the waste liquid after the experiment into the wrong experimental waste liquid bottle. The contingent worker could have gone blind in the worst case and recovered later. Actions were promptly implemented for the items in the Remediation Order. A correction report from Sanofi-CHC Japan (SSP) was submitted and was received by the Labor Standards Inspection Office on June 27, 2019. TOPIC: Recalls, S. Tac Rhinitis Capsule 12/ New Long-Acting S-Tac Niscap was voluntarily recalled due to out of specification.

Points Available: 0.00

Supply Chain Disclosure

Disclosure questions concerning the significant suppliers of the company

Supplier Child Labor, Prison Labor, or Forced Labor

Please indicate if any of the following statements are true regarding your company's suppliers:

Employment of workers under the age of 15, use of workers who are currently prisoners, or other practices that are relevant to risk of forced labor

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

Suppliers in Conflict Zones

Please indicate if any of the following statements are true regarding your company's suppliers:

Operation in conflict zones

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

Suppliers Negative Social Impact

Please indicate if any of the following statements are true regarding your company's suppliers:

Practices or outcomes that produced substantial negative impacts regarding human rights, labor conditions, or local communities

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

Suppliers Negative Environmental Impact

Please indicate if any of the following statements are true regarding your company's suppliers:

Practices or outcomes that produced substantial negative environmental impact

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

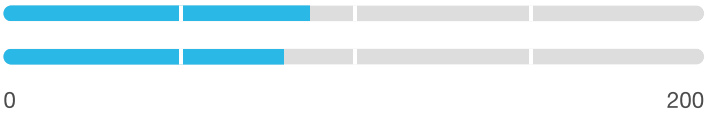
B Impact Assessment™

Overall B Impact Score

Opella Australia, Hong Kong, South Korea

For Fiscal Year End Date: **31 Dec 2022**





Governance

QUESTIONS ANSWERED 27/27

OVERALL SCORE **8.6**

Workers

QUESTIONS ANSWERED 60/60

OVERALL SCORE **29.4**

Community

QUESTIONS ANSWERED 54/54

OVERALL SCORE **18.4**

Environment

QUESTIONS ANSWERED 70/70

OVERALL SCORE **16.2**

Customers

QUESTIONS ANSWERED 32/32

OVERALL SCORE **14.5**

Mission & Engagement

OPERATIONS
2.5

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: 0.19 of 0.25

Mission Statement

Please share the text of your formal mission statement here.

> We're building a healthier future by helping people, help themselves. We empower people to champion better self-care for themselves, their communities and our planet, through our consumer-inspired, science-based products and solutions. We elevate creativity and make health as simple as it should be, helping more people play an active role in their health. We all have our part to play. Health, it's in our hands.

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 0.50

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
- [x] Specific, formal training is integrated into new employee and new manager training
- [x] 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: 0.33 of 0.50

Social and Environmental Management Reviews

What percentage of full-time managers had a formal written performance evaluation in the last year that included social or environmental goals?

- ○ 0
- ○ 1-49%
- ○ 50-99%
- ◉ 100%

Points Earned: 0.50 of 0.50

Board Review of Social or Environmental Performance

Does the Board of Directors or equivalent governing body review your company's social or environmental performance on at least an annual basis?

- ○ No, our Board doesn't review that
- ○ Yes, the Board receives a general update on the company's social or environmental performance
- ◉ Yes, the Board reviews key performance indicators (KPIs) on the company's social or environmental performance
- ○ N/A - Our company has no Board of Directors or equivalent governing body

Points Earned: 0.50 of 0.50

Stakeholder Engagement

Has your company done any of the following to engage stakeholders about your social and environmental performance?

- [x] We have an advisory board that includes stakeholder representation
- [x] 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
- [x] We have formal and regular processes in place to gather information from stakeholders (focus groups, surveys, community meetings, etc.)
- [x] We have formal procedures to address results from stakeholder engagement, with a designated individual or team responsible for appropriate follow ups.
- [x] 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
- [x] We publicly report on stakeholder engagement mechanisms and results
- [ ] Other - please describe
- [ ] No formal stakeholder engagement

Points Earned: 0.25 of 0.25

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.

- [x] We track impact metrics that we've chosen based on company mission or executive decision
- [x] We have conducted a materiality assessment of our company using stakeholder engagement mechanisms or research
- [x] We have identified and measure metrics based on the results of the materiality assessment we conducted for the company
- [x] We have set performance targets for all identified material issues and measurements
- [x] We measure the material social and environmental outcomes produced by our performance on our KPIs over time
- [ ] None of the above

Points Earned: 0.50 of 0.50

Identification of Material Issues

Based on the processes you have highlighted, what are the material issues that have been identified?

Access to Healthcare, respect of human rights, health education, support to vulnerable communities, climate change & energy use, waste management & recycling, product eco design, product quality & safety, business ethics, responsible marketing

Points Available: 0.00

OPERATIONS

Ethics & Transparency

3.6

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: 0.12 of 0.46

Code of Ethics

What is required by your company's Code of Ethics?

- [x] Prohibition of bribes in any form, including kickbacks or gifts, on any portion of contract payments or soft dollar practices
- [x] Formal oversight policy covering direct or indirect political contributions, charitable donations, and sponsorships
- [x] 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: 0.46 of 0.46

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.

- [x] We instruct the Board of Directors on the Code at least annually
- [x] We instruct all newly hired workers on the Code
- [x] We instruct managers on the Code on an ongoing basis
- [x] We instruct all non-managerial workers on the Code on an ongoing basis
- [x] 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: 0.46 of 0.46

Breached Code of Ethics Breachment Policy

In cases where there are material breaches to your company's Code of Ethics, what actions are formally outlined for your company?

- [x] Breaches, including case details, are reported to Board of Directors
- [ ] Breaches, including case details, are reported publicly
- [ ] Reported breaches are investigated promptly via independent party
- [x] Employees are dismissed or disciplined if found in breach
- [x] Contracts with business partners in breach are terminated
- [x] Company makes improvements to anti-corruption program based on reported cases
- [ ] Other - please describe
- [ ] None of the above
- [ ] N/A - No Business Code of Conduct

Points Earned: 0.46 of 0.46

Anti-Corruption Practices

Which of the following anti-corruption reporting and prevention systems are in place?

- [x] Written employee whistle-blowing policy with confidentiality policy
- [x] Circulation of whistle-blowing policy to all employees and business partners
- [x] Communication of the anti-corruption system at least annually to the relevant internal and external stakeholders
- [x] Annual training on the anti-corruption system
- [ ] Providing supporting tools and guidance (e.g. self-assessment survey for high-risk departments)
- [x] Anonymous mechanisms to report concerns and grievances
- [x] 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: 0.46 of 0.46

Monitoring Ethics and Corruption

Does your company do any of the following with regard to monitoring and reporting on your anti-corruption programme?

- [x] Responsibility for the monitoring has been clearly assigned and resources have been made available
- [x] Mechanisms are in place for continuous monitoring (internal employee self-evaluations, automated controls monitoring)
- [x] The management of the company (e.g. Board of Directors, Audit Committee) review the results of internal and external reviews and ensure that required changes are implemented in an appropriate and prompt manner
- [ ] External independent assurance is conducted to provide further security to management and stakeholders regarding the effectiveness of the anti-corruption programme
- [ ] Regular reporting announcements about the program are made at least annually to relevant internal and external stakeholders (workshops, CEO announcement, newsletter)
- [ ] None of the above

Points Earned: 0.28 of 0.46

Audited Financials

Does the company produce financials that are audited annually by an internationally accredited Certified Public Accountant (CPA)?

- (●) Yes
- ( ) No

Points Earned: 0.46 of 0.46

Financial Controls

Does your company maintain any of the following financial controls?

Please check all that apply.

- [x] 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
- [x] Fraud risk assessment is conducted at least annually, with any identified internal control deficiencies communicated to Board of Directors and senior management
- [x] Lines of financial reporting, responsibilities, and limits for the authorization, approval, and verification of disbursements are all documented in writing
- [x] 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: 0.46 of 0.46

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
- [x] 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: 0.12 of 0.46

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
- [x] Our company discloses all financial information (except salary info) at least yearly
- [x] Our company discloses all financial information (except salary info) at least quarterly
- [x] 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: 0.35 of 0.46

OPERATIONS

Governance Metrics

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? 31 Dec 2022

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

Points Available: 0.00

Revenue Last Year

Total Earned Revenue

From the last fiscal year

This question will be used for scored calculation questions later in the assessment. Please complete for accurate scoring. If your company has not yet completed its first fiscal year, please put $0

From the last fiscal year

Sensitive

Points Available: 0.00

Net Income Last Year

Net Income

From the last fiscal year

If your company has not yet completed its first fiscal year, please put $0

From the last fiscal year

Sensitive

Points Available: 0.00

Net Income Year Before Last

Net Income

From the fiscal year before last

From the fiscal year before last

Sensitive

Points Available: 0.00

IMPACT BUSINESS MODELS

Mission Locked - Impact Business Model

2.5

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: 2.50 of 10.00

Workers

OPERATIONS

Workers Impact Area Introduction

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.

- [x] Yes, some of our labor is contracted to third party subcontractors that manage staff on our behalf
- [x] 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
- [x] 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

Independent Contractor Instructions

For the remainder of the Workers section, you should consider individual independent contractors who work greater than 20 hours per week for your company over an indefinite period or longer than 6 months as "employees" or "workers"

- (•) Ok, I will consider all independent contractors that meet these specifications in my responses to the remaining questions in the Workers section.

Points Available: 0.00

Workers Impact Business Model Introduction

Is your company structured to benefit its employees in either of the following ways?

Your answers determine which future questions in the assessment are applicable to your company.

- [ ] Ownership structures that provide significant equity (>40%) and empowerment to all employees (e.g. employee-owned companies, cooperatives)
- [ ] Providing high quality jobs or professional development for individuals with chronic barriers to employment (workforce development programs)
- [x] 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: 353

- [ ] 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: 371

- [ ] 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 11

☐ 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 14

☐ 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 24

☐ 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 17

☐ We do not track this

Points Available: 0.00

OPERATIONS

Financial Security

9.9

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

Points Available: 0.00

% of Employees Paid Individual Living Wage

What percentage of employees on an FTE (Full Time Equivalent) basis are paid at least the equivalent of a living wage for an individual?

Please exclude students and interns in this calculation.

- ○ <75%
- ○ 75-89%
- ○ 90-99%
- ◉ 100%
- ○ N/A

Points Earned: 2.52 of 2.52

% of Employees Paid Family Living Wage

What percentage of employees on an FTE (Full Time Equivalent) basis are paid at least the equivalent of a living wage for a family?

Please exclude students and interns in this calculation.

- ○ <75%
- ○ 75-89%
- ○ 90-99%
- ◉ 100%
- ○ N/A

Points Earned: 2.52 of 2.52

% Above the Minimum Wage

What percentage above the legal minimum wage does your lowest-paid hourly employee earn?

Please answer this question ONLY taking into account hourly workers. If you do not have hourly workers, select N/A.

- ○ 0% - Lowest wage is equivalent to minimum wage
- ○ 1-9%
- ◉ 10-29%
- ○ 30-49%
- ○ 50-75%
- ○ 75%+
- ○ N/A - We do not employ hourly workers

Points Earned: 0.50 of 1.26

Initiatives To Increase Wages and Benefits

If it is not possible to verify a living wage in your country, has your company participated in any leadership initiatives/agreements to increase wages or benefits to workers provided in your country or industry?

Examples include commissioning a living wage calculation. Select N/A if living wage already exists.

- ○ Yes
- ○ No
- ◉ N/A - Living wage already exists

Points Available: 1.26

Compensation Policies and Practices

Does your company offer any of the following additional financial benefits to non-executive workers?

Your answers determine which future questions in the assessment are applicable to your company.

- [ ] Cost of living adjustments that match inflation rates of the country
- [x] Bonuses or profit-sharing
- [x] Employee ownership opportunities
- [ ] None of the above

Points Earned: 0.84 of 1.26

Employees Receiving a Bonus

What percentage of full-time and part-time employees, excluding founders and executives, received a monetary bonus in the last fiscal year?

- ○ 0%
- ○ 1-24%
- ○ 25-49%
- ○ 50-74%
- ◉ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.94 of 1.26

Significance of Bonuses

What was the equivalent percentage of profits that were distributed as bonuses to non-executive workers in the last fiscal year?

- ○ No bonus payout, or no bonus plan
- ◉ 5% or less
- ○ 5-10%
- ○ 10-15%
- ○ 15-20%
- ○ >20%
- ○ Bonuses were paid to non-executive workers, despite the company not earning a profit

Points Earned: 0.16 of 1.26

% Participation in Employee Ownership

What percentage of all full-time employees have been granted stock, stock options, or stock equivalents (including participation in an ESOP or other qualified ownership plans) in the company?

Select N/A if your company is a consumer/shared services cooperative, a producer cooperative or a nonprofit.

- ○ 0%
- ◉ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.31 of 1.26

% of Company Owned by Non-Executive Employees

What percentage of the company is owned by workers who are not executives or founders?

- ○ 0%
- ◉ 1-4%
- ○ 5-24%
- ○ 25-49%
- ○ 50%+
- ○ N/A
- ○ Don't Know

Points Earned: 0.63 of 2.52

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: 1.26 of 1.26

Financial Services for Employees

What financial products, programs, or services does your company provide that help to meet financial health needs of hourly employees?

Please answer this question ONLY taking into account hourly workers. If you do not have hourly workers, select N/A.

- ☐ Direct deposit
- ☐ Access to free or affordable banking services or payroll cards (e.g. free ATM debit card)
- ☑ Financial management tools or coaching
- ☐ Emergency or short-term savings programs
- ☐ Low-interest or interest-free loans
- ☐ Debt management, refinancing, or loan payment contributions
- ☐ Employer match for deposits into savings accounts
- ☐ Paychecks issued off-schedule on a need basis
- ☐ Tax preparation services
- ☑ Other - please describe
- ☐ None of the above
- ☐ N/A - We do not employ hourly workers

Points Earned: 0.22 of 0.63

OPERATIONS

Health, Wellness, & Safety

8.4

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: 0.95 of 0.95

Supplementary Health Benefits

What benefits does your company provide to all full-time tenured workers to supplement government programs?

Only select benefits the company pays the majority of costs to all full-time tenured workers. Select Other if the company covers less than 50% of the expenses for the benefits listed or other benefits offered.

- ☐ Disability coverage or accident insurance
- ☐ Life insurance
- ☐ Private dental insurance
- ☐ Private supplemental health insurance
- ☐ Other - please describe
- ☑ None of the above

Points Available: 0.95

Supplementary Health Benefits Eligibility for Part-Time Workers

When do part-time workers become eligible to participate in the supplementary benefits offered by your company?

If applicable, please select one answer indicating tenure requirements (answers 1-2), and one answer indicating weekly hour requirements (answers 3-4).

- ☐ Part-time workers are not eligible at time of hire, but become eligible to participate within their first 6 months of employment
- ☑ Part-time workers are eligible to participate at time of hire
- ☐ Part-time workers are only eligible if they work more than 20 hours a week
- ☑ Part-time workers are eligible even if they work less than 20 hours a week
- ☐ We do not offer supplementary health benefits to part-time workers
- ☐ N/A - We don't have part-time employees

Points Earned: 0.95 of 0.95

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: 0.95 of 0.95

Worksite Characteristics

What safety processes are in place at all of your company worksites?

- [x] At the beginning of every shift, a briefing with front-line workers is held to share new information or discuss the work for the day
- [x] Results of hazard analyses or routine activities are documented
- [x] Potential hazards are identified, analyzed, and managed when new materials or equipment are purchased or new processes are implemented
- [x] Workers have written permission to shut down unsafe processes
- [ ] None of the above

Points Earned: 0.95 of 0.95

Management Commitment to Health and Safety

What are your company practices regarding management's commitment to worker health and safety?

Select those that apply to all company worksites.

- [x] We have a written safety and health policy to minimize on-the-job employee accidents and injuries
- [x] Safety and health is integrated into our overall management planning process, and workers are involved in safety planning, resource allocation, audits, etc.
- [x] Safety and health concerns are communicated through regular safety and health trainings
- [x] We have specific safety and health program goals and objectives, with specific indicators to measure progress
- [x] Senior management addresses safety issues through written communications or in company gatherings at least quarterly
- [x] We have a formal safety reporting system for employees to submit their safety concerns
- [x] Our safety procedures are easily accessible for all on-site personnel, including workers, non-managerial staff, and visitors
- [ ] We participate in an external program demonstrating commitment and excellence in safety and health (e.g. Voluntary Protection Program)
- [ ] N/A - No manufacturing or wholesale facilities
- [ ] None of the above

Points Earned: 0.95 of 0.95

Health and Safety Audit Practices

Your company's practices related to inspections and audits include:

Select those that apply to all company worksites.

- [x] A written procedure for performing safety and health inspections
- [x] Routine safety and health inspections at least quarterly
- [x] Use of information discovered through analyses to improve safety processes (e.g. baseline hazards analysis, incident analysis, employee concerns, sampling results from inspections)
- [x] Documentation of results of the routine inspections
- [x] Inspection reports that clearly indicate what needs to be corrected, with documented accountability for closure
- [ ] N/A - No manufacturing or wholesale facilities
- [ ] None of the above

Points Earned: 0.95 of 0.95

Tracking Hazards

When eliminating and tracking hazards, your company:

Select those that apply to all company worksites.

- [x] Follows the preferred hierarchy to eliminate or control the hazard (first engineering, then administrative, then work practices, and finally Personal Protective Equipment)
- [x] Regularly assesses use of Personal Protective Equipment (PPE)
- [x] Conducts follow-up studies to ensure that hazard controls are adequate
- [x] Documents and addresses hazard controls in appropriate procedures (e.g. safety and health rules, inspections, training, etc.)
- [ ] None of the above

Points Earned: 0.95 of 0.95

Controlling Worker Exposure to Hazardous Material

How has your company assessed and managed worker exposure to hazardous materials?

- ○ Assessment indicates some exposure, but we have taken no action to date
- ○ Assessment indicates some exposure, and we have implemented a mitigation and control strategy
- ◉ Assessment indicates no exposure
- ○ We have not conducted an assessment

Points Earned: 0.48 of 0.48

Indoor Air Quality Audits

What is included in your company's annual indoor air quality audit of all company facilities?

Select all options that apply.

- [x] No smoking within 25 feet of building entrances
- [ ] Indoor ventilation rates compliant with ASHRAE Standard 62.1 or EN 16798-1
- [ ] Minimum air intake separation distance compliant with ASHRAE Standard 62.1 or EN 16798-3
- [ ] Operations and maintenance manual for ventilation equipment compliant with ASHRAE Standard 62.1
- [ ] HVAC filters compliant with ASHRAE Standard 52.2 or ISO 16890
- [ ] Temperature and relative humidity levels (PMV and PPD) in compliance with ASHRAE Standard 55 EN-16798 or ISO 7730
- [ ] Written IAQ complaint response policy
- [ ] None of the above

Points Earned: 0.32 of 0.95

Evaluating Health and Safety Practices

What is included in your company's measurement and evaluation practices in relation to occupational safety and health?

Select those that apply to all company worksites.

- [ ] A standardized third-party safety management system (e.g. ISO 45001, BS 8800)
- [x] A safety position, safety committee, or safety program representative who reports to a senior-level position (Vice President or higher)
- [x] A documented standard procedure for investigating accidents and major incidents
- [x] Investigation and documentation of the root causes of accidents and incidents
- [x] Implementation of corrective actions after root causes of an accident or incident are determined
- [x] Transparency of injury or illness trends and trend data to all workers
- [ ] An annual evaluation of the safety and health system that includes senior management in the evaluation
- [ ] An employee safety recognition program
- [ ] Regular Safety Perception Surveys to engage with workers
- [ ] None of the above

Points Earned: 0.95 of 0.95

Career Development 3.0

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.

- [x] We have a formal onboarding process for new employees
- [x] We offered ongoing training on core job responsibilities to employees within the last year
- [x] We have a policy to encourage internal promotions and hiring for advanced positions (e.g. posting job openings internally first)
- [x] We provide cross-skills training for career advancements or transitions (e.g. management training for non-managers)
- [x] We provide non-career-specific life-skill training (e.g. financial literacy, English as a Second Language)
- [x] We facilitate or have an allocated budget for external professional development opportunities, (e.g. conference attendance, online trainings)
- [x] We provide reimbursements or programs for intensive continuing education credentials (e.g. college degrees, professional licensures)
- [ ] None of the above

Points Earned: 0.41 of 0.41

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: 0.27 of 0.41

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: 0.27 of 0.41

Management Training

What management training and coaching do new and existing managers regularly receive?

Check all that apply.

- [x] Providing ongoing praise and corrective feedback
- [x] Conflict negotiation and resolution
- [x] Group dynamics and optimal team functioning
- [x] Performance evaluation systems
- [x] Other - please describe
- [ ] None of the above

Points Earned: 0.41 of 0.41

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.

- [x] Process has a regular schedule and is conducted at least annually
- [ ] Peer and subordinate input
- [x] Written guidance for career development
- [x] Social and environmental goals
- [x] Clearly-identified and achievable goals
- [ ] A 360-degree feedback process
- [x] All tenured employees receive feedback
- [ ] None of the above

Points Earned: 0.82 of 0.82

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: 0.27 of 0.41

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."

- [x] 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
- [x] We pay interns a living wage
- [x] Our interns receive formal performance reviews
- [ ] Our interns have a formal opportunity to provide feedback on experience
- [x] We have hired interns on as full-time permanent employees in the past two years
- [x] 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: 0.41 of 0.41

End of Employment Support

What are your formal company policies regarding employee termination and layoffs?

- [x] We have a policy to provide written notice of employee performance prior to termination
- [x] We have a policy to provide performance improvement plans or stated corrective time periods prior to termination
- [x] We have a policy to provide at minimum 2+ weeks of severance per year of employment
- [x] We provide outplacement services for terminated employees
- [ ] We don't have written termination or severance policies

Points Earned: 0.21 of 0.21

Career Development (Salaried) 0.7

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 0.19

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: 0.14 of 0.19

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: 0.09 of 0.19

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: 0.09 of 0.38

Subsidized Educational Opportunities

What percentage of full-time workers received advancement or reimbursement for continuing education opportunities in the last fiscal year?

Continuing education opportunities include GED, college credits, industry-recognized accreditation, etc.

- ◉ 0
- ○ 1-5%
- ○ 6-15%
- ○ 15%+

Points Available: 0.38

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: 0.19 of 0.19

OPERATIONS

Engagement & Satisfaction

3.9

Employee Handbook Information

What is included in your company's written and accessible employee handbook?

- ☑ A non-discrimination statement
- ☑ An anti-harassment policy with reporting mechanisms, processes, and disciplinary procedures
- ☑ A statement on work hours
- ☑ Policies on pay and performance issues
- ☑ Policies on benefits, training and leave
- ☑ Grievance resolution process
- ☑ Disciplinary procedures and possible sanctions
- ☐ A neutrality statement regarding workers' right to bargain collectively and freedom of association
- ☑ Prohibition of child labor and forced or compulsory labor
- ☐ We have no written employee handbook

Points Earned: 0.33 of 0.33

Paid Secondary Caregiver Leave

What secondary parental leave policies are available to your workers, either through your company or a government program?

Select all that apply, but only select one answer indicating the total amount of paid time equivalent (answers 2-4). See "Learn 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
- [x] Workers receive greater than 5 weeks (or full pay equivalent) paid leave
- [x] 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: 0.67 of 0.67

Supplementary Benefits

What supplementary benefits are provided to a majority of non-managerial workers?

Including full time and part time employees. Please check all that apply.

- [ ] On-site childcare
- [x] Off-site subsidized childcare
- [ ] Free or subsidized meals
- [x] Policy to support breastfeeding mothers
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 1.33 of 1.33

Worker Empowerment

How does your company engage and empower workers?

- [x] 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
- [x] Employee complaint / input mechanisms are reviewed at least every other year, with input from employees themselves into the process
- [x] Company tracks usage of input/ feedback / complaint mechanisms and resolution / implementation rates
- [ ] We have adopted open book management or self-management principles within the workplace
- [ ] Workers have opportunity to elect member(s) to the Board of Directors
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.50 of 0.67

Surveying and Benchmarking Engagement and Attrition

Does your company monitor and evaluate your worker satisfaction and engagement in any of the following ways?

Your answers determine which future questions in the assessment are applicable to your company.

- [x] We calculate employee attrition rate
- [ ] We benchmark employee attrition rate to relevant benchmarks
- [x] We regularly (at least once a year) conduct employee satisfaction or engagement surveys
- [x] 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: 0.50 of 0.67

Departed Employees

Number of full-time and part-time workers that departed or left the company in the last twelve months

Enter 0 if None.

Number of full-time and part-time workers that departed or left the company in the last twelve months

Sensitive

Points Available: 0.00

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: 0.67 of 1.33

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: 0.60 of 0.60

Paid Primary Caregiver Leave for Salary Workers

Which of the following describe the primary parental leave policies for salaried workers, either through the company or government program?

If applicable, please select one answer indicating total time off (answers 1-3), and one answer indicating fully paid time off (answers 4-7).

- ☐ Primary caregivers receive 4-12 weeks of time off for parental leave (including unpaid and paid leave)
- ☐ Primary caregivers receive 13 weeks to 6 months of time off for parental leave (including unpaid and paid leave)
- ☑ Primary caregivers receive more than 6 months of time off for parental leave (including unpaid and paid leave).
- ☐ 4-12 weeks of primary parental leave (or equivalent) is fully paid
- ☑ 13-18 weeks of primary parental leave (or equivalent) is fully paid
- ☐ 19-24 weeks of primary parental leave (or equivalent) is fully paid
- ☐ More than 24 weeks of primary parental leave (or equivalent) is fully paid
- ☐ Primary caregivers receive less than 4 weeks off or no time off for parental leave

Points Earned: 0.42 of 0.60

Worker Flexibility Options

What job flexibility options does the company provide, whenever feasible, in writing and in practice for the majority of workers?

Please check all that apply.

- [x] Part-time work schedules at the request of workers
- [x] Flex-time work schedules allowing freedom to vary start and stop times
- [x] Telecommuting (e.g. working from home one or more days per week)
- [x] Job-sharing
- [ ] None of the above

Points Earned: 0.60 of 0.60

Workplace Flexibility in Practice

Which of the following flexible workplace practices have been used in the past 12 months?

Please check all that apply.

- [x] Managers or executives worked part-time or in a job-share
- [x] Managers or executives are in a telecommuting position
- [x] We hired new people into permanent positions that are telecommuting
- [ ] We hired new people into permanent positions that are part-time or job-share
- [x] We have transitioned staff into part-time, job-share, or telecommuting positions
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.60 of 0.60

Attrition Rate for Salaried Workers

What percentage of full-time and part-time salaried workers left the company during the last twelve months?

Calculation should include voluntary and involuntary separation, but exclude workers dismissed with cause.

Sensitive

Points Earned: 0.20 of 0.60

Community

Community Impact Area Introduction

OPERATIONS
0.0

This section identifies whether your company is designed to deliver a specific, material, positive impact for its community, and if so, opens the Community Impact Business Model section that is most applicable.

Community Oriented Impact Business Model

Does your company's business model create a specific positive benefit for stakeholders such as charitable partners, vendors or suppliers in need, or your local community?

Your answers determine which future questions in the assessment are applicable to your company.

- ○ Yes
- ◉ No

Points Available: 0.00

OPERATIONS

Diversity, Equity, & Inclusion 4.3

Inclusive Hiring Practices

How does your company create an inclusive recruiting and hiring process?

- [x] We include a statement in all our job postings with a commitment to diversity, equity, and inclusion
- [x] 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
- [x] We conduct analyses of our job description language and requirements to ensure they are inclusive and equitable
- [ ] None of the above

Points Earned: 0.44 of 0.61

Diverse Ownership and Leadership

Is your company majority-owned or -led by individuals from any of the following underrepresented groups?

Please select all that apply.

- [x] Led by a woman
- [ ] Led by an individual from an underrepresented racial or ethnic minority
- [ ] Led by another underrepresented individual (veterans, LGBT, etc.)
- [ ] Majority owned by women
- [ ] Majority owned by individuals from underrepresented racial or ethnic minorities
- [ ] Majority owned by other underrepresented individuals (veterans, LGBT, etc.)
- [ ] None of the above

Points Earned: 0.30 of 0.61

Inclusive Work Environments

How does your company create an equitable and inclusive workplace for employees?

- [x] We have designated an individual or group explicitly responsible for diversity, equity, and inclusion (i.e. a Diversity Manager or Inclusion Committee)
- [x] We offer trainings for all employees on topics related to diversity, equity, and inclusion
- [x] We have voluntary employee resource or affinity groups
- [x] 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
- [x] We accommodate learning or emotional disabilities in work processes and workplace policies
- [ ] None of the above

Points Earned: 0.61 of 0.61

Management of Diversity, Equity, and Inclusion

How does your company manage and improve your workplace diversity and inclusivity?

- [ ] We anonymously survey employees on gender identity, race/ethnicity, disability status, and other demographic factors to track the diversity of our workforce
- [x] We have set specific, measurable diversity improvement goals that are reviewed by senior executives or our Board of Directors
- [x] 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: 0.30 of 0.61

Measurement of Diversity

What attributes of a diverse workforce does your company track, either through anonymous surveys or other methods legal in your jurisdiction?

If collecting this type of demographic data is not legal in your jurisdiction, select None of the Above.

- [ ] Socioeconomic status (as determined by low income residence, education level, etc.)
- [ ] Race or ethnicity
- [x] Gender
- [x] Age
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.30 of 0.61

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: 0.61 of 0.61

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: 0.61 of 0.61

High to Low Pay Ratio

What multiple is the highest compensated individual paid, inclusive of bonus, as compared to the lowest paid full-time worker?

- ○ >20x
- ○ 16-20x
- ◉ 11-15x
- ○ 6-10x
- ○ 1-5x

Points Earned: 0.30 of 0.61

Female Management

How many of your company managers identify as women?

- ○ 0%
- ○ 1-9%
- ○ 10-24%
- ○ 25-39%
- ◉ 40-49%
- ○ 50%+
- ○ Don't know
- ○ N/A

Points Earned: 0.61 of 0.61

Management from Underrepresented Populations

How many of your company managers identify as from another underrepresented social group?

If collecting this type of demographic data is not legal in your jurisdiction, select Don't Know.

- ○ 0%
- ○ 1-9%
- ○ 10-19%
- ○ 20-29%
- ○ 30%+
- ◉ Don't know

Points Available: 0.61

Supplier Diversity Policies or Programs

Does your company have any of the following policies or programs in place to promote diversity within your supply chain?

- ☑ We track diversity of ownership among our suppliers
- ☐ We have a policy to give preferences to suppliers with ownership from underrepresented populations
- ☑ We have formal targets to make a specific percentage of purchases from suppliers with diverse ownership
- ☐ We have a formal program to purchase and provide support to suppliers with diverse ownership
- ☐ None of the above
- ☐ N/A - Collecting supplier data or having preferential treatment policies is illegal in my country of operations

Points Earned: 0.15 of 0.30

Supplier Ownership Diversity

What percentage of your purchases were from companies that are majority-owned by women or individuals from underrepresented populations?

- ○ 0%
- ◉ 1-9%
- ○ 10-24%
- ○ 25-39%
- ○ 40-49%
- ○ 50%+
- ○ Don't Know

Points Earned: 0.08 of 0.61

OPERATIONS
1.7

Economic Impact

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.

Consumer Healthcare has employee representation in 5 of the 8 States & Territories of Australia. The majority of employees are based in Queensland and New South Wales. Workers work in one single location in Hongkong, and one single location in Seoul.

Points Available: 0.00

Job Growth Rate

What was your company's net job growth rate for full-time and part-time positions over the last 12 months? ONLY include newly created jobs that are paid a living wage.

If there is no living wage data available for your country of operations, include new jobs that pay 10% or more above a minimum wage.

- ◉ 0% (no growth on a net basis)
- ○ 1-5%
- ○ 6-15%
- ○ >15%

Points Available: 2.35

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

Points Available: 0.00

Non-accredited Investor Ownership

What percentage of the company is owned by individuals who would qualify as non-accredited investors?

- (●) 0%
- ( ) 1-4%
- ( ) 5-14%
- ( ) 15-24%
- ( ) 25%+
- ( ) Don't know

Points Available: 1.18

Local Ownership

Is the majority (over 50%) of the company's ownership located locally to the majority of the company's workforce?

“Local" is defined as being part of the same community. While the size and distance of a community may vary by context, they should generally be based on a small-scale economically and culturally connected area like a metropolitan area or a city/town.

- ( ) Yes
- (●) No
- ( ) Don't know

Points Available: 1.18

National Sourcing

What percentage of your company's Cost of Goods Sold (including value-adding activities) was spent within the country of operations, from in-country registered companies or national citizens?

- ( ) 0%
- ( ) 1-19%
- ( ) 20-39%
- ( ) 40-59%
- ( ) 60-79%
- (●) 80%+

Points Earned: 1.18 of 1.18

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.

- [x] Written preference at each facility to purchase from local suppliers
- [x] Formal targets or goals for the amount of local purchasing
- [ ] Ready-to-use lists of preferred local suppliers and vendors for specific facilities
- [ ] Written preference for hiring and recruiting local managers
- [ ] Incentives for staff to live within 20 miles of local company facility
- [ ] Other (please describe)
- [ ] No written local purchasing or hiring policies in place

Points Earned: 0.59 of 0.59

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: 1.18

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: 1.18

OPERATIONS

Civic Engagement & Giving

4.5

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: 0.55 of 0.55

Community Service Policies and Practices

How does your company manage employee community service?

- [x] We have hosted or organized company service days in the last year
- [x] The company offers paid time off for community service
- [x] 20 hours or more a year of paid time off
- [x] 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: 0.55 of 0.55

% 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 1.10

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: 1476

- [ ] We do not track this

Points Available: 0.00

Volunteer Service Per Capita

What was the percentage of per capita worker time donated as volunteer, community service, or pro bono time in the reporting period?

Calculate by total volunteer hours / total hours worked, generally 2000 hours per FTE.

- ○ 0%
- ◉ 0.1-0.5% of time
- ○ 0.6-1% of time
- ○ 1.1-2% of time
- ○ 2%+ of time
- ○ Don't know

Points Earned: 0.37 of 1.10

Charitable Giving and Community Investment Policies and Practices

What are your company's practices regarding donations or community investments?

- [x] 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
- [x] We allow our workers or customers to select charities to receive our company's donations
- [x] We have screening practices for charitable contributions or impact measurement mechanisms for our community investments
- [ ] None of the above

Points Earned: 0.50 of 0.55

Relative Input for Community Investments

If you use an independent methodology to measure total commitment to community investment, what is the equivalent % of revenue contributed in the form of community investment?

- ○ None
- ◉ Less than 0.1% of revenues
- ○ 0.1-0.4% of revenues
- ○ 0.5-0.9% of revenues
- ○ 1-1.9% of revenues
- ○ >2%

Points Earned: 0.14 of 1.10

% of Revenue Donated

What was the equivalent percentage of revenue donated to charity during the last fiscal year?

Please include tax deductible in-kind donations but do not include pro bono time.

- ○ No donations last fiscal year
- ○ Less than 0.1% of revenue
- ◉ 0.1-0.4% of revenue
- ○ 0.5-0.9% of revenue
- ○ 1-1.9% of revenue
- ○ 2%+ of revenue
- ○ Don't know

Points Earned: 0.88 of 2.21

Total Amount of Charitable Donations

Total amount (in currency terms) donated to registered charities in the last fiscal year

Report with the currency specified in "Reporting currency" for this metric.

Total amount (in currency terms) donated to registered charities in the last fiscal year

Sensitive

Points Available: 0.00

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?

- [x] Yes, company has offered support in name and/or signed petitions
- [x] Yes, company has provided active staff time or financial support
- [x] 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: 0.55 of 0.55

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?

- [x] 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: 0.14 of 0.28

OPERATIONS

Supply Chain Management

7.8

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).

- [x] Product Manufacturers
- [x] Professional Service Firms (Consulting, Legal, Accounting)
- [x] Independent Contractors
- [x] Marketing and advertising
- [ ] Office Supplies
- [ ] Benefits Providers
- [ ] Technology
- [x] Raw materials
- [ ] Farms
- [x] 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).

- [x] Compliance with all local laws and regulations, including those related to social and environmental performance
- [x] Good governance, including policies related to ethics and corruption
- [x] 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: 0.62 of 0.62

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
- [x] 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
- [x] Other (please describe)
- [ ] None of the above

Points Earned: 0.37 of 0.62

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

Outsourced Staffing Screening Topics

Does your company review or set requirements regarding the labor practices of its outsourced staffing service providers that includes the following topics?

Your answers determine which future questions in the assessment are applicable to your company.

- [x] Compliance with all local laws and regulations
- [x] Compliance with international human rights and labor standards (for employees and contractors)
- [ ] Payment at or above industry benchmarks
- [ ] Payment of a living wage (for employees and contractors)
- [ ] Employee benefits provided
- [ ] Professional development opportunities
- [ ] Other labor practices
- [ ] None of the above
- [ ] N/A

Points Earned: 0.12 of 0.31

% of Outsourced Services Accountable to Code of Conduct?

What % of your outsourced staffing services (on a currency basis) are accountable to the formalized code of conduct or requirements described in the previous question?

- ○ 0%
- ○ 1-20%
- ○ 21-49%
- ○ 50-74%
- ○ 75-99%
- ◉ 100%
- ○ N/A

Points Earned: 1.23 of 1.23

Screening / Monitoring for Services

Which of the following methods are used to evaluate the social or environmental impact of your outsourced staffing services?

Your answers determine which future questions in the assessment are applicable to your company.

- ☐ Company shares policies or rules with subcontractors but does not have a verification process in place
- ☑ Company requires subcontractors complete self-designed assessment
- ☑ Company utilizes third party risk or impact assessment tools (BIA)
- ☐ Company conducts routine audits/reviews of subcontractors at least every two years
- ☐ Company has third parties conduct routine audits/reviews of subcontractors at least every two year
- ☐ Other
- ☐ None of the above

Points Earned: 0.23 of 0.31

% of Outsourced Staffing Services Screened / Monitored

What % of your outsourced staffing services (on a currency basis) are evaluated based on the methods selected in the previous question?

- ○ 0%
- ○ 1-20%
- ○ 21-49%
- ○ 50-74%
- ◉ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 1.08 of 1.23

Suppliers in Low-Income Communities

What percentage of your Significant Suppliers is located in low-income communities or create employment opportunities for other chronically underemployed populations?

Significant Suppliers represent 80% of your company's purchases in currency terms (excluding salaries on payroll and bonuses, rent, utilities, and taxes).

- ○ <10%
- ○ 10-19%
- ○ 20-30%
- ○ 30%+
- ◉ Don't Know

Points Available: 0.31

Supplier Code of Conduct

Is there a formal written Supplier Code of Conduct policy that specifically holds your company's suppliers accountable for social and environmental performance?

Your answers determine which future questions in the assessment are applicable to your company.

- ◉ Yes
- ○ No

Points Earned: 0.62 of 0.62

Supplier Code of Conduct Topics

What areas of social and environmental performance are specifically included in your company's Supplier Code of Conduct policy?

- ☑ Bribery, corruption, and fraud
- ☑ Working hours
- ☑ Freely chosen employment
- ☑ Compensation
- ☑ Child labor
- ☑ Freedom of association
- ☑ Health and safety
- ☐ Use of materials
- ☑ Product's environmental impact
- ☐ Information on how the Code will be monitored and reviewed (e.g. self-audits, site visits)
- ☐ N/A - No Supplier Code of Conduct

Points Earned: 0.31 of 0.31

% of Suppliers Accountable to Code of Conduct

What % of your suppliers (on a currency basis) are accountable to the formalized code of conduct or requirements described in the previous question?

- ○ 0%
- ○ 1-20%
- ○ 21-49%
- ◉ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.77 of 1.23

Disclosure of Suppliers

What percentage of Significant Suppliers (on currency basis) are made transparent on your company's website?

- ○ 0%
- ○ 1-49%
- ○ 50-79%
- ○ 80%+
- ◉ Don't know

Points Available: 0.62

Support for Improved Supply Chain Social or Environmental Performance

How does your company encourage improved social and environmental performance among your suppliers?

- ☐ We provide incentives for suppliers with strong social and environmental performance
- ☑ We set goals and expectations with suppliers to improve their social and environmental performance
- ☑ We provide resources to suppliers to improve their social and environmental performance
- ☐ Other - please describe
- ☐ None of the above

Points Earned: 0.62 of 0.62

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 Earned: 0.24 of 0.31

% of Suppliers with Programs to Improve Impact

For what % of your suppliers (on a currency basis) do the policies and programs selected in the previous question apply?

- ○ 0%
- ○ 1-20%
- ○ 21-49%
- ◉ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.77 of 1.23

Length of Supplier Relationships

What is the average tenure of your company's relationships with suppliers?

- ○ Average tenure of supplier relationships is less than 24 months.
- ○ Average tenure of supplier relationships is greater than 24 months.
- ◉ Average tenure of supplier relationships is greater than 60 months.
- ○ Average tenure of supplier relationships is greater than 96 months.
- ○ Our company has had a relationship with a majority of our suppliers (on a currency basis) since our first year of operations.
- ○ Don't Know

Points Earned: 0.41 of 0.62

Support for In Need Suppliers

Does your company do any of the following to support small scale or other in-need suppliers?

- ☐ We review suppliers for potential training needs
- ☐ We have a formal education or support program for selected suppliers
- ☑ We provide small scale suppliers the same contracts, prices, and payment terms (such as days payable outstanding) as other suppliers
- ☐ We pay 30 days payable outstanding to small scale suppliers
- ☐ A formal mechanism is in place for suppliers to provide us feedback (e.g. supplier satisfaction surveys)
- ☐ We have a formal grievance mechanism to address complaints and resolve disputes
- ☑ Other (please describe)
- ☐ None of the above

Points Earned: 0.33 of 0.62

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 Available: 0.62

Social or Environmental Purchases

What percentage of materials or products purchased have third-party social or environmental certification or approval or are from Significant Suppliers that are purpose-driven or have third-party company level certification or approval?

Significant Suppliers represent 80% of your company's purchases in currency terms (excluding salaries on payroll and bonuses, rent, utilities, and taxes).

- ○ 0
- ◉ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75%+
- ○ Don't know

Points Earned: 0.15 of 0.62

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.

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
- [x] None of the above

Points Available: 0.00

Environmental Management

OPERATIONS
3.2

Green Building Standards

What percentage of company facilities (by area, both owned by company or leased) is certified to meet the requirements of an accredited green building program?

- (•) <20%
- ( ) 20-49%
- ( ) 50-79%
- ( ) 80%+
- ( ) N/A

Points Available: 0.80

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
- [x] N/A - Company does not lease majority of facilities

Points Available: 0.80

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
- [x] Cleaning
- [x] Electronics
- [x] Fleets
- [ ] Food or food services
- [ ] Landscaping
- [x] Meetings and conferences
- [x] Office supplies
- [x] Paper
- [ ] Product input materials
- [ ] Other - please describe
- [ ] We don't have an environmentally preferable purchasing policy

Points Earned: 0.80 of 0.80

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 3-6 can only be selected if Checkbox 2 applies.

- [x] Policy statement documenting our organization's commitment to the environment
- [x] Assessment undertaken of the environmental impact of our organization's business activities
- [x] Stated objectives and quantifiable targets for environmental aspects of our organization's operations
- [x] Programming designed, with allocated resources, to achieve these targets
- [x] Periodic compliance reviews and auditing to evaluate programs conducted
- [x] Third-party auditing and certification of EMS
- [ ] We have no environmental management system

Points Earned: 1.60 of 1.60

Environmentally Certified Products

During the last fiscal year, what percentage of your products sold had a product certification that assesses the environmental impacts of the product or its production process?

Select N/A only if there is no physical product being sold.

- (●) 0%
- ( ) 1-24%
- ( ) 25-49%
- ( ) 50-74%
- ( ) 75%+
- ( ) N/A

Points Available: 0.80

Product Design for the Environment

Which of the following practices are in place to integrate environmental considerations (DFE) into the design of products and services?

- [x] Source reduction employed in reducing materials use in products
- [ ] Standardized product components or parts to maximize useful life via disassembly or reprocessing
- [x] Identified resource content on manufactured items to enable eventual recycling
- [ ] Program that facilitates maintenance, servicing, and reassembly of company's own products
- [ ] Program wherein company takes back similar products from other manufacturers for disassembly or reprocessing
- [ ] Company participation in a product reclamation program established by another party
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.53 of 0.80

Type of Footprint Assessments

Has the company's footprint assessments included any of the following?

- [ ] Assessment conducted for upstream supply chain only
- [ ] Assessment conducted for only a portion of value chain (other than or in addition to upstream supply chain)
- [x] Formal life cycle assessments conducted internally
- [ ] Formal life cycle assessments conducted or verified by a third party
- [ ] Use of third party frameworks or methodologies (such as Ellen Macarthur Foundation Circularity Indicators, Product Environmental Profiles, GHG Protocol or Carbon Disclosure Project)
- [ ] Company has a life cycle based certification or equivalent (Cradle to Cradle)
- [ ] Other
- [ ] None of the above

Points Earned: 0.10 of 0.40

% of Products with Type of Footprint Assessment

What % of your products have undergone the specific type(s) of environmental footprint assesesment selected in the previous question?

- ( ) 0%
- (•) 1-20%
- ( ) 21-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) N/A

Points Earned: 0.20 of 1.60

Assessment Conducted of Environmental Footprint of Value Chain

Have you conducted a formal assessment to measure the environmental footprint of your value chain (including supply chain, product usage, and end-of-life) that covers the following topics?

- [ ] Impacts on biodiversity
- [ ] Impacts on climate (Scope 3 Carbon Emissions)
- [ ] Toxin or hazardous material impact
- [ ] Land preservation (including material extraction)
- [ ] Water supply
- [ ] Other
- [x] None of the above

Points Available: 0.80

Management of Material Environmental Impact in Value Chain

How has your company utilized the results of your environmental footprint assessment to manage and minimize your overall impact?

- [ ] Company has used assessments to develop specific strategies to reduce impacts for at least most material impacts identified across value chain and product lines
- [ ] Company has set public targets or commitments to reduce material value chain and product impacts over time
- [ ] Company has met incremental targets in the last two years and/or can demonstrate being on target to achieve long term goals
- [ ] Other
- [x] None of the above (No EIA conducted)

Points Available: 0.80

Impact of Product Usage

Which of the following are true regarding practices in place to manage and minimize the impact of product usage?

- [ ] Company has conducted studies of consumer behavior and/or disposal to understand impact of product usage
- [ ] Company has conducted analysis of product lifetime and usability and it materially exceeds (>5%) lifetime of related competitive products
- [ ] Company has created partnerships and/or marketing campaigns to engage customers or other post production value chain users to minimize environmental footprint of usage
- [ ] Other
- [x] None of the above

Points Available: 0.80

Air & Climate

OPERATIONS
5.8

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
- [x] We monitor usage and have set intensity targets (e.g. relative to dollars of revenue, volume produced, etc.) that are being monitored
- [x] 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: 0.57 of 0.57

Total Energy Use

Total energy used (Gigajoules) during the last 12 months:

Total energy used (Gigajoules) during the last 12 months: 54641.2

☐ 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: 93

☐ 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: 0.04 of 0.28

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: 0.23 of 1.13

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?

- [x] Equipment: Energy Star appliances, automatic sleep modes, after-hour timers, etc.
- [x] Lighting: natural light, CF bulbs, occupancy sensors, daylight dimmers, task lighting, etc.
- [x] 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: 0.57 of 0.57

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: 0.23 of 1.13

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
- [x] 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)
- [x] 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: 0.57 of 0.57

Total Scope 1 GHGs

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:

Scope 1:

Scope 1: 1319

- [ ] 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: 5579

☐ We do not track this

Points Available: 0.00

Total Scope 3 GHGs

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:

Scope 3:

Scope 3:

☑ We do not track this

Points Available: 0.00

Monitoring Air Emissions

How does your company monitor and manage your significant air emissions?

- ○ Company does not currently monitor and record emissions
- ◉ Company monitors and records emissions (no reduction targets)
- ○ Company monitors emissions and has specific reduction targets
- ○ Company monitors emissions and has met specific reduction targets during the reporting period
- ○ Eliminated emissions of this by-product entirely
- ○ N/A

Points Earned: 0.14 of 0.57

Carbon Intensity

What is your current Carbon Intensity for Scopes 1 and 2, not including the use of carbon credits or offsets?

Please measure intensity in metric tons of CO2/$million of revenue. Please use USD to accurately evaluate the answer option.

- ○ Manufacturing: >950 / Utilities: >6,000
- ○ Manufacturing: 751-950 / Utilities: 5,001-6,000
- ○ Manufacturing: 601-750 / Utilities: 4,001-5,000
- ○ Manufacturing: 451-600 / Utilities: 3,001-4,000
- ○ Manufacturing: 301-450 / Utilities: 2,001-3,000
- ○ Manufacturing: 151-300 / Utilities: 1,001-2,000
- ◉ Manufacturing: 0-150 / Utilities: 0-1,000
- ○ Don't know

Points Earned: 0.57 of 0.57

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.

- ○ Manufacturing: >950 / Utilities: >6,000
- ○ Manufacturing: 751-950 / Utilities: 5,001-6,000
- ○ Manufacturing: 601-750 / Utilities: 4,001-5,000
- ○ Manufacturing: 451-600 / Utilities: 3,001-4,000
- ○ Manufacturing: 301-450 / Utilities: 2,001-3,000
- ○ Manufacturing: 151-300 / Utilities: 1,001-2,000
- ◉ Manufacturing: 1-150 / Utilities: 1-1,000
- ○ Manufacturing: 0 / Utilities: 0
- ○ Don't know

Points Earned: 1.13 of 1.13

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: 0.23 of 1.13

Reducing Carbon Emissions from Transportation

Does the company currently use any of the following specific practices to reduce carbon emissions from transportation?

- ☑ Company policy and practice that requires inbound freight or shipping to be transported via lowest impact methods (such as avoiding shipment by air transport)
- ☑ Company policy and practice that requires outbound freight or shipping is transported via lowest impact methods
- ☐ None of the above

Points Earned: 0.57 of 0.57

Ton Miles Reduction

Have you reduced the ton miles (relative to revenues) of your distribution and supply chain, and if so, by how much?

Calculate by comparing ton-miles from the year prior or annualized from a baseline year.

- ○ 0%
- ○ 1-9%
- ○ 10%-20%
- ○ 21-50%
- ○ >50%
- ◉ Not tracked / Unknown

Points Available: 0.57

Supply Chain GHG Management

Has your company taken action to track and manage the greenhouse emissions produced through your supply chain? (absolute reduction)

Only select practices if you track and manage greenhouse emissions produced for at least 50% of your company suppliers (on a cost basis).

- [x] We don't track or evaluate greenhouse emissions from our supply chain
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risk contributions of greenhouse gas emissions
- [ ] We have purchased certified carbon credits to offset some or all of the greenhouse gas emissions from our supply chain
- [ ] We set targets for reducing greenhouse gas emissions through our supply chain
- [ ] We have seen a reduction in GHG emissions in our supply chain in the last twelve months
- [ ] We have achieved a carbon-neutral supply chain

Points Available: 0.57

Offsetting Supplier GHG Emissions

What % of your company's Scope 3 greenhouse gas emissions were offset by certified carbon credits?

- (●) 0
- ( ) 1-24%
- ( ) 25-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) Don't know

Points Available: 1.13

Supply Chain GHG Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce the greenhouse gas emissions produced through your supply chain?

- [ ] We collaborate with or require suppliers to collect data and report on greenhouse gas emissions
- [ ] We screen suppliers to reduce greenhouse gas emissions (e.g. performance of suppliers, selection of materials, source locations)
- [ ] We provide support or resources for our supply chain in adopting greenhouse gas minimized operations (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 0.57

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
- [x] Facilities are designed to facilitate use of public transportation, biking, or cleaner burning vehicles (e.g. electric chargers)
- [x] Employees are encouraged to use virtual meeting technology to reduce in person meetings
- [x] Company has a written policy limiting corporate travel
- [ ] None of the above

Points Earned: 0.57 of 0.57

Sourcing % of COGS from Local Suppliers

What % of the following was spent with suppliers located within 200 miles (or 322 km) of where the end product was used during the last fiscal year?

Sourcing of COGS Local to Customers

- ○ 0%
- ◉ 1-9%
- ○ 10-19%
- ○ 20-29%
- ○ 30%+
- ○ Don't know

Points Earned: 0.28 of 1.13

Sourcing % raw materials from Local Suppliers

What % of the following was spent with suppliers located within 200 miles (or 322 km) of where the end product was used during the last fiscal year?

Raw materials (in currency terms) grown or harvested

By company or local independent suppliers.

- ○ 0%
- ○ 1-9%
- ○ 10-19%
- ○ 20-29%
- ○ 30%+
- ◉ Don't know

Points Available: 1.13

Managing Impact of Transportation

Has your company adopted any of the following techniques for minimizing the transportation-related environmental impact of its distribution and supply chain?

Please check all that apply.

- ☐ Utilize clean or low-emission vehicles (e.g. hybrid, LPG, electric) to transport and distribute product
- ☐ Utilize strategic planning software to minimize fuel usage and shipping footprint
- ☐ Train drivers and handlers in fuel efficient techniques
- ☑ Utilize freight or shipping methods with lower environmental impacts (e.g. avoiding air shipment)
- ☐ Other - please describe
- ☐ None of the above

Points Earned: 0.19 of 0.57

% GHG Emissions Offset

If your company purchased certified carbon credits in the reporting period, what % of Scope 1 and 2 GHG emissions were offset?

- ○ 0%
- ○ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ Don't know
- ◉ N/A - No carbon offsets purchased

Points Available: 0.57

OPERATIONS

Water

2.2

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: 0.40 of 0.80

Total Water Use

Total water use (liters) during the last 12 months

Total water use (liters) during the last 12 months: 20339

- ☐ 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: 0.80 of 0.80

Water Harvested On-Site or From Recycled Sources

What % of water used by the company is harvested on site or is from recycled sources?

- ○ 0
- ○ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ◉ Don't Know

Points Available: 1.60

Monitoring Toxic Wastewater

Which of the following describes how the company monitors hazardous and toxic wastewater?

Monitoring hazardous and toxic wastewater may involve either monitoring the volume and/or the level of contamination.

- ○ Company does not currently monitor and record emissions
- ◉ Company monitors and records emissions (no reduction targets)
- ○ Company monitors emissions and has specific reduction targets
- ○ Company monitors emissions and has met specific reduction targets during the last fiscal year
- ○ Eliminated emissions of this by-product entirely
- ○ N/A

Points Earned: 0.20 of 0.80

Water Use Practices

Regarding water use, does your company practice the following within the facilities you owned or leased?

- ☑ Regularly assess microbial, chemical and mineral content of water used and manage water sources appropriately
- ☑ Manage use and release of wastewater in order to preserve surrounding water sources
- ☑ Design business processes to conserve/minimize water
- ☐ None of the above

Points Earned: 0.80 of 0.80

% Water Returned to Table with Same Quality

What % of the water used by your company is returned to the watershed at the same or better quality than when it was withdrawn?

i.e. % of water treated

- ◉ 0%
- ○ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A
- ○ Don't Know

Points Available: 1.60

Supply Chain Water Management

How does your company track and manage the water footprint of your supply chain?

Only select practices if you track and manage the water footprint for at least 50% of your company suppliers (on a cost basis).

- [x] We do not track the water footprint of our supply chain
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material areas of water usage
- [ ] We have targets for reducing water footprint through our supply chain
- [ ] We have seen a reduction of our water footprint in our supply chain in the past twelve months
- [ ] We have verified that all water use in supply chain is science-based and sustainable

Points Available: 0.80

Supply Chain Water Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce the water footprint of your supply chain?

- [ ] We collaborate with or require suppliers to collect data and report on water footprint
- [ ] We screen suppliers to fit good water management practices (e.g. individual supplier practices, materials and ingredients, locations in context of water scarcity)
- [ ] We provide support or resources for supply chain in adopting water management (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 0.80

OPERATIONS

Land & Life

4.7

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
- [x] 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: 0.31 of 0.62

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: 651

- [ ] 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 366

☐ 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 279

☐ We do not track this

Points Available: 0.00

Recycling Programs

What % of your facilities on a square foot basis have a facility-wide recycling program that has ongoing collection of at least all standard materials in your area?

- ○ <20%
- ○ 21-40%
- ○ 41-60%
- ○ 61-80%
- ◉ >80%

Points Earned: 0.62 of 0.62

Waste Reduction Programs

Does your company have a formal program to evaluate how to reduce its generation of hazardous, universal, and/or non-hazardous waste?

- ◉ Yes
- ○ No
- ○ Already maximized - we have achieved Zero Waste

Points Earned: 0.62 of 0.62

Supply Chain Waste Management

How does your company track and manage waste in your supply chain?

Only select practices if you track and manage waste for at least 50% of your company suppliers (on a cost basis).

- ☑ We don't track the solid waste impacts of our supply chain
- ☐ We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material areas of waste production
- ☐ We have set targets for reducing solid waste in the supply chain
- ☐ We have seen a reduction of waste produced in our value chain in the past twelve months
- ☐ We have achieved zero waste or a closed-loop supply chain

Points Available: 0.62

Supply Chain Waste Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce waste in your supply chain?

- [ ] We collaborate with or require suppliers to collect data and report on waste production
- [ ] We screen or require suppliers to meet standards related to solid waste production
- [ ] We have implemented initiatives to reduce waste at the source or divert waste from landfills or incineration in the supply chain
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 0.62

Environment Impact Packaging

How does your company minimize the environmental impact of the packaging of your products?

Select all practices that apply and are verifiable, regardless of the % of product/packaging the practice applies to.

- [x] We have conducted a formal assessment of our packaging design and materials to identify opportunities to minimize environmental impact
- [x] We have source-reduced packaging within the last two years
- [ ] Our packaging materials are certified to meet independent standards for environmental impact
- [x] Our packaging is recyclable and provides instructions on how to recycle it correctly
- [x] Our packaging is non-toxic
- [ ] Our packaging materials are designed to have less overall environmental impact than common alternatives
- [ ] None of the above
- [ ] N/A - Our products do not have packaging materials

Points Earned: 0.49 of 0.62

% of Recyclable/Biodegradable Materials

What % of material (by weight or volume) is made of recyclable (and labeled as such) or biodegradable materials in the areas where they are sold (product + packaging)?

- (●) <20%
- ( ) 20-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) Don't Know
- ( ) N/A

Points Available: 0.62

Controlling Community Exposure to Emissions

Has your company conducted an assessment of local communities' exposure to hazardous emissions from your manufacturing facilities and taken appropriate steps to mitigate?

- ( ) We have not conducted an assessment
- ( ) Assessment indicates some exposure, but we have taken no action to date
- ( ) Assessment indicates some exposure, and we have implemented a mitigation and control strategy
- (●) Assessment indicates no exposure

Points Earned: 0.31 of 0.31

% of Environmentally Preferred Input Materials

What % of material (by weight or volume) comes from recycled materials, reused components, and/or certified sustainably sourced materials?

- (●) <20%
- ( ) 20-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) Don't Know
- ( ) N/A - We do not sell a physical product

Points Available: 1.23

Programs to Reduce End of Life Waste

Which of the following practices are in place to reduce waste to landfill after the usage of your product and/or its packaging?

- [x] Company has a product/packaging reclamation and recycling program designed and implemented by the company or a third party
- [ ] Company has a product/packaging reclamation and reuse program designed and implemented by the company or a third party
- [ ] Company takes back similar products or packaging from other companies as part of its reclamation program
- [ ] Company includes information about their reclamation programs on product labels / packaging
- [ ] Company includes information about their reclamation programs in advertising campaigns
- [ ] Company has achieved circularity (no waste created) in its products and packaging
- [ ] Other
- [ ] None of the above

Points Earned: 0.12 of 0.62

Monitoring Hazardous Waste

How does your company monitor and manage your hazardous waste production?

- [ ] Company does not currently monitor and record emissions
- [ ] Company monitors and records emissions (no reduction targets)
- [x] Company monitors emissions and has specific reduction targets
- [ ] We regularly monitor and record emissions and have set a zero hazardous waste target
- [ ] Company has met specific reduction targets during the reporting period
- [ ] Eliminated emissions of this by-product entirely

Points Earned: 0.31 of 0.62

Total Hazardous Waste Produced

Waste Produced: Hazardous Waste (metric tonnes) during the last 12 months

Waste Produced: Hazardous Waste (metric tonnes) during the last 12 months: 651

- [ ] We do not track this

Points Available: 0.00

Reducing Waste

Optional unweighted metrics: Approximately by what % has your company reduced solid and hazardous waste generation (normalized for revenue changes) over the following periods?

The past two years

The past two years

- [x] We do not track this

Points Available: 0.00

Hazardous Waste Disposal

Can your company verify that your hazardous waste is always disposed of responsibly?

This includes batteries, paint, electronic equipment, etc.

- (●) Yes
- ( ) No
- ( ) N/A - We have eliminated hazardous waste

Points Earned: 0.62 of 0.62

Tracking Chemicals in the Supply Chain

Does your company do any of the following to track chemicals in the supply chain for the majority of materials?

Please check all that apply.

- [ ] Do not track chemicals in the supply chain
- [x] Require suppliers to disclose specified chemicals of concern
- [x] Ask suppliers if they know all the chemical ingredients intentionally added to their product and all residuals of high concern present in the product (asking if they know only, not to provide the data to you)
- [ ] Require suppliers to provide chemical information to a third party
- [ ] Disclose all by-products, contaminants or trace materials to the public

Points Earned: 0.41 of 0.62

Chemical Reduction Methods

Which of the following environmentally preferred products have been purchased for the majority of your corporate facilities?

- [x] Non-toxic janitorial products
- [ ] Unbleached / chlorine free paper products
- [ ] Soy-based inks or other low VOC inks
- [x] Recycled/environmentally preferred office supplies (paper, pens, notebooks, etc.)
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.31 of 0.62

Chemical Management

Does your company have a program in place to identify and eliminate potential chemicals and materials of concern in your product and/or process and identify and phase-in safer alternatives (e.g. chemical/material options with reduced toxicity)?

- [ ] Company has completed a study of all materials (including scarce metals and minerals) in product and chemicals to 1000ppm level
- [ ] Company has completed a study of all materials in product and chemicals to 100ppm level
- [x] Company has undergone an evaluation of products and processes to identify potential toxic contaminants from production
- [x] Company has identified specific chemicals of concern classes (e.g., carcinogens, mutagens, reproductive toxins, endocrine disruptors, persistent or bioaccumulative substances)
- [x] Company has established a Restricted Substances List (RSL), has a positive screen or other decision process for chemicals
- [ ] Company has established metrics and goals for the reduction or elimination of chemicals of concern
- [x] Company publicly discloses the chemicals and/or materials in your product (e.g., on a label, website, via 800 number for information, etc.)
- [ ] There are no potential chemicals or materials of concern in my industry
- [ ] None of the above

Points Earned: 0.62 of 0.62

Supply Chain Chemical Management

How does your company track and manage toxins or hazardous waste in your supply chain?

Only select practices if you track and manage toxins or hazardous waste for at least 50% of your company suppliers (on a cost basis).

- [x] We don't track toxins or hazardous waste in our supply chain
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risks of toxins and/or production of hazardous waste
- [ ] We have set targets for reducing toxins and hazardous waste in our supply chain
- [ ] We have verified that there are no harmful toxins or hazardous waste in our supply chain

Points Available: 0.62

Supply Chain Chemical Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce toxins or hazardous waste in your supply chain?

- [ ] We collaborate with or require suppliers to collect data and report on chemicals
- [ ] We screen or require suppliers to meet standards related to toxins or hazardous waste
- [ ] We provide support or resources to reduce toxins in the supply chain (e.g.online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 0.62

Supply Chain Biodiversity Management

How does your company track and manage your supply chain's impact on biodiversity?

Only select practices if you track and manage the impact on biodiversity for at least 50% of your company suppliers (on a cost basis).

- [x] We don't evaluate our supply chain impact on biodiversity
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risks to biodiversity
- [ ] We set targets for reducing impact on biodiversity through our supply chain
- [ ] We have verified that our supply chain creates no (or positive) biodiversity impact

Points Available: 0.62

Supply Chain Biodiversity Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce your supply chain's impact on biodiversity?

- [ ] We collaborate with or require suppliers to collect data and report on biodiversity impact
- [ ] We screen suppliers to fit good biodiversity practices
- [ ] We provide support or resources for our supply chain in adopting biodiversity-friendly operations (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 0.62

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?

Sanofi Consumer Healthcare has a variety of medicines in its global portfolio to treat a range of diseases including allergies, cough and cold, pain and inflammation, digestive disorders, oral care, scalp care, dermatoses including ezcema and psoriasis and many more. In addition, we also market nutritional supplements that help support optimal physiological processes. As a health journey partner, we leverage the best in science, together with our world-class pharmaceutical quality standards to deliver consumer-driven innovative medicines and products across. A few facts related to our diverse portfolio are presented below: In the US, 240 million people use over the counter medicines. If treatments were not available, an estimated 60 million of these would not seek medical treatment. In the space of 12 months in the United States, almost 85% of the population will experience a cold. Globally, between 10 and 30% of the population suffer from hay fever and this goes up to over 50% in parts of Africa and in urban areas. Between 22% and 52% of people in major countries suffer from constipation symptoms and 70% of those who frequently suffer experience it at least once a month. Across the world, 77% of people have used nutritionals in the last 12 months to maintain their general health, provide immune system support or to supplement in areas of vitamin deficiency. 9 out of 10 people will experience pain at some point.

Points Available: 0.00

Beneficial Product Type

Which of the following most closely matches the outcome and/or problem solved for your customers as defined above?

Only select 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)
- [x] 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: 12135

- [ ] We do not track this

Points Available: 0.00

Total Customer Individuals

Total Number of Customers

Individuals served in the last 12 months:

Individuals served in the last 12 months: 7440034

- [ ] We do not track this

Points Available: 0.00

OPERATIONS

Customer Stewardship

4.2

Managing Customer Stewardship

Does your company do any of the following to manage the impact and value created for your customers or consumers?

- [x] We offer product / service guarantees, warranties, or protection policies
- [x] We have third party quality certifications or accreditations
- [x] We have formal quality control mechanisms
- [x] We have feedback / customer service feedback or complaint mechanisms
- [x] 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
- [x] We manage the privacy and security of client / customer data
- [ ] None of the above

Points Earned: 0.38 of 0.38

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: 0.38 of 0.38

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: 0.77 of 0.77

Quality Assurance

Do you use an established third party methodology to manage quality assurance for your products or services?

Examples include PDSA, Six Sigma, DMAIC, TQM, Zero Defects, etc

- ◉ Yes
- ○ No

Points Earned: 0.38 of 0.38

Supplier Quality Assurance Reviews

What % of Significant Suppliers (on currency basis) are subjected to regular quality assurance reviews or audits?

- ○ 0-49%
- ○ 50-62%
- ○ 63-75%
- ◉ >75%

Points Earned: 0.77 of 0.77

Feedback and Complaint Channels

Are any of the following true regarding mechanisms for customers to provide feedback, ask questions, or file complaints?

- ☑ Products and/or websites feature customer service contact information
- ☑ Product / service reviews are made available in their entirety to public
- ☑ Company responds to all direct inquiries or complaints within a month of receipt
- ☑ Company offers live time support to customers
- ☐ Other
- ☐ None of the above

Points Earned: 0.38 of 0.38

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
- [x] None of the above

Points Available: 0.38

Managing Product Impacts

Does the company do any of the following with regards to managing the potential impact their products have on customers / beneficiaries?

- [x] Company regularly monitors customer outcomes and well-being
- [x] Company has formal program to incorporate customer testing and feedback into product design
- [x] 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: 0.38 of 0.38

Data Usage and Privacy

Does your company have any of the following to address data usage and privacy issues?

- [x] Company has a formal publicly available data and privacy policy
- [x] 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)
- [x] All customers have option to decide how their data can be used
- [x] Company's all email list building and email marketing strategies are GDPR compliant
- [x] Other
- [ ] None of the above
- [ ] N/A - Company does not collect sensitive data

Points Earned: 0.38 of 0.38

Data Security Management

Does the company have any of the following practices to ensure security of private data?

- [x] Data privacy is included in company wide risk management compliance processes
- [x] All employees with access to data are trained on data privacy policies
- [x] Company has a formal code of conduct that defines unauthorized uses of data
- [x] Internal audits of data security
- [x] External audits of data security
- [x] Simulated hacks on data security
- [ ] Other
- [ ] None of the above
- [ ] N/A - Company does not collect sensitive data

Points Earned: 0.38 of 0.38

IMPACT BUSINESS MODELS

Health & Wellness Improvement - Impact Business Model

3.5

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? **Approx. 81.91%**

- ☐ We do not track this

Points Available: 0.00

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

- [x] Individuals
- [x] Households
- [ ] Communities
- [x] Businesses or nonprofit organizations
- [x] Governments
- [ ] None of the above

Points Available: 0.00

Households 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.

Households

Households: 2872600

- [ ] We do not track this

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: 12135

- [ ] We do not track this

Points Available: 0.00

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: 94

- [ ] We do not track this

Points Available: 0.00

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 7440034

☐ We do not track this

Points Available: 0.00

Client Tracking Methods

Please provide a brief description of how you track your customer/client/beneficiary figures.

We speak to 12,000 Australians /yr via online surveys and collect their answers about their attitudes and behaviours towards health and wellness, our categories, brands, advertising and promotions.

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: 1.25 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: 1.09 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?

Yes. As a world class innovative consumer healthcare company, Sanofi CHC has a proven track record of launching safe and effective medicines that are truly first in class in the consumer/OTC setting. In addition to the hundreds of medicines sold across the globe, an example of truly game changing products are prescription to OTC switches such as the Allegra and Xyzal range of products, which were made available to consumers in an over the counter setting for the first time due to Sanofi CHCs commitment of enabling consumers to live fuller, healthier lives. These medicines are used to relieve problematic disease states in over 60 million consumers. As allergies rise due to the effects of climate change, pollution and the destruction of natural habitats, it is vital and indeed a central pillar of Sanofi CHCs vision to provide consumer with the cutting edge care that they need

Points Available: 0.00

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 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 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 Bottled Water

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Bottled water

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Animal Products or Services

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Animal-based products or services (including seafood)

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Monoculture Agriculture

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Monoculture agriculture

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Genetically Modified Organisms

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Genetically modified organisms

Please also select "Yes" if your company serves clients in this industry

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Biodiversity Impacts

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Industries with a large potential biodiversity impact (including logging or logging equipment, agriculture, etc.)

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Energy and Emissions Intensive Industries

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Energy- and emissions-intensive industries

- ◉ Yes
- ○ No

Points Available: 0.00

Disclosure Water Intensive Industries

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Water-intensive industries

- ◉ Yes
- ○ No

Points Available: 0.00

Disclosure Chemicals

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Chemicals, including those reliant on chemicals that meet the Substances of Very High Concern (SVHC) criteria under REACH

REACH is the European Union's chemical regulation, currently the world's most stringent chemical regulation. See help text for list of industries.

- ◉ Yes
- ○ No

Points Available: 0.00

Disclosure Illegal Products or Subject to Phase Out

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Products or activities that are illegal under country laws or regulations where they have operated, banned in international conventions or agreements, or subject to international phase-out or regulation

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Industries at Risk of Human Rights Violations

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Industries reliant upon materials at high risk of human rights infringements (e.g. conflict minerals)

- ○ Yes
- ◉ No

Points Available: 0.00

Other Disclosure Industries

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Other industries that may cause social or environmental harm or are subject to stakeholder criticism or concern

- ◉ Yes
- ○ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" to any of the "Disclosure Industries" listed above, please provide a detailed explanation of the company's involvement for each affirmative response:

If this does not apply to you, please enter "Does not apply" in the text area below.

Sanofi CHC produces medicinal products and is therefore part of the pharmaceutical industry. That is why we have ticked Yes to this disclosure topic

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

Animal Testing

Please indicate if your company engages in any of the following practices:

Company's products are tested on animals

- ◉ 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

Workers Under Bond

Please indicate if your company engages in any of the following practices:

Company hires workers that are under bond, debt, or other obligation to the company or to labor brokers

- ○ Yes
- ◉ No

Points Available: 0.00

Confirmation of Right to Work

Please indicate if your company engages in any of the following practices:

Company does not confirm that workers have the legal right to work in jurisdiction of operations, or company does not keep personnel records that include evidence of the date of birth of each worker

- ○ Yes
- ◉ No

Points Available: 0.00

Employs Individuals on Zero-Hour Contracts

Please indicate if your company engages in any of the following practices:

Company employs individuals on zero-hour contracts

- ○ Yes
- ◉ No

Points Available: 0.00

Company workers are prisoners

Please indicate if your company engages in any of the following practices:

Company uses workers who are prisoners

- ○ Yes
- ◉ No

Points Available: 0.00

Company Employs Workers Under Age 15 (Or Other ILO Minimum Age)

Please indicate if your company engages in any of the following practices:

Company employs workers under the age of 15 (or other minimum work age covered by the International Labour Organization Convention No. 138) and/or company does not keep personnel records that include evidence of the date of birth of each

- ○ Yes
- ◉ No

Points Available: 0.00

Overtime For Hourly Workers Is Compulsory

Please indicate if your company engages in any of the following practices:

Overtime work is compulsory and exceeds 48 hours in a week

- ○ Yes
- ◉ No

Points Available: 0.00

Other Disclosure Practices

Please indicate if your company engages in any of the following practices:

Other sensitive practices that may cause social or environmental harm, or are subject to stakeholder concern

- ○ Yes
- ◉ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" to any of the "Disclosure Practices" listed above, please provide a detailed explanation of the company's engagement in each practice marked in the affirmative:

If this does not apply to you, please enter "Does not apply" in the text area below.

TOPIC: Animal testing South Korea: Food supplement with Class II ingredient requires animal testing data for Health Authority registration. KR entity launched Superbiotics Cholesterol containing Class II Lactobacillus, which has been registered in 2022.

Points Available: 0.00

Disclosure Outcomes & Penalties

Disclosure questions concerning litigation, relocation of communities, accidents, and on-the-job fatality.

On-Site Fatality

Please indicate if your company has experienced any of the following in the past 5 years:

Company has had an operational or on-the-job fatality

- ○ Yes
- ◉ No

Points Available: 0.00

Litigation or Arbitration

Please indicate if your company has experienced any of the following in the past 5 years:

Litigation or arbitration against company either ongoing, settled, or found against the company

- ○ Yes
- ◉ No

Points Available: 0.00

Company has filed for bankruptcy

Please indicate if your company has experienced any of the following in the past 5 years:

Company has filed for bankruptcy

- ○ Yes
- ◉ No

Points Available: 0.00

Bribery, Fraud, or Corruption

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Bribery, fraud, or corruption

- ○ Yes
- ◉ No

Points Available: 0.00

Anti-Competitive Behavior

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Anti-competitive behavior

- ○ Yes
- ◉ No

Points Available: 0.00

Financial Reporting, Taxes, Investments, or Loans

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Financial reporting, tax payments, investments, or loans

- ○ Yes
- ◉ No

Points Available: 0.00

Political Contributions or International Affairs

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Political contributions or international affairs

- ○ Yes
- ◉ No

Points Available: 0.00

Labor Issues

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Labor issues (including safety and discrimination)

- ○ Yes
- ◉ No

Points Available: 0.00

Recalls

Please indicate if your company has experienced any of the following in the past 5 years:

Recalls due to quality control issues

- ○ Yes
- ◉ No

Points Available: 0.00

Breaches of Confidential Information

Please indicate if your company has experienced any of the following in the past 5 years:

Breaches of individual privacy and/or losses of individual confidential data

- ○ Yes
- ◉ No

Points Available: 0.00

Consumer Protection

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Consumer protection (including product safety and marketing claims)

- ○ Yes
- ◉ No

Points Available: 0.00

Significant Layoffs

Please indicate if your company has experienced any of the following in the past 5 years:

Company has had layoffs of more than 20% of the workforce

- ○ Yes
- ◉ No

Points Available: 0.00

Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)

Please indicate if your company has experienced any of the following in the past 5 years:

Company sites have experienced accidental discharges to air, land or water of hazardous substances

- ○ Yes
- ◉ No

Points Available: 0.00

Large Scale Land Conversion, Acquisition, or Relocation

Please indicate if your company has experienced any of the following in the past 5 years:

Construction or operation of company involved large scale land acquisition, convergence, or degradation (including the construction or refurbishment of dams), or resulted in the resettlement or economic displacement of 5,000 or more people

- ○ Yes
- ◉ No

Points Available: 0.00

Penalties Assessed For Environmental Issues

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Environmental management penalties, including animal welfare

- ○ Yes
- ◉ No

Points Available: 0.00

Violation of Indigenous Peoples Rights

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Infringing on indigenous people's rights, for instance by utilizing lands owned or used by indigenous peoples without full documented consent of such peoples

- ○ Yes
- ◉ No

Points Available: 0.00

Other Disclosure Outcomes & Penalties

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Other penalties, complaints, or grievances filed or levied against the company for negative impacts on local communities, human rights, or other stakeholder concerns

- ○ Yes
- ◉ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" to any of the "Disclosure Outcomes & Penalties" listed above, please provide a detailed explanation of the company's experience related to each affirmative response:

If this does not apply to you, please enter "Does not apply" in the text area below.

> TOPIC: Recalls South Korea: Dulcolax Suppository has been voluntarily recalled due to labelling issue – typo of expiry date. The batch impacted is 21010029 (whole batch). It was reported in Oct 2021 and voluntary recall was completed in Dec 2021. Australia: Bisolvon Pholcodine Dry Forte 4mg/mL oral liquid bottle (200mL) (Aust R 262514) January 2023 (which was done across all Pholcodine-based products, not just Sanofi Consumer HealthCare's). TOPIC: Breaches of confidential information Australia: Breach of our third-party payroll provider's system affected personal details of some Sanofi CHC employees. Appropriate regulatory authorities were informed, and processes put in place with the third-party provider to manage and remediate.

Points Available: 0.00

Supply Chain Disclosure

Disclosure questions concerning the significant suppliers of the company

Supplier Child Labor, Prison Labor, or Forced Labor

Please indicate if any of the following statements are true regarding your company's suppliers:

Employment of workers under the age of 15, use of workers who are currently prisoners, or other practices that are relevant to risk of forced labor

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

Suppliers in Conflict Zones

Please indicate if any of the following statements are true regarding your company's suppliers:

Operation in conflict zones

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

Suppliers Negative Social Impact

Please indicate if any of the following statements are true regarding your company's suppliers:

Practices or outcomes that produced substantial negative impacts regarding human rights, labor conditions, or local communities

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

Suppliers Negative Environmental Impact

Please indicate if any of the following statements are true regarding your company's suppliers:

Practices or outcomes that produced substantial negative environmental impact

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

B Impact Assessment™

Overall B Impact Score

Opella China

For Fiscal Year End Date: **31 Dec 2023**





	QUESTIONS ANSWERED	OVERALL SCORE
Governance	28/28	**8.7**
Workers	53/53	**29.4**
Community	48/48	**21.5**
Environment	51/51	**13.3**
Customers	25/25	**15.1**

Mission & Engagement

OPERATIONS
3.2

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: 0.21 of 0.29

Mission Statement

Please share the text of your formal mission statement here.

> We're building a healthier future by helping people, help themselves. We empower people to champion better self-care for themselves, their communities and our planet, through our consumer-inspired, science-based products and solutions. We elevate creativity and make health as simple as it should be, helping more people play an active role in their health. We all have our part to play. Health, it's in our hands.

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: 0.46 of 0.57

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
- [x] Specific, formal training is integrated into new employee and new manager training
- [x] Specific, formal training is integrated into ongoing employee and manager training
- [x] Workers articulate goals and achievements related to social and environmental metrics as an individual or part of a workplace team
- [x] All supervisors and managers receive training on how to communicate social and environmental goals to employees and implement accountability for results
- [ ] None of the above

Points Earned: 0.57 of 0.57

Social and Environmental Management Reviews

What percentage of full-time managers had a formal written performance evaluation in the last year that included social or environmental goals?

- ○ 0
- ○ 1-49%
- ○ 50-99%
- ◉ 100%

Points Earned: 0.57 of 0.57

Board Review of Social or Environmental Performance

Does the Board of Directors or equivalent governing body review your company's social or environmental performance on at least an annual basis?

- ○ No, our Board doesn't review that
- ○ Yes, the Board receives a general update on the company's social or environmental performance
- ◉ Yes, the Board reviews key performance indicators (KPIs) on the company's social or environmental performance
- ○ N/A - Our company has no Board of Directors or equivalent governing body

Points Earned: 0.57 of 0.57

Stakeholder Engagement

Has your company done any of the following to engage stakeholders about your social and environmental performance?

- [x] We have an advisory board that includes stakeholder representation
- [x] 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
- [x] We have formal and regular processes in place to gather information from stakeholders (focus groups, surveys, community meetings, etc.)
- [x] We have formal procedures to address results from stakeholder engagement, with a designated individual or team responsible for appropriate follow ups.
- [x] 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
- [x] We publicly report on stakeholder engagement mechanisms and results
- [ ] Other - please describe
- [ ] No formal stakeholder engagement

Points Earned: 0.29 of 0.29

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.

- [x] We track impact metrics that we've chosen based on company mission or executive decision
- [x] We have conducted a materiality assessment of our company using stakeholder engagement mechanisms or research
- [x] We have identified and measure metrics based on the results of the materiality assessment we conducted for the company
- [x] We have set performance targets for all identified material issues and measurements
- [x] We measure the material social and environmental outcomes produced by our performance on our KPIs over time
- [ ] None of the above

Points Earned: 0.57 of 0.57

Identification of Material Issues

Based on the processes you have highlighted, what are the material issues that have been identified?

Access to Healthcare, respect of human rights, health education, support to vulnerable communities, climate change & energy use, waste management & recycling, product eco design, product quality & safety, business ethics, responsible marketing

Points Available: 0.00

OPERATIONS

Ethics & Transparency

3.0

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: 0.10 of 0.41

Code of Ethics

What is required by your company's Code of Ethics?

- [x] Prohibition of bribes in any form, including kickbacks or gifts, on any portion of contract payments or soft dollar practices
- [x] Formal oversight policy covering direct or indirect political contributions, charitable donations, and sponsorships
- [x] 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: 0.41 of 0.41

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.

- [x] We instruct the Board of Directors on the Code at least annually
- [x] We instruct all newly hired workers on the Code
- [x] We instruct managers on the Code on an ongoing basis
- [x] We instruct all non-managerial workers on the Code on an ongoing basis
- [x] 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: 0.41 of 0.41

Anti-Corruption Practices

Which of the following anti-corruption reporting and prevention systems are in place?

- [x] Written employee whistle-blowing policy with confidentiality policy
- [x] Circulation of whistle-blowing policy to all employees and business partners
- [x] Communication of the anti-corruption system at least annually to the relevant internal and external stakeholders
- [x] Annual training on the anti-corruption system
- [x] Providing supporting tools and guidance (e.g. self-assessment survey for high-risk departments)
- [x] Anonymous mechanisms to report concerns and grievances
- [x] Individual or department oversight with direct access to Board of Directors
- [x] 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: 0.41 of 0.41

Monitoring Ethics and Corruption

Does your company do any of the following with regard to monitoring and reporting on your anti-corruption programme?

- [x] Responsibility for the monitoring has been clearly assigned and resources have been made available
- [x] Mechanisms are in place for continuous monitoring (internal employee self-evaluations, automated controls monitoring)
- [x] The management of the company (e.g. Board of Directors, Audit Committee) review the results of internal and external reviews and ensure that required changes are implemented in an appropriate and prompt manner
- [ ] External independent assurance is conducted to provide further security to management and stakeholders regarding the effectiveness of the anti-corruption programme
- [ ] Regular reporting announcements about the program are made at least annually to relevant internal and external stakeholders (workshops, CEO announcement, newsletter)
- [ ] None of the above

Points Earned: 0.25 of 0.41

Financial Reporting Standards

Which financial reporting standards did your company comply with in the last fiscal year?

- ○ IFRS, the International Financial Reporting Standards (via the International Accounting Standards Board)
- ○ GAAP, the Generally Accepted Accounting Principles (via independent U.S. standards body)
- ◉ Local accounting standard (via local independent standard setting body)
- ○ Other - please describe
- ○ None of the above
- ○ N/A - Our company is pre-revenue

Points Earned: 0.41 of 0.83

Reviewed / Audited Financials

What type of individual or entity conducted the review of your company's financials?

- ○ Locally-accredited auditing firm or CPA/CFA
- ◉ Internationally-accredited auditing firm or CPA/CFA
- ○ None, finances were neither audited nor reviewed

Points Earned: 0.21 of 0.21

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: 0.41 of 0.41

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: 0.10 of 0.41

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
- [x] Our company discloses all financial information (except salary info) at least yearly
- [x] Our company discloses all financial information (except salary info) at least quarterly
- [x] 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: 0.31 of 0.41

OPERATIONS

Governance Metrics

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? 31 Dec 2023

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

Points Available: 0.00

Revenue Last Year

Total Earned Revenue

From the last fiscal year

This question will be used for scored calculation questions later in the assessment. Please complete for accurate scoring. If your company has not yet completed its first fiscal year, please put $0

From the last fiscal year

Sensitive

Points Available: 0.00

Net Income Last Year

Net Income

From the last fiscal year

If your company has not yet completed its first fiscal year, please put $0

From the last fiscal year

Sensitive

Points Available: 0.00

Net Income Year Before Last

Net Income

From the fiscal year before last

From the fiscal year before last

Sensitive

Points Available: 0.00

Payments to Government

Payments to government in the last fiscal year

Select N/A if company is pre-revenue.

Payments to government in the last fiscal year

Sensitive

Points Available: 0.00

IMPACT BUSINESS MODELS

Mission Locked - Impact Business Model

2.5

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: 2.50 of 10.00

Workers

OPERATIONS

Workers Impact Area Introduction

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.

- [x] 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)
- [x] 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: 111

- [ ] 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: 74

- [ ] 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 0

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 0

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 0

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 0

We do not track this

Points Available: 0.00

OPERATIONS

Financial Security

9.9

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

Points Available: 0.00

% of Employees Paid Individual Living Wage

What percentage of employees on an FTE (Full Time Equivalent) basis are paid at least the equivalent of a living wage for an individual?

Please exclude students and interns in this calculation.

- ○ <75%
- ○ 75-89%
- ○ 90-99%
- ◉ 100%
- ○ N/A

Points Earned: 2.52 of 2.52

% of Employees Paid Family Living Wage

What percentage of employees on an FTE (Full Time Equivalent) basis are paid at least the equivalent of a living wage for a family?

Please exclude students and interns in this calculation.

- ○ <75%
- ○ 75-89%
- ○ 90-99%
- ◉ 100%
- ○ N/A

Points Earned: 2.52 of 2.52

% Above the Minimum Wage

What percentage above the legal minimum wage does your lowest-paid hourly employee earn?

Please answer this question ONLY taking into account hourly workers. If you do not have hourly workers, select N/A.

- ○ 0% - Lowest wage is equivalent to minimum wage
- ○ 1-9%
- ○ 10-29%
- ○ 30-49%
- ○ 50-75%
- ○ 75%+
- ◉ N/A - We do not employ hourly workers

Points Available: 1.26

Initiatives To Increase Wages and Benefits

If it is not possible to verify a living wage in your country, has your company participated in any leadership initiatives/agreements to increase wages or benefits to workers provided in your country or industry?

Examples include commissioning a living wage calculation. Select N/A if living wage already exists.

- ○ Yes
- ○ No
- ◉ N/A - Living wage already exists

Points Available: 1.26

Compensation Policies and Practices

Does your company offer any of the following additional financial benefits to non-executive workers?

Your answers determine which future questions in the assessment are applicable to your company.

- [ ] Cost of living adjustments that match inflation rates of the country
- [x] Bonuses or profit-sharing
- [x] Employee ownership opportunities
- [ ] None of the above

Points Earned: 0.84 of 1.26

Employees Receiving a Bonus

What percentage of full-time and part-time employees, excluding founders and executives, received a monetary bonus in the last fiscal year?

- ○ 0%
- ○ 1-24%
- ○ 25-49%
- ○ 50-74%
- ◉ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.94 of 1.26

Significance of Bonuses

What was the equivalent percentage of profits that were distributed as bonuses to non-executive workers in the last fiscal year?

- ○ No bonus payout, or no bonus plan
- ○ 5% or less
- ○ 5-10%
- ○ 10-15%
- ○ 15-20%
- ○ >20%
- ◉ Bonuses were paid to non-executive workers, despite the company not earning a profit

Points Earned: 1.26 of 1.26

% Participation in Employee Ownership

What percentage of all full-time employees have been granted stock, stock options, or stock equivalents (including participation in an ESOP or other qualified ownership plans) in the company?

Select N/A if your company is a consumer/shared services cooperative, a producer cooperative or a nonprofit.

- ○ 0%
- ◉ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.31 of 1.26

% of Company Owned by Non-Executive Employees

What percentage of the company is owned by workers who are not executives or founders?

- ○ 0%
- ◉ 1-4%
- ○ 5-24%
- ○ 25-49%
- ○ 50%+
- ○ N/A
- ○ Don't Know

Points Earned: 0.63 of 2.52

Retirement Programs

Do employees have access to any of the following savings programs for retirement?

- ☑ Government-sponsored pension or superannuation plans
- ☐ Private Pension or Provident Funds
- ☐ Plan that specifically includes Socially-Responsible Investing option
- ☐ None of the above

Points Earned: 0.94 of 1.26

Financial Services for Employees

What financial products, programs, or services does your company provide that help to meet financial health needs of hourly employees?

Please answer this question ONLY taking into account hourly workers. If you do not have hourly workers, select N/A.

- ☐ Direct deposit
- ☐ Access to free or affordable banking services or payroll cards (e.g. free ATM debit card)
- ☐ Financial management tools or coaching
- ☐ Emergency or short-term savings programs
- ☐ Low-interest or interest-free loans
- ☐ Debt management, refinancing, or loan payment contributions
- ☐ Employer match for deposits into savings accounts
- ☐ Paychecks issued off-schedule on a need basis
- ☐ Tax preparation services
- ☐ Other - please describe
- ☐ None of the above
- ☑ N/A - We do not employ hourly workers

Points Available: 0.63

OPERATIONS

Health, Wellness, & Safety

5.8

Government Provision Of Healthcare

How is healthcare provided in the country where the majority of employees reside?

- ◉ Universal Provision of Basic Healthcare Services (e.g. United Kingdom)
- ○ Government-mandated or -provided health insurance programs (e.g. Switzerland)
- ○ None of the Above

Points Available: 0.00

Healthcare Coverage

What percentage of workers receive healthcare coverage either through a government plan or paid by the company?

If healthcare is covered through the company, only consider workers for which the company pays the majority of healthcare costs.

- ○ <75%
- ○ 75-84%
- ○ 85-94%
- ◉ 95%+

Points Earned: 1.18 of 1.18

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
- ☑ Extension of health benefits to spouse and children
- ☐ Access to local medical services or clinic (on-site or subsidized)
- ☐ Other - please describe
- ☐ None of the above

Points Earned: 1.18 of 1.18

Supplementary Health Benefits Eligibility for Part-Time Workers

When do part-time workers become eligible to participate in the supplementary benefits offered by your company?

If applicable, please select one answer indicating tenure requirements (answers 1-2), and one answer indicating weekly hour requirements (answers 3-4).

- ☐ Part-time workers are not eligible at time of hire, but become eligible to participate within their first 6 months of employment
- ☐ Part-time workers are eligible to participate at time of hire
- ☐ Part-time workers are only eligible if they work more than 20 hours a week
- ☐ Part-time workers are eligible even if they work less than 20 hours a week
- ☐ We do not offer supplementary health benefits to part-time workers
- ☑ N/A - We don't have part-time employees

Points Available: 1.18

Worker Safety Practices

What are your company's occupational health and safety policies?

- ☑ We have written policies and practices to minimize on-the-job employee accidents and injuries
- ☑ Data on injury, accident, lost, or absentee days are recorded and made transparent for all workers
- ☑ A worker health and safety committee helps monitor and advise on health and safety programs
- ☐ None of the above

Points Earned: 1.18 of 1.18

Health and Safety Program

What is required in your company's formal safety and health program?

- [x] Annual safety and health training for all workers, including at least one emergency drill per year
- [x] Data on injury, accident, lost, or absentee days are recorded and made transparent for all workers
- [x] Formal safety reporting system for employees to submit their safety concerns
- [x] A safety position, safety committee, or safety program representative who reports to a senior level position (e.g. Vice President or higher)
- [x] A documented standard procedure for investigating the root causes of accidents and major incidents
- [x] Implementation of corrective actions after an incident is investigated
- [ ] An annual evaluation of the safety and health system and includes senior management in the evaluation
- [ ] We have no formal safety and health program

Points Earned: 2.35 of 2.35

Handling Hazardous Materials

What are your company policies around hazardous or dangerous materials on-site?

Hazardous materials include chemicals, gasoline or fuel, fertilizer, pesticides, etc.

- [ ] All workers who are in contact with hazardous materials receive initial and on-going (at least twice yearly) training for proper storage, handling, and disposal of materials
- [ ] All workers who handle hazardous materials are required to wear protective gear, including clothing, eye and foot protection
- [ ] All workers are made aware of all health risks associated with handling hazardous materials
- [ ] We monitor the health of all workers who work with hazardous materials and provide them with annual health check-ups
- [ ] Other - please describe
- [ ] None of the above
- [x] N/A - No hazardous or dangerous materials used on-site

Points Available: 1.18

Machinery Practices

What are your company practices regarding equipment or machinery used by workers?

This includes machinery, vehicles, etc. Check all that apply. Select N/A only if the company has no equipment.

- [ ] All workers who use equipment receive initial and ongoing training on proper operation and emergency shut-off of the machinery
- [ ] All workers are required to wear appropriate protective gear, including clothing, eye, and foot protection, when working with machinery
- [ ] We regularly inspect whether our workers are using appropriate protective gear and operating machinery correctly
- [ ] Our machinery is checked at least once per year for necessary maintenance issues
- [ ] Signs regarding hazards and proper use of equipment are posted on or near equipment in the local language
- [ ] Other - please describe
- [ ] None of the above
- [x] N/A

Points Available: 1.18

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: 0.59

Career Development

Formal Employment

What percentage of individuals working for the company are formally employed on the payroll of the company?

- ○ 0%
- ○ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75-99%
- ◉ 100%

Points Earned: 0.50 of 0.50

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: 0.50 of 0.50

Amount of Training for New Hires

What was the average amount of training that a newly hired worker received in the past twelve months?

Use average of both full-time and part-time employees.

- ○ No training
- ○ On-the-job training (one day to one week)
- ◉ On-the-job training (one week to one month)
- ○ Apprenticeship or technical training (over one month)
- ○ N/A - No new hires during the last 12 months

Points Earned: 0.33 of 0.50

Employee Review Process

Which of the following is included or applies to your company's formal process for providing performance feedback to employees?

Check all that apply.

- [x] Process has a regular schedule and is conducted at least annually
- [ ] Peer and subordinate input
- [x] Written guidance for career development
- [x] Social and environmental goals
- [x] Clearly-identified and achievable goals
- [ ] A 360-degree feedback process
- [x] All tenured employees receive feedback
- [ ] None of the above

Points Earned: 1.00 of 1.00

Internal Promotions

What percentage of employees has been internally promoted within the last 12 months?

Exclude material owners in your calculation.

- ○ 0%
- ○ 1-5%
- ◉ 6-15%
- ○ 15%+

Points Earned: 0.33 of 0.50

Intern Hiring Practices

How does your company manage the hiring and treatment of interns?

Check all that apply. If there is no third party living wage calculated for your country of operations, please do not select "payment of a living wage."

- [x] 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: 0.13 of 0.50

Career Development (Salaried)

OPERATIONS

0.7

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: 0.22 of 0.30

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: 0.22 of 0.30

Life Skill Training Participation

Excluding newly hired workers, what % of full-time and part-time workers received the following types of formal training during the last 12 months?

Training on life skills for personal development (e.g. literacy, personal financial planning)

- ○ 0%
- ○ 1-24%
- ◉ 25-49%
- ○ 50-74%
- ○ 75%+
- ○ Don't know

Points Earned: 0.15 of 0.30

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: 0.15 of 0.60

Engagement & Satisfaction

OPERATIONS
3.6

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: 0.25 of 0.25

Non-Discrimination Policy

What is covered in your company's written non-discrimination policy on hiring and the workplace?

Please check all that apply.

- ☑ Gender
- ☑ Race
- ☑ Color
- ☑ Disability
- ☑ Political opinion
- ☑ Sexual orientation
- ☑ Age
- ☑ Religion
- ☑ HIV status
- ☐ We have no written non-discrimination policy

Points Earned: 0.25 of 0.25

Paid Secondary Caregiver Leave

What secondary parental leave policies are available to your workers, either through your company or a government program?

Select all that apply, but only select one answer indicating the total amount of paid time equivalent (answers 2-4). See "Learn 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
- [x] Workers receive greater than 5 weeks (or full pay equivalent) paid leave
- [x] 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: 0.50 of 0.50

Supplementary Benefits

What supplementary benefits are provided to a majority of non-managerial workers?

Including full time and part time employees. Please check all that apply.

- [ ] Free transportation or transit subsidy
- [ ] Free or subsidized meals
- [ ] On-site or subsidized childcare
- [ ] Free or subsidized housing
- [x] Other - please describe
- [ ] None of the above

Points Earned: 0.25 of 1.00

Worker Empowerment

How does your company engage and empower workers?

- [x] 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
- [x] Employee complaint / input mechanisms are reviewed at least every other year, with input from employees themselves into the process
- [x] 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: 0.38 of 0.50

Worker / Management Conflict Mediation

Has your company identified one of the following designated agents to mediate complaints or issues between workers or workers and management?

- [ ] An informally-designated worker who passes information to other workers
- [ ] Union representative
- [x] Human Resources-designated representative
- [ ] Employee Representative who has been mutually-designated by company management and employees
- [ ] Third-party ombudsman
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.25 of 0.50

Surveying and Benchmarking Engagement and Attrition

Does your company monitor and evaluate your worker satisfaction and engagement in any of the following ways?

Your answers determine which future questions in the assessment are applicable to your company.

- [x] We calculate employee attrition rate
- [ ] We benchmark employee attrition rate to relevant benchmarks
- [x] We regularly (at least once a year) conduct employee satisfaction or engagement surveys
- [ ] We benchmark employee satisfaction to relevant industry benchmarks
- [x] 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: 0.50 of 0.50

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

Points Available: 0.00

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: 0.75 of 1.00

Labor Practices Review

Have your company's labor practices been certified or reviewed by an independent third party in the last twelve months?

- ◉ Yes
- ○ No

Points Earned: 0.50 of 0.50

OPERATIONS

Engagement & Satisfaction (Salaried)

1.5

Number of Paid Days Off

What is the annual minimum number of paid days off (including holidays) for full-time employees?

- ○ 0-15 work days
- ○ 16-22 work days
- ○ 23-29 work days
- ◉ 30-35 work days
- ○ 36+ work days

Points Earned: 0.90 of 1.00

Paid Primary Caregiver Leave for Salary Workers

Which of the following describe the primary parental leave policies for salaried workers, either through the company or government program?

If applicable, please select one answer indicating total time off (answers 1-3), and one answer indicating fully paid time off (answers 4-7).

- ☐ Primary caregivers receive 4-12 weeks of time off for parental leave (including unpaid and paid leave)
- ☑ Primary caregivers receive 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: 0.60 of 1.00

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

Points Available: 1.00

Community

OPERATIONS

Community Impact Area Introduction

0.0

This section identifies whether your company is designed to deliver a specific, material, positive impact for its community, and if so, opens the Community Impact Business Model section that is most applicable.

Community Oriented Impact Business Model

Does your company's business model create a specific positive benefit for stakeholders such as charitable partners, vendors or suppliers in need, or your local community?

Your answers determine which future questions in the assessment are applicable to your company.

- ○ Yes
- ◉ No

Points Available: 0.00

Diversity, Equity, & Inclusion

Inclusive Hiring Practices

How does your company create an inclusive recruiting and hiring process?

- [x] We include a statement in all our job postings with a commitment to diversity, equity, and inclusion
- [x] We don't ask about incarceration history during our application process
- [x] 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
- [x] We conduct analyses of our job description language and requirements to ensure they are inclusive and equitable
- [ ] None of the above

Points Earned: 0.61 of 0.61

Diverse Ownership and Leadership

Is your company majority-owned or -led by individuals from any of the following underrepresented groups?

Please select all that apply.

- [x] Led by a woman
- [ ] Led by an individual from an underrepresented racial or ethnic minority
- [ ] Led by another underrepresented individual (veterans, LGBT, etc.)
- [ ] Majority owned by women
- [ ] Majority owned by individuals from underrepresented racial or ethnic minorities
- [ ] Majority owned by other underrepresented individuals (veterans, LGBT, etc.)
- [ ] None of the above

Points Earned: 0.30 of 0.61

Inclusive Work Environments

How does your company create an equitable and inclusive workplace for employees?

- [x] We have designated an individual or group explicitly responsible for diversity, equity, and inclusion (i.e. a Diversity Manager or Inclusion Committee)
- [x] We offer trainings for all employees on topics related to diversity, equity, and inclusion
- [x] We have voluntary employee resource or affinity groups
- [x] Our facilities are designed to meet accessibility requirements for individuals with physical disabilities
- [x] 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: 0.61 of 0.61

Management of Diversity, Equity, and Inclusion

How does your company manage and improve your workplace diversity and inclusivity?

- [ ] We anonymously survey employees on gender identity, race/ethnicity, disability status, and other demographic factors to track the diversity of our workforce
- [x] We have set specific, measurable diversity improvement goals that are reviewed by senior executives or our Board of Directors
- [x] 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: 0.30 of 0.61

Measurement of Diversity

What attributes of a diverse workforce does your company track, either through anonymous surveys or other methods legal in your jurisdiction?

If collecting this type of demographic data is not legal in your jurisdiction, select None of the Above.

- [x] Socioeconomic status (as determined by low income residence, education level, etc.)
- [ ] Race or ethnicity
- [x] Gender
- [x] Age
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.45 of 0.61

Low Income Workers

What percentage of your workforce lives in poor/very poor or low-income areas or does not have college degree?

- (●) 0%
- ( ) 1-9%
- ( ) 10-19%
- ( ) 20-29%
- ( ) 30%+
- ( ) Don't Know

Points Available: 0.61

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: 0.61 of 0.61

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: 0.10 of 0.61

High to Low Pay Ratio

What multiple is the highest compensated individual paid, inclusive of bonus, as compared to the lowest paid full-time worker?

- ◉ >20x
- ○ 16-20x
- ○ 11-15x
- ○ 6-10x
- ○ 1-5x

Points Available: 0.61

Female Management

How many of your company managers identify as women?

- ○ 0%
- ○ 1-9%
- ○ 10-24%
- ○ 25-39%
- ○ 40-49%
- ◉ 50%+
- ○ Don't know
- ○ N/A

Points Earned: 0.61 of 0.61

Management from Underrepresented Populations

How many of your company managers identify as from another underrepresented social group?

If collecting this type of demographic data is not legal in your jurisdiction, select Don't Know.

- ○ 0%
- ◉ 1-9%
- ○ 10-19%
- ○ 20-29%
- ○ 30%+
- ○ Don't know

Points Available: 0.61

Supplier Diversity Policies or Programs

Does your company have any of the following policies or programs in place to promote diversity within your supply chain?

- [x] We track diversity of ownership among our suppliers
- [ ] We have a policy to give preferences to suppliers with ownership from underrepresented populations
- [x] 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: 0.15 of 0.30

Supplier Ownership Diversity

What percentage of your purchases were from companies that are majority-owned by women or individuals from underrepresented populations?

- ○ 0%
- ◉ 1-9%
- ○ 10-24%
- ○ 25-39%
- ○ 40-49%
- ○ 50%+
- ○ Don't Know

Points Earned: 0.08 of 0.61

OPERATIONS
4.6

Economic Impact

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.

2 offices in China, mainly in Shanghai, partially in Beijing

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

Points Available: 0.00

Job Growth Rate

What was your company's net job growth rate for full-time and part-time positions over the last 12 months? ONLY include newly created jobs that are paid a living wage.

If there is no living wage data available for your country of operations, include new jobs that pay 10% or more above a minimum wage.

- ○ 0% (no growth on a net basis)
- ○ 1-14%
- ○ 15-24%
- ◉ 25%+

Points Earned: 2.67 of 2.67

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: 1.33

Local Ownership

Is the majority (over 50%) of the company's ownership located locally to at least two-thirds of the company's workforce?

"Local" is defined as being part of the same community. While the size and distance of a community may vary by context, they should generally be based on a small-scale economically and culturally connected area like a metropolitan area or a city/town.

- ○ Yes
- ◉ No
- ○ Don't know

Points Available: 1.33

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 with equitable compensation
- ☐ Preference for hiring and recruiting local staff (management and non-management) with training for employees
- ☐ Incentives for staff to live within 40 km of local company facility
- ☐ Other - please describe
- ☐ No written local purchasing or hiring policies in place

Points Earned: 0.67 of 0.67

National Sourcing

What percentage of your company's Cost of Goods Sold (including value-adding activities) was spent within the country of operations, from in-country registered companies or national citizens?

- ○ 0%
- ○ 1-19%
- ○ 20-39%
- ○ 40-59%
- ○ 60-79%
- ◉ 80%+

Points Earned: 1.33 of 1.33

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: 1.33

Focus on Local Customers

Do a majority of your customers live locally to your company's headquarters or production facilities?

“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

Points Available: 1.33

OPERATIONS

Civic Engagement & Giving

4.3

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.

- [x] Financial or in-kind product donations (excluding political causes)
- [x] Community investments
- [x] Community or pro-bono service
- [ ] Advocacy for adopting improved social or environmental policies or performance
- [x] Partnerships with charitable organizations or membership with community organizations
- [ ] Discounted products or services to qualified underserved groups
- [ ] Free use of company facilities to host community events
- [ ] Equity or ownership in the company granted to a nonprofit
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.53 of 0.53

Civic Memberships and Partnerships

Does your company have membership or a civic partnership with any of the following types of organizations?

Check all that apply.

- [x] Business or trade association
- [x] Chamber of Commerce
- [ ] Governmental institution
- [ ] Local academic institution
- [ ] Cooperative
- [ ] Other - please describe
- [ ] None

Points Earned: 0.18 of 0.27

Community Service Policies and Practices

How does your company manage employee community service?

- [x] We have hosted or organized company service days in the last year
- [x] The company offers paid time off for community service
- [ ] 20 hours or more a year of paid time off
- [x] 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: 0.53 of 0.53

% of Employees Volunteer Service

What percentage of employees took paid time off for volunteer service last year?

- ○ 0%
- ◉ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75%+
- ○ Don't know

Points Earned: 0.27 of 1.07

Total Amount of Volunteer Service Hours

Number of hours volunteered by full-time and part-time employees of the organization during the last fiscal year

This should include both paid and unpaid time spent volunteering during traditional work hours, either for company-organized events or for employee-initiated activities.

Number of hours volunteered by full-time and part-time employees of the organization during the last fiscal year: 140

- ☐ We do not track this

Points Available: 0.00

Volunteer Service Per Capita

What was the percentage of per capita worker time donated as volunteer, community service, or pro bono time in the reporting period?

Calculate by total volunteer hours / total hours worked, generally 2000 hours per FTE.

- ○ 0%
- ◉ 0.1-0.5% of time
- ○ 0.6-1% of time
- ○ 1.1-2% of time
- ○ 2%+ of time
- ○ Don't know

Points Earned: 0.36 of 1.07

Charitable Giving and Community Investment Policies and Practices

What are your company’s practices regarding donations or community investments?

- ☑ We have a formal statement on the intended social or environmental impact of our company's philanthropy
- ☐ We have a formal donations commitment (e.g. 1% for the planet)
- ☐ We match individual workers' charitable donations
- ☐ We allow our workers or customers to select charities to receive our company's donations
- ☑ We have screening practices for charitable contributions or impact measurement mechanisms for our community investments
- ☐ None of the above

Points Earned: 0.27 of 0.53

Relative Input for Community Investments

If you use an independent methodology to measure total commitment to community investment, what is the equivalent % of revenue contributed in the form of community investment?

- ○ None
- ○ Less than 0.1% of revenues
- ○ 0.1-0.4% of revenues
- ◉ 0.5-0.9% of revenues
- ○ 1-1.9% of revenues
- ○ >2%

Points Earned: 0.67 of 1.07

% of Revenue Donated

What was the equivalent percentage of revenue donated to charity during the last fiscal year?

Please include tax deductible in-kind donations but do not include pro bono time.

- ○ No donations last fiscal year
- ○ Less than 0.1% of revenue
- ○ 0.1-0.4% of revenue
- ◉ 0.5-0.9% of revenue
- ○ 1-1.9% of revenue
- ○ 2%+ of revenue
- ○ Don't know

Points Earned: 1.28 of 2.13

Total Amount of Charitable Donations

Total amount (in currency terms) donated to registered charities in the last fiscal year

Report with the currency specified in "Reporting currency" for this metric.

Total amount (in currency terms) donated to registered charities in the last fiscal year

Sensitive

Points Available: 0.00

Advancing Social and Environmental Performance

How has your company worked with its stakeholders (including competitors) to improve behavior or performance on social or environmental issues in the past two years?

- ☑ We have worked with other industry players on a cooperative initiative on relevant social and environmental standards for our industry
- ☑ We have provided data or contributed to academic research on social or environmental topics
- ☐ We participate in panel presentations or other public forums on social or environmental topics
- ☐ We provide public resources for other businesses or stakeholders on improving social or environmental performance
- ☐ Other - please describe
- ☐ None of the above

Points Earned: 0.27 of 0.27

OPERATIONS

Supply Chain Management

8.6

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).

- [x] Product Manufacturers
- [ ] Professional Service Firms (Consulting, Legal, Accounting)
- [ ] Independent Contractors
- [x] 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).

- [x] Compliance with all local laws and regulations, including those related to social and environmental performance
- [x] Good governance, including policies related to ethics and corruption
- [x] 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: 0.89 of 0.89

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
- [x] 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
- [x] Other (please describe)
- [ ] None of the above

Points Earned: 0.53 of 0.89

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

Outsourced Staffing Screening Topics

Does your company review or set requirements regarding the labor practices of its outsourced staffing service providers that includes the following topics?

Your answers determine which future questions in the assessment are applicable to your company.

- [x] Compliance with all local laws and regulations
- [x] Compliance with international human rights and labor standards (for employees and contractors)
- [ ] Payment at or above industry benchmarks
- [ ] Payment of a living wage (for employees and contractors)
- [ ] Employee benefits provided
- [ ] Professional development opportunities
- [ ] Other labor practices
- [ ] None of the above
- [ ] N/A

Points Earned: 0.18 of 0.44

% of Outsourced Services Accountable to Code of Conduct?

What % of your outsourced staffing services (on a currency basis) are accountable to the formalized code of conduct or requirements described in the previous question?

- ( ) 0%
- ( ) 1-20%
- ( ) 21-49%
- ( ) 50-74%
- ( ) 75-99%
- (●) 100%
- ( ) N/A

Points Earned: 1.78 of 1.78

Screening / Monitoring for Services

Which of the following methods are used to evaluate the social or environmental impact of your outsourced staffing services?

Your answers determine which future questions in the assessment are applicable to your company.

- [ ] Company shares policies or rules with subcontractors but does not have a verification process in place
- [x] Company requires subcontractors complete self-designed assessment
- [x] Company utilizes third party risk or impact assessment tools (BIA)
- [ ] Company conducts routine audits/reviews of subcontractors at least every two years
- [ ] Company has third parties conduct routine audits/reviews of subcontractors at least every two year
- [ ] Other
- [ ] None of the above

Points Earned: 0.33 of 0.44

% of Outsourced Staffing Services Screened / Monitored

What % of your outsourced staffing services (on a currency basis) are evaluated based on the methods selected in the previous question?

- ○ 0%
- ○ 1-20%
- ○ 21-49%
- ○ 50-74%
- ○ 75-99%
- ◉ 100%
- ○ N/A

Points Earned: 1.78 of 1.78

Supplier Code of Conduct

Is there a formal written Supplier Code of Conduct policy that specifically holds your company's suppliers accountable for social and environmental performance?

Your answers determine which future questions in the assessment are applicable to your company.

- ◉ Yes
- ○ No

Points Earned: 0.89 of 0.89

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 Earned: 0.30 of 0.44

% of Suppliers with Programs to Improve Impact

For what % of your suppliers (on a currency basis) do the policies and programs selected in the previous question apply?

- ○ 0%
- ○ 1-20%
- ○ 21-49%
- ◉ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 1.11 of 1.78

Length of Supplier Relationships

What is the average tenure of your company's relationships with suppliers?

- ○ Average tenure of supplier relationships is less than 12 months.
- ○ Average tenure of supplier relationships is greater than 12 months.
- ○ Average tenure of supplier relationships is greater than 36 months.
- ◉ Average tenure of supplier relationships is greater than 60 months.
- ○ Our company has had a relationship with a majority of our suppliers (on a currency basis) since our first year of operations.
- ○ Don't Know

Points Earned: 0.89 of 0.89

Supplier Certifications

During the last fiscal year, what percentage of your Significant Suppliers (on currency basis) had internationally-recognized product certifications?

Select 0% if you do not know whether your Significant Suppliers are certified.

- ◉ 0%
- ○ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75%+
- ○ Don't know

Points Available: 0.89

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
- [x] None of the above

Points Available: 0.00

Environmental Management

OPERATIONS
4.2

Facility Environmental Efficiency

What environmental efficiency practices are in place in a majority of your company's offices and plant facilities?

- [x] Buildings employ energy saving strategies (e.g. energy use monitoring, efficient appliances and lighting, renewable energy use)
- [x] Buildings use systems for increasing water efficiency (e.g. water efficient appliances, fixtures, and landscaping)
- [x] Buildings use systems to monitor and improve air quality (e.g. increased ventilation)
- [ ] Building construction or operations make use of sustainable materials (e.g. reclaimed products)
- [x] New building sites are chosen based on sustainability considerations (e.g. minimizing impact on ecosystems and waterways)
- [ ] Buildings are LEED certified or LEED equivalent certified
- [ ] Other - please describe
- [ ] None of the above
- [ ] N/A - No offices or plant facilities

Points Earned: 1.06 of 1.18

Virtual Office Stewardship

How does your company encourage good environmental stewardship in how employees manage their virtual offices?

- [x] We have a written policy encouraging environmentally preferred products and practices in employee virtual offices (e.g. recycling)
- [x] 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
- [x] Employees are provided with a list of environmentally-preferred vendors for office supplies
- [ ] None of the above
- [ ] N/A

Points Earned: 2.35 of 2.35

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 3-6 can only be selected if Checkbox 2 applies.

- [x] Policy statement documenting our organization's commitment to the environment
- [ ] Assessment undertaken of the environmental impact of our organization's business activities
- [ ] Stated objectives and quantifiable targets for environmental aspects of our organization's operations
- [ ] Programming designed, with allocated resources, to achieve these targets
- [ ] Periodic compliance reviews and auditing to evaluate programs conducted
- [ ] Third-party auditing and certification of EMS
- [ ] We have no environmental management system

Points Earned: 0.39 of 2.35

Environmentally Certified Products

During the last fiscal year, what percentage of your products sold had a product certification that assesses the environmental impacts of the product or its production process?

Select N/A only if there is no physical product being sold.

- (●) 0%
- ( ) 1-24%
- ( ) 25-49%
- ( ) 50-74%
- ( ) 75%+
- ( ) N/A

Points Available: 1.18

Type of Footprint Assessments

Has the company's footprint assessments included any of the following?

- [ ] Assessment conducted for upstream supply chain only
- [ ] Assessment conducted for only a portion of value chain (other than or in addition to upstream supply chain)
- [x] Formal life cycle assessments conducted internally
- [ ] Formal life cycle assessments conducted or verified by a third party
- [ ] Use of third party frameworks or methodologies (such as Ellen Macarthur Foundation Circularity Indicators, Product Environmental Profiles, GHG Protocol or Carbon Disclosure Project)
- [ ] Company has a life cycle based certification or equivalent (Cradle to Cradle)
- [ ] Other
- [ ] None of the above

Points Earned: 0.15 of 0.59

% of Products with Type of Footprint Assessment

What % of your products have undergone the specific type(s) of environmental footprint assesesment selected in the previous question?

- ○ 0%
- ◉ 1-20%
- ○ 21-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.29 of 2.35

OPERATIONS

Air & Climate

4.7

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: 0.49 of 0.65

Total Energy Use

Total energy used (Gigajoules) during the last 12 months:

Total energy used (Gigajoules) during the last 12 months: 7404

- ☐ 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: 7404

- ☐ We do not track this

Points Available: 0.00

Electricity Sources

From what sources does your company get its electricity?

Please check all that apply.

- [ ] Diesel-generators
- [x] Municipal power grid (sources unknown or not renewable)
- [ ] Municipal power grid (at least 10% of municipal power is generated from renewable sources such as solar, wind or small-scale hydropower)
- [ ] Bio-fuel or other clean or renewable-based generators
- [ ] Renewable energy sources (including on-site renewable)
- [ ] Other - please describe

Points Available: 0.65

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: 0.33 of 0.33

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 Available: 1.30

Environmentally Efficient Equipment

What % of new equipment purchased (by total cost) during the last 24 months was energy efficient or otherwise environmentally-preferred?

Select N/A if no capital expenditures were made during the last 24 months.

- ○ 0% (no equipment)
- ◉ <50% (some equipment)
- ○ 50%+ (majority of equipment)
- ○ 100% (all equipment)
- ○ N/A - No new equipment purchased

Points Earned: 0.11 of 0.33

Energy Use Reductions

Have conservation and efficiency improvements led to energy savings for your facilities? If so, by how much?

Please calculate based on changes from last year or annualized from a base year, referring to electricity use and other energy consumption from heating, hot water, etc.

- ○ 0%
- ○ 1-4%
- ○ 5-9%
- ○ 10-14%
- ○ 15-20%
- ○ >20%
- ◉ Don't know

Points Available: 1.30

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: 0.49 of 0.65

Total Scope 1 GHGs

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:

Scope 1:

Scope 1: 0

☐ 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: 0

☐ 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:

- [x] 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: 0.65 of 0.65

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: 1.30 of 1.30

Greenhouse Gas Emissions Reduced

What percentage of Scope 1 and 2 GHG emissions has been saved due to efficiency improvements implemented by your company?

- ○ 0%
- ○ 1-4%
- ○ 5-9%
- ○ 10-14%
- ○ 15-20%
- ○ 20%+
- ◉ Don't Know

Points Available: 1.30

Shipping Policies

Has your company implemented an environmentally-efficient shipping or distribution policy?

- (●) Yes
- ( ) No

Points Earned: 0.33 of 0.33

Supply Chain GHG Management

Has your company taken action to track and manage the greenhouse emissions produced through your supply chain? (absolute reduction)

Only select practices if you track and manage greenhouse emissions produced for at least 50% of your company suppliers (on a cost basis).

- [ ] We don't track or evaluate greenhouse emissions from our supply chain
- [x] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risk contributions of greenhouse gas emissions
- [ ] We have purchased certified carbon credits to offset some or all of the greenhouse gas emissions from our supply chain
- [x] We set targets for reducing greenhouse gas emissions through our supply chain
- [ ] We have seen a reduction in GHG emissions in our supply chain in the last twelve months
- [ ] We have achieved a carbon-neutral supply chain

Points Earned: 0.33 of 0.65

Offsetting Supplier GHG Emissions

What % of your company's Scope 3 greenhouse gas emissions were offset by certified carbon credits?

- (●) 0
- ( ) 1-24%
- ( ) 25-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) Don't know

Points Available: 1.30

Supply Chain GHG Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce the greenhouse gas emissions produced through your supply chain?

- [x] We collaborate with or require suppliers to collect data and report on greenhouse gas emissions
- [x] We screen suppliers to reduce greenhouse gas emissions (e.g. performance of suppliers, selection of materials, source locations)
- [x] We provide support or resources for our supply chain in adopting greenhouse gas minimized operations (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [ ] None of the above

Points Earned: 0.49 of 0.65

Sourcing % of COGS from Local Suppliers

What % of the following was spent with suppliers located within 200 miles (or 322 km) of where the end product was used during the last fiscal year?

Sourcing of COGS Local to Customers

- (●) 0%
- ( ) 1-9%
- ( ) 10-19%
- ( ) 20-29%
- ( ) 30%+
- ( ) Don't know

Points Available: 1.30

Sourcing % raw materials from Local Suppliers

What % of the following was spent with suppliers located within 200 miles (or 322 km) of where the end product was used during the last fiscal year?

Raw materials (in currency terms) grown or harvested

By company or local independent suppliers.

- (●) 0%
- ( ) 1-9%
- ( ) 10-19%
- ( ) 20-29%
- ( ) 30%+
- ( ) Don't know

Points Available: 1.30

Managing Impact of Transportation

Has your company adopted any of the following techniques for minimizing the transportation-related environmental impact of its distribution and supply chain?

Please check all that apply.

- [ ] Utilize clean or low-emission vehicles (e.g. hybrid, LPG, electric) to transport and distribute product
- [ ] Utilize strategic planning software to minimize fuel usage and shipping footprint
- [ ] Train drivers and handlers in fuel efficient techniques
- [x] Utilize freight or shipping methods with lower environmental impacts (e.g. avoiding air shipment)
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.22 of 0.65

Types of Carbon Credits Purchased

Has your company purchased any of the following types of carbon credits during the last fiscal year?

- [ ] Voluntary Carbon Credits
- [ ] Certified Carbon Credits
- [x] None

Points Available: 0.33

Water

OPERATIONS

1.4

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
- [x] 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: 0.88 of 1.75

Total Water Use

Total water use (liters) during the last 12 months

Total water use (liters) during the last 12 months: 60000

- [ ] 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.

- [x] 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: 0.58 of 1.75

Supply Chain Water Management

How does your company track and manage the water footprint of your supply chain?

Only select practices if you track and manage the water footprint for at least 50% of your company suppliers (on a cost basis).

- [x] We do not track the water footprint of our supply chain
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material areas of water usage
- [ ] We have targets for reducing water footprint through our supply chain
- [ ] We have seen a reduction of our water footprint in our supply chain in the past twelve months
- [ ] We have verified that all water use in supply chain is science-based and sustainable

Points Available: 1.75

Supply Chain Water Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce the water footprint of your supply chain?

- [ ] We collaborate with or require suppliers to collect data and report on water footprint
- [ ] We screen suppliers to fit good water management practices (e.g. individual supplier practices, materials and ingredients, locations in context of water scarcity)
- [ ] We provide support or resources for supply chain in adopting water management (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 1.75

Land & Life

OPERATIONS
2.7

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.

- [x] 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 Available: 0.81

Waste Disposal Methods

How does your company dispose of a majority of non-hazardous waste or garbage?

- [ ] Incinerate, burn, or dispose on-site (uncertified)
- [ ] Third-party garbage collection with no certification for disposal
- [ ] Municipal garbage collection
- [ ] Composting garbage
- [x] Private third-party disposal with certified responsible disposal that can be documented
- [ ] On-site disposal that is compliant with internationally-accepted methods (third-party reviewed or audited)
- [ ] Waste is separated and recycled or reused for company's own production or donated/provided to other facilities
- [ ] Other - please describe

Points Earned: 0.61 of 0.81

Recycling Programs

Does your company have any of the following recycle/reduce/reuse programs in 80% of the facilities?

- [ ] We recycle and reuse materials on-site with clearly-marked bins for use
- [ ] We have a written recycle/reduce/reuse policy that is posted at plant facilities with clearly-marked bins
- [ ] Other - please describe
- [x] None of the above

Points Available: 0.81

Waste Reduction Programs

Does your company have a formal program to evaluate how to reduce its generation of hazardous, universal, and/or non-hazardous waste?

- (●) Yes
- ( ) No
- ( ) Already maximized - we have achieved Zero Waste

Points Earned: 0.81 of 0.81

Supply Chain Waste Management

How does your company track and manage waste in your supply chain?

Only select practices if you track and manage waste for at least 50% of your company suppliers (on a cost basis).

- [x] We don't track the solid waste impacts of our supply chain
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material areas of waste production
- [ ] We have set targets for reducing solid waste in the supply chain
- [ ] We have seen a reduction of waste produced in our value chain in the past twelve months
- [ ] We have achieved zero waste or a closed-loop supply chain

Points Available: 0.81

Supply Chain Waste Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce waste in your supply chain?

- [ ] We collaborate with or require suppliers to collect data and report on waste production
- [ ] We screen or require suppliers to meet standards related to solid waste production
- [ ] We have implemented initiatives to reduce waste at the source or divert waste from landfills or incineration in the supply chain
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 0.81

Environment Impact Packaging

How does your company minimize the environmental impact of the packaging of your products?

Select all practices that apply and are verifiable, regardless of the % of product/packaging the practice applies to.

- [x] We have conducted a formal assessment of our packaging design and materials to identify opportunities to minimize environmental impact
- [ ] We have source-reduced packaging within the last two years
- [ ] Our packaging materials are certified to meet independent standards for environmental impact
- [x] Our packaging is recyclable and provides instructions on how to recycle it correctly
- [x] Our packaging is non-toxic
- [ ] Our packaging materials are designed to have less overall environmental impact than common alternatives
- [ ] None of the above
- [ ] N/A - Our products do not have packaging materials

Points Earned: 0.49 of 0.81

% of Recyclable/Biodegradable Materials

What % of material (by weight or volume) is made of recyclable (and labeled as such) or biodegradable materials in the areas where they are sold (product + packaging)?

- (●) <20%
- ( ) 20-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) Don't Know
- ( ) N/A

Points Available: 0.81

% of Environmentally Preferred Input Materials

What % of material (by weight or volume) comes from recycled materials, reused components, and/or certified sustainably sourced materials?

- (●) <20%
- ( ) 20-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) Don't Know
- ( ) N/A - We do not sell a physical product

Points Available: 1.63

Hazardous Waste Disposal

Can your company verify that your hazardous waste is always disposed of responsibly?

This includes batteries, paint, electronic equipment, etc.

- (●) Yes
- ( ) No
- ( ) N/A - We have eliminated hazardous waste

Points Earned: 0.81 of 0.81

Hazardous Materials On-Site

If your company uses any hazardous materials on site, check all of the procedures that your company follows.

Hazardous materials include chemicals, pesticides, and fertilizer. Select N/A if you use no hazardous materials and chemicals.

- [ ] Written procedures for safe storage, use and disposal of each hazardous material available in the national language(s) of work
- [ ] All hazardous materials are kept in sealed containers in a locked storeroom located in a separate area from regular business activities
- [ ] All containers with hazardous materials are labeled, with instructions for proper storage, use and disposal
- [ ] None of these procedures
- [x] N/A

Points Available: 0.81

Supply Chain Chemical Management

How does your company track and manage toxins or hazardous waste in your supply chain?

Only select practices if you track and manage toxins or hazardous waste for at least 50% of your company suppliers (on a cost basis).

- [x] We don't track toxins or hazardous waste in our supply chain
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risks of toxins and/or production of hazardous waste
- [ ] We have set targets for reducing toxins and hazardous waste in our supply chain
- [ ] We have verified that there are no harmful toxins or hazardous waste in our supply chain

Points Available: 0.81

Supply Chain Chemical Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce toxins or hazardous waste in your supply chain?

- [ ] We collaborate with or require suppliers to collect data and report on chemicals
- [ ] We screen or require suppliers to meet standards related to toxins or hazardous waste
- [ ] We provide support or resources to reduce toxins in the supply chain (e.g.online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 0.81

Supply Chain Biodiversity Management

How does your company track and manage your supply chain's impact on biodiversity?

Only select practices if you track and manage the impact on biodiversity for at least 50% of your company suppliers (on a cost basis).

- [x] We don't evaluate our supply chain impact on biodiversity
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risks to biodiversity
- [ ] We set targets for reducing impact on biodiversity through our supply chain
- [ ] We have verified that our supply chain creates no (or positive) biodiversity impact

Points Available: 0.81

Supply Chain Biodiversity Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce your supply chain's impact on biodiversity?

- [ ] We collaborate with or require suppliers to collect data and report on biodiversity impact
- [ ] We screen suppliers to fit good biodiversity practices
- [ ] We provide support or resources for our supply chain in adopting biodiversity-friendly operations (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 0.81

Customers

Customers Impact Area Introduction

OPERATIONS
0.0

This section identifies whether your company's product/service is designed to deliver a specific, material, positive impact for its customers (beyond the value normally provided from goods or services), and if so, opens the Customer Impact Business Model section that is most applicable.

Customer Impact Business Model Introduction

Do any of your company's products/services address a social or economic problem for your customers and/or their beneficiaries?

Your answers determine which future questions in the assessment are applicable to your company.

- (●) Yes
- ( ) No

Points Available: 0.00

Customer 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?

anofi Consumer Healthcare has a variety of medicines in its global portfolio to treat a range of diseases including allergies, cough and cold, pain and inflammation, digestive disorders, oral care, scalp care, dermatoses including ezcema and psoriasis and many more. In addition, we also market nutritional supplements that help support optimal physiological processes. As a health journey partner, we leverage the best in science, together with our world-class pharmaceutical quality standards to deliver consumer-driven innovative medicines and products across. A few facts related to our diverse portfolio are presented below: In the US, 240 million people use over the counter medicines. If treatments were not available, an estimated 60 million of these would not seek medical treatment. In the space of 12 months in the United States, almost 85% of the population will experience a cold. Globally, between 10 and 30% of the population suffer from hay fever and this goes up to over 50% in parts of Africa and in urban areas. Between 22% and 52% of people in major countries suffer from constipation symptoms and 70% of those who frequently suffer experience it at least once a month. Across the world, 77% of people have used nutritionals in the last 12 months to maintain their general health, provide immune system support or to supplement in areas of vitamin deficiency. 9 out of 10 people will experience pain at some point

Points Available: 0.00

Beneficial Product Type

Which of the following most closely matches the outcome and/or problem solved for your customers as defined above?

Only select 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)
- [x] 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: 14

☐ We do not track this

Points Available: 0.00

Total Customer Individuals

Total Number of Customers

Individuals served in the last 12 months:

Individuals served in the last 12 months: 1815000

☐ We do not track this

Points Available: 0.00

Customer Stewardship

OPERATIONS

3.5

Managing Customer Stewardship

Does your company do any of the following to manage the impact and value created for your customers or consumers?

- [x] We offer product / service guarantees, warranties, or protection policies
- [x] We have third party quality certifications or accreditations
- [x] We have formal quality control mechanisms
- [x] 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
- [x] We manage the privacy and security of client / customer data
- [ ] None of the above

Points Earned: 0.38 of 0.45

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: 0.45 of 0.45

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: 0.91 of 0.91

Quality Assurance

Do you use an established third party methodology to manage quality assurance for your products or services?

Examples include PDSA, Six Sigma, DMAIC, TQM, Zero Defects, etc

- ◉ Yes
- ○ No

Points Earned: 0.45 of 0.45

Feedback and Complaint Channels

Are any of the following true regarding mechanisms for customers to provide feedback, ask questions, or file complaints?

- [x] Products and/or websites feature customer service contact information
- [ ] Product / service reviews are made available in their entirety to public
- [x] Company responds to all direct inquiries or complaints within a month of receipt
- [x] Company offers live time support to customers
- [ ] Other
- [ ] None of the above

Points Earned: 0.34 of 0.45

Managing Product Impacts

Does the company do any of the following with regards to managing the potential impact their products have on customers / beneficiaries?

- [x] Company regularly monitors customer outcomes and well-being
- [x] Company has formal program to incorporate customer testing and feedback into product design
- [x] 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: 0.45 of 0.45

Data Usage and Privacy

Does your company have any of the following to address data usage and privacy issues?

- [x] 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: 0.11 of 0.45

Data Security Management

Does the company have any of the following practices to ensure security of private data?

- [x] Data privacy is included in company wide risk management compliance processes
- [x] All employees with access to data are trained on data privacy policies
- [x] Company has a formal code of conduct that defines unauthorized uses of data
- [x] Internal audits of data security
- [x] External audits of data security
- [x] Simulated hacks on data security
- [ ] Other
- [ ] None of the above
- [ ] N/A - Company does not collect sensitive data

Points Earned: 0.45 of 0.45

IMPACT BUSINESS MODELS

Health & Wellness Improvement - Impact Business Model

3.5

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? **Approx. 97.27%**

- ☐ We do not track this

Points Available: 0.00

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
- [x] None of the above

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.

- [x] We have formally defined the outcomes sought by our product or service and have developed a theory of change for them
- [x] We have based our impactful product or service business model on established secondary research that demonstrates potential impact
- [x] We have directly and formally engaged stakeholders in understanding their desires and needs when developing, refining, and or delivering our products or services
- [x] We are verified to meet third-party standards for impact (e.g. we have impact-related product certifications)
- [x] 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"?

- [x] We surveyed beneficiaries to understand outcomes created
- [ ] We used non-randomized control groups to compare performance
- [x] We used randomized control groups to determine the level of causality of our product or service
- [x] We used aggregated third-party data to benchmark and compare impact performance
- [x] Our selected methods determined that the product or service contributed to the outcome
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 1.25 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: 1.09 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?

Yes. As a world class innovative consumer healthcare company, Sanofi CHC has a proven track record of launching safe and effective medicines that are truly first in class in the consumer/OTC setting. In addition to the hundreds of medicines sold across the globe, an example of truly game changing products are prescription to OTC switches such as the Allegra and Xyzal range of products, which were made available to consumers in an over the counter setting for the first time due to Sanofi CHCs commitment of enabling consumers to live fuller, healthier lives. These medicines are used to relieve problematic disease states in over 60 million consumers. As allergies rise due to the effects of climate change, pollution and the destruction of natural habitats, it is vital and indeed a central pillar of Sanofi CHCs vision to provide consumer with the cutting edge care that they need

Points Available: 0.00

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 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 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 Bottled Water

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Bottled water

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Animal Products or Services

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Animal-based products or services (including seafood)

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Genetically Modified Organisms

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Genetically modified organisms

Please also select "Yes" if your company serves clients in this industry

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Biodiversity Impacts

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Industries with a large potential biodiversity impact (including logging or logging equipment, agriculture, etc.)

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Energy and Emissions Intensive Industries

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Energy- and emissions-intensive industries

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Water Intensive Industries

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Water-intensive industries

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Illegal Products or Subject to Phase Out

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Products or activities that are illegal under country laws or regulations where they have operated, banned in international conventions or agreements, or subject to international phase-out or regulation

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Industries at Risk of Human Rights Violations

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Industries reliant upon materials at high risk of human rights infringements (e.g. conflict minerals)

- ○ Yes
- ◉ No

Points Available: 0.00

Other Disclosure Industries

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Other industries that may cause social or environmental harm or are subject to stakeholder criticism or concern

- ◉ Yes
- ○ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" to any of the "Disclosure Industries" listed above, please provide a detailed explanation of the company's involvement for each affirmative response:

If this does not apply to you, please enter "Does not apply" in the text area below.

Sanofi CHC produces medicinal products and is therefore part of the pharmaceutical industry.

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

Does not transparently report corporate financials to government

Please indicate if your company engages in any of the following practices:

Company withholds corporate financials from government

- ○ 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

Animal Testing

Please indicate if your company engages in any of the following practices:

Company's products are tested on animals

- ○ 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

Workers not Provided Clean Drinking Water ot Toilets

Please indicate if your company engages in any of the following practices:

Company does not provide clean drinking water and clean toilets to employees during shifts

- ○ Yes
- ◉ No

Points Available: 0.00

Workers paid below minimum wage

Please indicate if your company engages in any of the following practices:

A portion of workers, contractors, subcontractors or day-workers are paid below minimum wage

- ○ Yes
- ◉ No

Points Available: 0.00

No signed employment contracts for all workers

Please indicate if your company engages in any of the following practices:

Company does not have a signed contract of employment with each worker in a language they understand

- ○ Yes
- ◉ No

Points Available: 0.00

Payslips not provided to show wage calculation and deductions

Please indicate if your company engages in any of the following practices:

Company does not provide payslips or equivalent to all workers to show how wages are calculated and any deductions made

- ○ Yes
- ◉ No

Points Available: 0.00

Activities against freedom of association/collective bargaining

Please indicate if your company engages in any of the following practices:

Company has taken a public stance against unionization, has engaged in activities that may be perceived as taking a stance against union organizing, or prohibits workers from freely associating and bargaining collectively for the terms of one's employment

- ○ Yes
- ◉ No

Points Available: 0.00

Workers cannot leave site during non-working hours

Please indicate if your company engages in any of the following practices:

Company prohibits workers from freely leaving the site during non-working hours or at the end of their shift

This includes workers who live on site.

- ○ Yes
- ◉ No

Points Available: 0.00

ID Cards Withheld or Penalties for Resignation

Please indicate if your company engages in any of the following practices:

Company keeps workers' original ID cards or passports and/or does not allow workers to resign freely without penalty, even if advance notice is given

- ○ Yes
- ◉ No

Points Available: 0.00

Workers Under Bond

Please indicate if your company engages in any of the following practices:

Company hires workers that are under bond, debt, or other obligation to the company or to labor brokers

- ○ Yes
- ◉ No

Points Available: 0.00

Confirmation of Right to Work

Please indicate if your company engages in any of the following practices:

Company does not confirm that workers have the legal right to work in jurisdiction of operations, or company does not keep personnel records that include evidence of the date of birth of each worker

- ○ Yes
- ◉ No

Points Available: 0.00

Employs Individuals on Zero-Hour Contracts

Please indicate if your company engages in any of the following practices:

Company employs individuals on zero-hour contracts

- ○ Yes
- ◉ No

Points Available: 0.00

Company workers are prisoners

Please indicate if your company engages in any of the following practices:

Company uses workers who are prisoners

- ○ Yes
- ◉ No

Points Available: 0.00

Company Employs Workers Under Age 15 (Or Other ILO Minimum Age)

Please indicate if your company engages in any of the following practices:

Company employs workers under the age of 15 (or other minimum work age covered by the International Labour Organization Convention No. 138) and/or company does not keep personnel records that include evidence of the date of birth of each

- ○ Yes
- ◉ No

Points Available: 0.00

Overtime For Hourly Workers Is Compulsory

Please indicate if your company engages in any of the following practices:

Overtime work is compulsory and exceeds 48 hours in a week

- ○ Yes
- ◉ No

Points Available: 0.00

Other Disclosure Practices

Please indicate if your company engages in any of the following practices:

Other sensitive practices that may cause social or environmental harm, or are subject to stakeholder concern

- ○ Yes
- ◉ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" to any of the "Disclosure Practices" listed above, please provide a detailed explanation of the company's engagement in each practice marked in the affirmative:

If this does not apply to you, please enter "Does not apply" in the text area below.

None

Points Available: 0.00

Disclosure Outcomes & Penalties

Disclosure questions concerning litigation, relocation of communities, accidents, and on-the-job fatality.

On-Site Fatality

Please indicate if your company has experienced any of the following in the past 5 years:

Company has had an operational or on-the-job fatality

- ○ Yes
- ◉ No

Points Available: 0.00

Litigation or Arbitration

Please indicate if your company has experienced any of the following in the past 5 years:

Litigation or arbitration against company either ongoing, settled, or found against the company

- ○ Yes
- ◉ No

Points Available: 0.00

Company has filed for bankruptcy

Please indicate if your company has experienced any of the following in the past 5 years:

Company has filed for bankruptcy

- ○ Yes
- ◉ No

Points Available: 0.00

Bribery, Fraud, or Corruption

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Bribery, fraud, or corruption

- ○ Yes
- ◉ No

Points Available: 0.00

Anti-Competitive Behavior

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Anti-competitive behavior

- ○ Yes
- ◉ No

Points Available: 0.00

Financial Reporting, Taxes, Investments, or Loans

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Financial reporting, tax payments, investments, or loans

- ○ Yes
- ◉ No

Points Available: 0.00

Political Contributions or International Affairs

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Political contributions or international affairs

- ○ Yes
- ◉ No

Points Available: 0.00

Labor Issues

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Labor issues (including safety and discrimination)

- ○ Yes
- ◉ No

Points Available: 0.00

Recalls

Please indicate if your company has experienced any of the following in the past 5 years:

Recalls due to quality control issues

- ○ Yes
- ◉ No

Points Available: 0.00

Breaches of Confidential Information

Please indicate if your company has experienced any of the following in the past 5 years:

Breaches of individual privacy and/or losses of individual confidential data

- ○ Yes
- ◉ No

Points Available: 0.00

Consumer Protection

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Consumer protection (including product safety and marketing claims)

- ○ Yes
- ◉ No

Points Available: 0.00

Significant Layoffs

Please indicate if your company has experienced any of the following in the past 5 years:

Company has had layoffs of more than 20% of the workforce

- ○ Yes
- ◉ No

Points Available: 0.00

Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)

Please indicate if your company has experienced any of the following in the past 5 years:

Company sites have experienced accidental discharges to air, land or water of hazardous substances

- ○ Yes
- ◉ No

Points Available: 0.00

Large Scale Land Conversion, Acquisition, or Relocation

Please indicate if your company has experienced any of the following in the past 5 years:

Construction or operation of company involved large scale land acquisition, convergence, or degradation (including the construction or refurbishment of dams), or resulted in the resettlement or economic displacement of 5,000 or more people

- ○ Yes
- ◉ No

Points Available: 0.00

Penalties Assessed For Environmental Issues

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Environmental management penalties, including animal welfare

- ○ Yes
- ◉ No

Points Available: 0.00

Violation of Indigenous Peoples Rights

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Infringing on indigenous people's rights, for instance by utilizing lands owned or used by indigenous peoples without full documented consent of such peoples

- ○ Yes
- ◉ No

Points Available: 0.00

Other Disclosure Outcomes & Penalties

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Other penalties, complaints, or grievances filed or levied against the company for negative impacts on local communities, human rights, or other stakeholder concerns

- ○ Yes
- ◉ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" to any of the "Disclosure Outcomes & Penalties" listed above, please provide a detailed explanation of the company's experience related to each affirmative response:

If this does not apply to you, please enter "Does not apply" in the text area below.

None

Points Available: 0.00

Supply Chain Disclosure

Disclosure questions concerning the significant suppliers of the company

Supplier Child Labor, Prison Labor, or Forced Labor

Please indicate if any of the following statements are true regarding your company's suppliers:

Employment of workers under the age of 15, use of workers who are currently prisoners, or other practices that are relevant to risk of forced labor

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

Suppliers in Conflict Zones

Please indicate if any of the following statements are true regarding your company's suppliers:

Operation in conflict zones

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

Suppliers Negative Social Impact

Please indicate if any of the following statements are true regarding your company's suppliers:

Practices or outcomes that produced substantial negative impacts regarding human rights, labor conditions, or local communities

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

Suppliers Negative Environmental Impact

Please indicate if any of the following statements are true regarding your company's suppliers:

Practices or outcomes that produced substantial negative environmental impact

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

B Impact Assessment™

Overall B Impact Score

Opella Egypt, Turkey, UAE & Saudi Arabia

For Fiscal Year End Date: **31 Dec 2022**

81.8



	QUESTIONS ANSWERED	OVERALL SCORE
Governance	30/30	**10.0**
Workers	53/53	**27.5**
Community	53/53	**17.8**
Environment	57/57	**10.8**
Customers	29/29	**15.5**

Mission & Engagement

OPERATIONS
3.9

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: 0.21 of 0.29

Mission Statement

Please share the text of your formal mission statement here.

> We're building a healthier future by helping people, help themselves. We empower people to champion better self-care for themselves, their communities and our planet, through our consumer-inspired, science-based products and solutions. We elevate creativity and make health as simple as it should be, helping more people play an active role in their health. We all have our part to play. Health, it's in our hands.

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: 0.57 of 0.57

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
- [x] Specific, formal training is integrated into new employee and new manager training
- [x] Specific, formal training is integrated into ongoing employee and manager training
- [x] Workers articulate goals and achievements related to social and environmental metrics as an individual or part of a workplace team
- [ ] All supervisors and managers receive training on how to communicate social and environmental goals to employees and implement accountability for results
- [ ] None of the above

Points Earned: 0.57 of 0.57

Social and Environmental Management Reviews

What percentage of full-time managers had a formal written performance evaluation in the last year that included social or environmental goals?

- ○ 0
- ○ 1-49%
- ○ 50-99%
- ◉ 100%

Points Earned: 0.57 of 0.57

Mission-driven Executive Compensation

Which of your executives have their compensation tied to achieving specific social and environmental metrics or objectives?

Please check all that apply.

- [ ] None
- [x] Our CEO or President
- [x] Senior managers reporting to the CEO or President

Points Earned: 0.57 of 0.57

Board Review of Social or Environmental Performance

Does the Board of Directors or equivalent governing body review your company's social or environmental performance on at least an annual basis?

- ○ No, our Board doesn't review that
- ○ Yes, the Board receives a general update on the company's social or environmental performance
- ◉ Yes, the Board reviews key performance indicators (KPIs) on the company's social or environmental performance
- ○ N/A - Our company has no Board of Directors or equivalent governing body

Points Earned: 0.57 of 0.57

Stakeholder Engagement

Has your company done any of the following to engage stakeholders about your social and environmental performance?

- [x] We have an advisory board that includes stakeholder representation
- [x] 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
- [x] We have formal and regular processes in place to gather information from stakeholders (focus groups, surveys, community meetings, etc.)
- [x] We have formal procedures to address results from stakeholder engagement, with a designated individual or team responsible for appropriate follow ups.
- [x] 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
- [x] We publicly report on stakeholder engagement mechanisms and results
- [ ] Other - please describe
- [ ] No formal stakeholder engagement

Points Earned: 0.29 of 0.29

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.

- [x] We track impact metrics that we've chosen based on company mission or executive decision
- [x] We have conducted a materiality assessment of our company using stakeholder engagement mechanisms or research
- [x] We have identified and measure metrics based on the results of the materiality assessment we conducted for the company
- [x] We have set performance targets for all identified material issues and measurements
- [x] We measure the material social and environmental outcomes produced by our performance on our KPIs over time
- [ ] None of the above

Points Earned: 0.57 of 0.57

Identification of Material Issues

Based on the processes you have highlighted, what are the material issues that have been identified?

Access to Healthcare, respect of human rights, health education, support to vulnerable communities, climate change & energy use, waste management & recycling, product eco design, product quality & safety, business ethics, responsible marketing"

Points Available: 0.00

OPERATIONS

Ethics & Transparency

3.6

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: 0.10 of 0.39

Code of Ethics

What is required by your company's Code of Ethics?

- [x] Prohibition of bribes in any form, including kickbacks or gifts, on any portion of contract payments or soft dollar practices
- [x] Formal oversight policy covering direct or indirect political contributions, charitable donations, and sponsorships
- [x] 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: 0.39 of 0.39

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.

- [x] We instruct the Board of Directors on the Code at least annually
- [x] We instruct all newly hired workers on the Code
- [x] We instruct managers on the Code on an ongoing basis
- [x] We instruct all non-managerial workers on the Code on an ongoing basis
- [x] 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: 0.39 of 0.39

Breached Code of Ethics Breachment Policy

In cases where there are material breaches to your company's Code of Ethics, what actions are formally outlined for your company?

- [x] Breaches, including case details, are reported to Board of Directors
- [ ] Breaches, including case details, are reported publicly
- [ ] Reported breaches are investigated promptly via independent party
- [x] Employees are dismissed or disciplined if found in breach
- [x] Contracts with business partners in breach are terminated
- [x] Company makes improvements to anti-corruption program based on reported cases
- [ ] Other - please describe
- [ ] None of the above
- [ ] N/A - No Business Code of Conduct

Points Earned: 0.39 of 0.39

Anti-Corruption Practices

Which of the following anti-corruption reporting and prevention systems are in place?

- [x] Written employee whistle-blowing policy with confidentiality policy
- [x] Circulation of whistle-blowing policy to all employees and business partners
- [x] Communication of the anti-corruption system at least annually to the relevant internal and external stakeholders
- [x] Annual training on the anti-corruption system
- [ ] Providing supporting tools and guidance (e.g. self-assessment survey for high-risk departments)
- [x] Anonymous mechanisms to report concerns and grievances
- [x] 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: 0.39 of 0.39

Monitoring Ethics and Corruption

Does your company do any of the following with regard to monitoring and reporting on your anti-corruption programme?

- [x] Responsibility for the monitoring has been clearly assigned and resources have been made available
- [x] Mechanisms are in place for continuous monitoring (internal employee self-evaluations, automated controls monitoring)
- [x] The management of the company (e.g. Board of Directors, Audit Committee) review the results of internal and external reviews and ensure that required changes are implemented in an appropriate and prompt manner
- [ ] External independent assurance is conducted to provide further security to management and stakeholders regarding the effectiveness of the anti-corruption programme
- [ ] Regular reporting announcements about the program are made at least annually to relevant internal and external stakeholders (workshops, CEO announcement, newsletter)
- [ ] None of the above

Points Earned: 0.23 of 0.39

Financial Reporting Standards

Which financial reporting standards did your company comply with in the last fiscal year?

- (●) IFRS, the International Financial Reporting Standards (via the International Accounting Standards Board)
- ( ) GAAP, the Generally Accepted Accounting Principles (via independent U.S. standards body)
- ( ) Local accounting standard (via local independent standard setting body)
- ( ) Other - please describe
- ( ) None of the above
- ( ) N/A - Our company is pre-revenue

Points Earned: 0.77 of 0.77

Reviewed / Audited Financials

What type of individual or entity conducted the review of your company's financials?

- ( ) Locally-accredited auditing firm or CPA/CFA
- (●) Internationally-accredited auditing firm or CPA/CFA
- ( ) None, finances were neither audited nor reviewed

Points Earned: 0.19 of 0.19

Financial Controls

Does your company maintain any of the following financial controls?

Please check all that apply.

- [x] 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
- [x] Fraud risk assessment is conducted at least annually, with any identified internal control deficiencies communicated to Board of Directors and senior management
- [x] Lines of financial reporting, responsibilities, and limits for the authorization, approval, and verification of disbursements are all documented in writing
- [x] 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: 0.39 of 0.39

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
- [x] 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: 0.10 of 0.39

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
- [x] Our company discloses all financial information (except salary info) at least yearly
- [x] Our company discloses all financial information (except salary info) at least quarterly
- [x] 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: 0.29 of 0.39

OPERATIONS

Governance Metrics

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? 31 Dec 2022

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

Points Available: 0.00

Revenue Last Year

Total Earned Revenue

From the last fiscal year

This question will be used for scored calculation questions later in the assessment. Please complete for accurate scoring. If your company has not yet completed its first fiscal year, please put $0

From the last fiscal year

Sensitive

Points Available: 0.00

Net Income Last Year

Net Income

From the last fiscal year

If your company has not yet completed its first fiscal year, please put $0

From the last fiscal year

Sensitive

Points Available: 0.00

Net Income Year Before Last

Net Income

From the fiscal year before last

From the fiscal year before last

Sensitive

Points Available: 0.00

Payments to Government

Payments to government in the last fiscal year

Select N/A if company is pre-revenue.

Payments to government in the last fiscal year

Sensitive

Points Available: 0.00

IMPACT BUSINESS MODELS

Mission Locked - Impact Business Model

2.5

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: 2.50 of 10.00

Workers

OPERATIONS

Workers Impact Area Introduction

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.

- [x] 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)
- [x] 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: 315

- [ ] 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: 344

- [ ] 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: 0

- [ ] 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 6

☐ 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 0

☐ 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 0

☐ We do not track this

Points Available: 0.00

OPERATIONS

Financial Security

8.9

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

Points Available: 0.00

% of Employees Paid Individual Living Wage

What percentage of employees on an FTE (Full Time Equivalent) basis are paid at least the equivalent of a living wage for an individual?

Please exclude students and interns in this calculation.

- ○ <75%
- ○ 75-89%
- ○ 90-99%
- ◉ 100%
- ○ N/A

Points Earned: 2.52 of 2.52

% of Employees Paid Family Living Wage

What percentage of employees on an FTE (Full Time Equivalent) basis are paid at least the equivalent of a living wage for a family?

Please exclude students and interns in this calculation.

- ○ <75%
- ○ 75-89%
- ○ 90-99%
- ◉ 100%
- ○ N/A

Points Earned: 2.52 of 2.52

% Above the Minimum Wage

What percentage above the legal minimum wage does your lowest-paid hourly employee earn?

Please answer this question ONLY taking into account hourly workers. If you do not have hourly workers, select N/A.

- ○ 0% - Lowest wage is equivalent to minimum wage
- ○ 1-9%
- ○ 10-29%
- ○ 30-49%
- ○ 50-75%
- ○ 75%+
- ◉ N/A - We do not employ hourly workers

Points Available: 1.26

Initiatives To Increase Wages and Benefits

If it is not possible to verify a living wage in your country, has your company participated in any leadership initiatives/agreements to increase wages or benefits to workers provided in your country or industry?

Examples include commissioning a living wage calculation. Select N/A if living wage already exists.

- ○ Yes
- ○ No
- ◉ N/A - Living wage already exists

Points Available: 1.26

Compensation Policies and Practices

Does your company offer any of the following additional financial benefits to non-executive workers?

Your answers determine which future questions in the assessment are applicable to your company.

- [x] Cost of living adjustments that match inflation rates of the country
- [x] Bonuses or profit-sharing
- [x] Employee ownership opportunities
- [ ] None of the above

Points Earned: 1.26 of 1.26

Employees Receiving a Bonus

What percentage of full-time and part-time employees, excluding founders and executives, received a monetary bonus in the last fiscal year?

- ○ 0%
- ○ 1-24%
- ◉ 25-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.31 of 1.26

Significance of Bonuses

What was the equivalent percentage of profits that were distributed as bonuses to non-executive workers in the last fiscal year?

- ○ No bonus payout, or no bonus plan
- ○ 5% or less
- ◉ 5-10%
- ○ 10-15%
- ○ 15-20%
- ○ >20%
- ○ Bonuses were paid to non-executive workers, despite the company not earning a profit

Points Earned: 0.47 of 1.26

% Participation in Employee Ownership

What percentage of all full-time employees have been granted stock, stock options, or stock equivalents (including participation in an ESOP or other qualified ownership plans) in the company?

Select N/A if your company is a consumer/shared services cooperative, a producer cooperative or a nonprofit.

- ○ 0%
- ◉ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.31 of 1.26

% of Company Owned by Non-Executive Employees

What percentage of the company is owned by workers who are not executives or founders?

- ○ 0%
- ◉ 1-4%
- ○ 5-24%
- ○ 25-49%
- ○ 50%+
- ○ N/A
- ○ Don't Know

Points Earned: 0.63 of 2.52

Retirement Programs

Do employees have access to any of the following savings programs for retirement?

- ☑ Government-sponsored pension or superannuation plans
- ☐ Private Pension or Provident Funds
- ☐ Plan that specifically includes Socially-Responsible Investing option
- ☐ None of the above

Points Earned: 0.94 of 1.26

Financial Services for Employees

What financial products, programs, or services does your company provide that help to meet financial health needs of hourly employees?

Please answer this question ONLY taking into account hourly workers. If you do not have hourly workers, select N/A.

- ☐ Direct deposit
- ☐ Access to free or affordable banking services or payroll cards (e.g. free ATM debit card)
- ☐ Financial management tools or coaching
- ☐ Emergency or short-term savings programs
- ☐ Low-interest or interest-free loans
- ☐ Debt management, refinancing, or loan payment contributions
- ☐ Employer match for deposits into savings accounts
- ☐ Paychecks issued off-schedule on a need basis
- ☐ Tax preparation services
- ☐ Other - please describe
- ☐ None of the above
- ☑ N/A - We do not employ hourly workers

Points Available: 0.63

Health, Wellness, & Safety

OPERATIONS
5.9

Government Provision Of Healthcare

How is healthcare provided in the country where the majority of employees reside?

- ◉ Universal Provision of Basic Healthcare Services (e.g. United Kingdom)
- ○ Government-mandated or -provided health insurance programs (e.g. Switzerland)
- ○ None of the Above

Points Available: 0.00

Healthcare Coverage

What percentage of workers receive healthcare coverage either through a government plan or paid by the company?

If healthcare is covered through the company, only consider workers for which the company pays the majority of healthcare costs.

- ○ <75%
- ○ 75-84%
- ○ 85-94%
- ◉ 95%+

Points Earned: 1.11 of 1.11

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
- ☑ Extension of health benefits to spouse and children
- ☐ Access to local medical services or clinic (on-site or subsidized)
- ☐ Other - please describe
- ☐ None of the above

Points Earned: 1.11 of 1.11

Supplementary Health Benefits Eligibility for Part-Time Workers

When do part-time workers become eligible to participate in the supplementary benefits offered by your company?

If applicable, please select one answer indicating tenure requirements (answers 1-2), and one answer indicating weekly hour requirements (answers 3-4).

- ☐ Part-time workers are not eligible at time of hire, but become eligible to participate within their first 6 months of employment
- ☐ Part-time workers are eligible to participate at time of hire
- ☐ Part-time workers are only eligible if they work more than 20 hours a week
- ☐ Part-time workers are eligible even if they work less than 20 hours a week
- ☐ We do not offer supplementary health benefits to part-time workers
- ☑ N/A - We don't have part-time employees

Points Available: 1.11

Worker Safety Practices

What are your company's occupational health and safety policies?

- ☑ We have written policies and practices to minimize on-the-job employee accidents and injuries
- ☑ Data on injury, accident, lost, or absentee days are recorded and made transparent for all workers
- ☑ A worker health and safety committee helps monitor and advise on health and safety programs
- ☐ None of the above

Points Earned: 1.11 of 1.11

Health and Safety Program

What is required in your company's formal safety and health program?

- [x] Annual safety and health training for all workers, including at least one emergency drill per year
- [x] Data on injury, accident, lost, or absentee days are recorded and made transparent for all workers
- [x] Formal safety reporting system for employees to submit their safety concerns
- [x] A safety position, safety committee, or safety program representative who reports to a senior level position (e.g. Vice President or higher)
- [x] A documented standard procedure for investigating the root causes of accidents and major incidents
- [x] Implementation of corrective actions after an incident is investigated
- [ ] An annual evaluation of the safety and health system and includes senior management in the evaluation
- [ ] We have no formal safety and health program

Points Earned: 2.22 of 2.22

Handling Hazardous Materials

What are your company policies around hazardous or dangerous materials on-site?

Hazardous materials include chemicals, gasoline or fuel, fertilizer, pesticides, etc.

- [ ] All workers who are in contact with hazardous materials receive initial and on-going (at least twice yearly) training for proper storage, handling, and disposal of materials
- [ ] All workers who handle hazardous materials are required to wear protective gear, including clothing, eye and foot protection
- [ ] All workers are made aware of all health risks associated with handling hazardous materials
- [ ] We monitor the health of all workers who work with hazardous materials and provide them with annual health check-ups
- [ ] Other - please describe
- [ ] None of the above
- [x] N/A - No hazardous or dangerous materials used on-site

Points Available: 1.11

Machinery Practices

What are your company practices regarding equipment or machinery used by workers?

This includes machinery, vehicles, etc. Check all that apply. Select N/A only if the company has no equipment.

- [ ] All workers who use equipment receive initial and ongoing training on proper operation and emergency shut-off of the machinery
- [ ] All workers are required to wear appropriate protective gear, including clothing, eye, and foot protection, when working with machinery
- [ ] We regularly inspect whether our workers are using appropriate protective gear and operating machinery correctly
- [ ] Our machinery is checked at least once per year for necessary maintenance issues
- [ ] Signs regarding hazards and proper use of equipment are posted on or near equipment in the local language
- [ ] Other - please describe
- [ ] None of the above
- [x] N/A

Points Available: 1.11

Indoor Air Quality Audits

What is included in your company's annual indoor air quality audit of all company facilities?

Select all options that apply.

- [x] No smoking within 25 feet of building entrances
- [ ] Indoor ventilation rates compliant with ASHRAE Standard 62.1 or EN 16798-1
- [ ] Minimum air intake separation distance compliant with ASHRAE Standard 62.1 or EN 16798-3
- [ ] Operations and maintenance manual for ventilation equipment compliant with ASHRAE Standard 62.1
- [ ] HVAC filters compliant with ASHRAE Standard 52.2 or ISO 16890
- [ ] Temperature and relative humidity levels (PMV and PPD) in compliance with ASHRAE Standard 55 EN-16798 or ISO 7730
- [ ] Written IAQ complaint response policy
- [ ] None of the above

Points Earned: 0.37 of 1.11

OPERATIONS

Career Development

2.9

Formal Employment

What percentage of individuals working for the company are formally employed on the payroll of the company?

- ○ 0%
- ○ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75-99%
- ◉ 100%

Points Earned: 0.50 of 0.50

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.

- [x] We have a formal onboarding process for new employees
- [x] 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)
- [x] We provide cross-skills training for career advancements or transitions (e.g. management training for non-managers)
- [x] We provide non-career-specific life-skill training (e.g. financial literacy, English as a Second Language)
- [x] We facilitate or have an allocated budget for external professional development opportunities, (e.g. conference attendance, online trainings)
- [x] We provide reimbursements or programs for intensive continuing education credentials (e.g. college degrees, professional licensures)
- [ ] None of the above

Points Earned: 0.50 of 0.50

Amount of Training for New Hires

What was the average amount of training that a newly hired worker received in the past twelve months?

Use average of both full-time and part-time employees.

- ○ No training
- ○ On-the-job training (one day to one week)
- ◉ On-the-job training (one week to one month)
- ○ Apprenticeship or technical training (over one month)
- ○ N/A - No new hires during the last 12 months

Points Earned: 0.33 of 0.50

Employee Review Process

Which of the following is included or applies to your company's formal process for providing performance feedback to employees?

Check all that apply.

- ☑ Process has a regular schedule and is conducted at least annually
- ☐ Peer and subordinate input
- ☑ Written guidance for career development
- ☑ Social and environmental goals
- ☑ Clearly-identified and achievable goals
- ☐ A 360-degree feedback process
- ☑ All tenured employees receive feedback
- ☐ None of the above

Points Earned: 1.00 of 1.00

Internal Promotions

What percentage of employees has been internally promoted within the last 12 months?

Exclude material owners in your calculation.

- ○ 0%
- ◉ 1-5%
- ○ 6-15%
- ○ 15%+

Points Earned: 0.17 of 0.50

Intern Hiring Practices

How does your company manage the hiring and treatment of interns?

Check all that apply. If there is no third party living wage calculated for your country of operations, please do not select "payment of a living wage."

- ☑ We have a formalized policy or program outlining the objectives of internships or internship programs for participants
- ☐ We partner with education institutions to provide internship opportunities or work-study programs
- ☑ We pay interns a living wage
- ☐ Our interns receive formal performance reviews
- ☐ Our interns have a formal opportunity to provide feedback on experience
- ☑ We have hired interns on as full-time permanent employees in the past two years
- ☐ Intern tenures are restricted to not exceed one year if interns are not currently enrolled in school
- ☐ None of the above
- ☐ N/A - Our company does not employ interns

Points Earned: 0.50 of 0.50

Career Development (Salaried)

OPERATIONS
0.4

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: 0.15 of 0.30

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: 0.08 of 0.30

Life Skill Training Participation

Excluding newly hired workers, what % of full-time and part-time workers received the following types of formal training during the last 12 months?

Training on life skills for personal development (e.g. literacy, personal financial planning)

- ○ 0%
- ◉ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75%+
- ○ Don't know

Points Earned: 0.08 of 0.30

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: 0.15 of 0.60

Engagement & Satisfaction

OPERATIONS
3.3

Employee Handbook Information

What is included in your company's written and accessible employee handbook?

- ☑ A non-discrimination statement
- ☑ An anti-harassment policy with reporting mechanisms, processes, and disciplinary procedures
- ☐ A statement on work hours
- ☑ Policies on pay and performance issues
- ☑ Policies on benefits, training and leave
- ☐ Grievance resolution process
- ☑ Disciplinary procedures and possible sanctions
- ☐ A neutrality statement regarding workers' right to bargain collectively and freedom of association
- ☐ Prohibition of child labor and forced or compulsory labor
- ☐ We have no written employee handbook

Points Earned: 0.25 of 0.25

Non-Discrimination Policy

What is covered in your company's written non-discrimination policy on hiring and the workplace?

Please check all that apply.

- ☑ Gender
- ☑ Race
- ☑ Color
- ☑ Disability
- ☑ Political opinion
- ☑ Sexual orientation
- ☑ Age
- ☑ Religion
- ☑ HIV status
- ☐ We have no written non-discrimination policy

Points Earned: 0.25 of 0.25

Paid Secondary Caregiver Leave

What secondary parental leave policies are available to your workers, either through your company or a government program?

Select all that apply, but only select one answer indicating the total amount of paid time equivalent (answers 2-4). See "Learn 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
- [x] Workers receive greater than 5 weeks (or full pay equivalent) paid leave
- [ ] Policy does not distinguish between primary and secondary caregiving, or provides equivalent time and pay to both
- [ ] No secondary caregiver leave is offered to employees

Points Earned: 0.40 of 0.50

Supplementary Benefits

What supplementary benefits are provided to a majority of non-managerial workers?

Including full time and part time employees. Please check all that apply.

- [x] Free transportation or transit subsidy
- [x] Free or subsidized meals
- [ ] On-site or subsidized childcare
- [ ] Free or subsidized housing
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.80 of 1.00

Worker Empowerment

How does your company engage and empower workers?

- [x] 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
- [x] Employee complaint / input mechanisms are reviewed at least every other year, with input from employees themselves into the process
- [x] 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: 0.38 of 0.50

Worker / Management Conflict Mediation

Has your company identified one of the following designated agents to mediate complaints or issues between workers or workers and management?

- [ ] An informally-designated worker who passes information to other workers
- [ ] Union representative
- [x] Human Resources-designated representative
- [ ] Employee Representative who has been mutually-designated by company management and employees
- [ ] Third-party ombudsman
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.25 of 0.50

Surveying and Benchmarking Engagement and Attrition

Does your company monitor and evaluate your worker satisfaction and engagement in any of the following ways?

Your answers determine which future questions in the assessment are applicable to your company.

- [x] We calculate employee attrition rate
- [ ] We benchmark employee attrition rate to relevant benchmarks
- [x] We regularly (at least once a year) conduct employee satisfaction or engagement surveys
- [ ] We benchmark employee satisfaction to relevant industry benchmarks
- [x] 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: 0.50 of 0.50

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

Points Available: 0.00

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: 0.50 of 1.00

Labor Practices Review

Have your company's labor practices been certified or reviewed by an independent third party in the last twelve months?

- ○ Yes
- ◉ No

Points Available: 0.50

OPERATIONS

Engagement & Satisfaction (Salaried)

1.4

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: 0.75 of 1.00

Paid Primary Caregiver Leave for Salary Workers

Which of the following describe the primary parental leave policies for salaried workers, either through the company or government program?

If applicable, please select one answer indicating total time off (answers 1-3), and one answer indicating fully paid time off (answers 4-7).

- ☐ Primary caregivers receive 4-12 weeks of time off for parental leave (including unpaid and paid leave)
- ☐ Primary caregivers receive 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: 0.70 of 1.00

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

Points Available: 1.00

Community

Community Impact Area Introduction

OPERATIONS
0.0

This section identifies whether your company is designed to deliver a specific, material, positive impact for its community, and if so, opens the Community Impact Business Model section that is most applicable.

Community Oriented Impact Business Model

Does your company's business model create a specific positive benefit for stakeholders such as charitable partners, vendors or suppliers in need, or your local community?

Your answers determine which future questions in the assessment are applicable to your company.

- ○ Yes
- ◉ No

Points Available: 0.00

Diversity, Equity, & Inclusion

Inclusive Hiring Practices

How does your company create an inclusive recruiting and hiring process?

- [x] We include a statement in all our job postings with a commitment to diversity, equity, and inclusion
- [x] 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
- [x] We actively recruit through organizations or services that serve individuals from underrepresented populations
- [x] We conduct analyses of our job description language and requirements to ensure they are inclusive and equitable
- [ ] None of the above

Points Earned: 0.61 of 0.61

Diverse Ownership and Leadership

Is your company majority-owned or -led by individuals from any of the following underrepresented groups?

Please select all that apply.

- [ ] Led by a woman
- [ ] Led by an individual from an underrepresented racial or ethnic minority
- [ ] Led by another underrepresented individual (veterans, LGBT, etc.)
- [ ] Majority owned by women
- [ ] Majority owned by individuals from underrepresented racial or ethnic minorities
- [ ] Majority owned by other underrepresented individuals (veterans, LGBT, etc.)
- [x] None of the above

Points Available: 0.61

Inclusive Work Environments

How does your company create an equitable and inclusive workplace for employees?

- [x] We have designated an individual or group explicitly responsible for diversity, equity, and inclusion (i.e. a Diversity Manager or Inclusion Committee)
- [x] We offer trainings for all employees on topics related to diversity, equity, and inclusion
- [x] We have voluntary employee resource or affinity groups
- [x] 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: 0.48 of 0.61

Management of Diversity, Equity, and Inclusion

How does your company manage and improve your workplace diversity and inclusivity?

- [ ] We anonymously survey employees on gender identity, race/ethnicity, disability status, and other demographic factors to track the diversity of our workforce
- [x] We have set specific, measurable diversity improvement goals that are reviewed by senior executives or our Board of Directors
- [x] 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: 0.30 of 0.61

Measurement of Diversity

What attributes of a diverse workforce does your company track, either through anonymous surveys or other methods legal in your jurisdiction?

If collecting this type of demographic data is not legal in your jurisdiction, select None of the Above.

- [x] Socioeconomic status (as determined by low income residence, education level, etc.)
- [ ] Race or ethnicity
- [x] Gender
- [x] Age
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.45 of 0.61

Low Income Workers

What percentage of your workforce lives in poor/very poor or low-income areas or does not have college degree?

- ○ 0%
- ◉ 1-9%
- ○ 10-19%
- ○ 20-29%
- ○ 30%+
- ○ Don't Know

Points Earned: 0.15 of 0.61

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: 0.40 of 0.61

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: 0.10 of 0.61

High to Low Pay Ratio

What multiple is the highest compensated individual paid, inclusive of bonus, as compared to the lowest paid full-time worker?

- ○ >20x
- ○ 16-20x
- ◉ 11-15x
- ○ 6-10x
- ○ 1-5x

Points Earned: 0.30 of 0.61

Female Management

How many of your company managers identify as women?

- ○ 0%
- ○ 1-9%
- ○ 10-24%
- ○ 25-39%
- ◉ 40-49%
- ○ 50%+
- ○ Don't know
- ○ N/A

Points Earned: 0.61 of 0.61

Management from Underrepresented Populations

How many of your company managers identify as from another underrepresented social group?

If collecting this type of demographic data is not legal in your jurisdiction, select Don't Know.

- ○ 0%
- ○ 1-9%
- ○ 10-19%
- ○ 20-29%
- ○ 30%+
- ◉ Don't know

Points Available: 0.61

Supplier Diversity Policies or Programs

Does your company have any of the following policies or programs in place to promote diversity within your supply chain?

- [x] We track diversity of ownership among our suppliers
- [ ] We have a policy to give preferences to suppliers with ownership from underrepresented populations
- [x] 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: 0.15 of 0.30

Supplier Ownership Diversity

What percentage of your purchases were from companies that are majority-owned by women or individuals from underrepresented populations?

- ○ 0%
- ◉ 1-9%
- ○ 10-24%
- ○ 25-39%
- ○ 40-49%
- ○ 50%+
- ○ Don't Know

Points Earned: 0.08 of 0.61

OPERATIONS

Economic Impact

0.8

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.

In this cluster there are four countries: TURKEY: Head Office is in Istanbul Sales force are mobile with no office UAE: UAE is part of the TME Zone in AMEA, it is also the Zone HQ and is made up of approx 14 countries. Of these 14 countries we have a legal entity in Turkey / UAE and soon KSA (1st April 2023). The remainder of the countries are G2 - Distributor Market Countries. EGYPT: The Head Office is located in Cairo and we have sales reps who do not require an office space due to the nature of their jobs and they are afforded all the tools needed to fulfill their responsibilities SAUDI: UAE is part of the TME Zone in AMEA, it is also the Zone HQ and is made up of approx 14 countries. Of these 14 countries we have a legal entity in Turkey / UAE and soon KSA (1st April 2023). The remainder of the countries are G2 - Distributor Market Countries.

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

Points Available: 0.00

Job Growth Rate

What was your company's net job growth rate for full-time and part-time positions over the last 12 months? ONLY include newly created jobs that are paid a living wage.

If there is no living wage data available for your country of operations, include new jobs that pay 10% or more above a minimum wage.

- (●) 0% (no growth on a net basis)
- ( ) 1-14%
- ( ) 15-24%
- ( ) 25%+

Points Available: 2.35

Non-accredited Investor Ownership

What percentage of the company is owned by individuals who would qualify as non-accredited investors?

- (●) 0%
- ( ) 1-4%
- ( ) 5-14%
- ( ) 15-24%
- ( ) 25%+
- ( ) Don't know

Points Available: 1.18

Local Ownership

Is the majority (over 50%) of the company's ownership located locally to the majority of the company's workforce?

"Local" is defined as being part of the same community. While the size and distance of a community may vary by context, they should generally be based on a small-scale economically and culturally connected area like a metropolitan area or a city/town.

- ( ) Yes
- (●) No
- ( ) Don't know

Points Available: 1.18

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.

- [x] Written preference at each facility to purchase from local suppliers
- [x] Formal targets or goals for the amount of local purchasing
- [ ] Ready-to-use lists of preferred local suppliers and vendors for specific facilities
- [ ] Written preference for hiring and recruiting local managers with equitable compensation
- [ ] Preference for hiring and recruiting local staff (management and non-management) with training for employees
- [ ] Incentives for staff to live within 40 km of local company facility
- [ ] Other - please describe
- [ ] No written local purchasing or hiring policies in place

Points Earned: 0.59 of 0.59

National Sourcing

What percentage of your company's Cost of Goods Sold (including value-adding activities) was spent within the country of operations, from in-country registered companies or national citizens?

- (●) 0%
- ( ) 1-19%
- ( ) 20-39%
- ( ) 40-59%
- ( ) 60-79%
- ( ) 80%+

Points Available: 1.18

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: 1.18

Focus on Local Customers

Do a majority of your customers live locally to your company's headquarters or production facilities?

“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

Points Available: 1.18

In Country Management

What percentage of senior management is native to the country of operations?

Native individuals are born and/or raised in the country.

- ( ) <49%
- (●) 50-74%
- ( ) 75-94%
- ( ) 95%+

Points Earned: 0.29 of 1.18

Civic Engagement & Giving

OPERATIONS
4.7

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.

- [x] Financial or in-kind product donations (excluding political causes)
- [x] Community investments
- [x] Community or pro-bono service
- [x] Advocacy for adopting improved social or environmental policies or performance
- [ ] Partnerships with charitable organizations or membership with community organizations
- [ ] Discounted products or services to qualified underserved groups
- [ ] Free use of company facilities to host community events
- [ ] Equity or ownership in the company granted to a nonprofit
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.53 of 0.53

Civic Memberships and Partnerships

Does your company have membership or a civic partnership with any of the following types of organizations?

Check all that apply.

- [x] Business or trade association
- [x] Chamber of Commerce
- [ ] Governmental institution
- [ ] Local academic institution
- [ ] Cooperative
- [ ] Other - please describe
- [ ] None

Points Earned: 0.18 of 0.27

Community Service Policies and Practices

How does your company manage employee community service?

- [x] We have hosted or organized company service days in the last year
- [x] The company offers paid time off for community service
- [ ] 20 hours or more a year of paid time off
- [x] 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: 0.53 of 0.53

% of Employees Volunteer Service

What percentage of employees took paid time off for volunteer service last year?

- ○ 0%
- ○ 1-24%
- ○ 25-49%
- ◉ 50-74%
- ○ 75%+
- ○ Don't know

Points Earned: 0.80 of 1.07

Total Amount of Volunteer Service Hours

Number of hours volunteered by full-time and part-time employees of the organization during the last fiscal year

This should include both paid and unpaid time spent volunteering during traditional work hours, either for company-organized events or for employee-initiated activities.

Number of hours volunteered by full-time and part-time employees of the organization during the last fiscal year: 835

- ☐ We do not track this

Points Available: 0.00

Volunteer Service Per Capita

What was the percentage of per capita worker time donated as volunteer, community service, or pro bono time in the reporting period?

Calculate by total volunteer hours / total hours worked, generally 2000 hours per FTE.

- ○ 0%
- ◉ 0.1-0.5% of time
- ○ 0.6-1% of time
- ○ 1.1-2% of time
- ○ 2%+ of time
- ○ Don't know

Points Earned: 0.36 of 1.07

Charitable Giving and Community Investment Policies and Practices

What are your company’s practices regarding donations or community investments?

- ☑ We have a formal statement on the intended social or environmental impact of our company's philanthropy
- ☑ We have a formal donations commitment (e.g. 1% for the planet)
- ☐ We match individual workers' charitable donations
- ☐ We allow our workers or customers to select charities to receive our company's donations
- ☑ We have screening practices for charitable contributions or impact measurement mechanisms for our community investments
- ☐ None of the above

Points Earned: 0.53 of 0.53

Relative Input for Community Investments

If you use an independent methodology to measure total commitment to community investment, what is the equivalent % of revenue contributed in the form of community investment?

- ○ None
- ◉ Less than 0.1% of revenues
- ○ 0.1-0.4% of revenues
- ○ 0.5-0.9% of revenues
- ○ 1-1.9% of revenues
- ○ >2%

Points Earned: 0.13 of 1.07

% of Revenue Donated

What was the equivalent percentage of revenue donated to charity during the last fiscal year?

Please include tax deductible in-kind donations but do not include pro bono time.

- ○ No donations last fiscal year
- ○ Less than 0.1% of revenue
- ◉ 0.1-0.4% of revenue
- ○ 0.5-0.9% of revenue
- ○ 1-1.9% of revenue
- ○ 2%+ of revenue
- ○ Don't know

Points Earned: 0.85 of 2.13

Total Amount of Charitable Donations

Total amount (in currency terms) donated to registered charities in the last fiscal year

Report with the currency specified in "Reporting currency" for this metric.

Total amount (in currency terms) donated to registered charities in the last fiscal year

Sensitive

Points Available: 0.00

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: 0.53 of 0.53

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?

- [x] 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
- [x] We participate in panel presentations or other public forums on social or environmental topics
- [ ] We provide public resources for other businesses or stakeholders on improving social or environmental performance
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.27 of 0.27

OPERATIONS

Supply Chain Management

8.5

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).

- [x] Product Manufacturers
- [x] Professional Service Firms (Consulting, Legal, Accounting)
- [ ] Independent Contractors
- [x] Marketing and advertising
- [x] Office Supplies
- [x] Benefits Providers
- [x] Technology
- [x] 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).

- [x] Compliance with all local laws and regulations, including those related to social and environmental performance
- [x] Good governance, including policies related to ethics and corruption
- [x] 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: 0.75 of 0.75

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
- [x] 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: 0.38 of 0.75

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

Outsourced Staffing Screening Topics

Does your company review or set requirements regarding the labor practices of its outsourced staffing service providers that includes the following topics?

Your answers determine which future questions in the assessment are applicable to your company.

- [x] Compliance with all local laws and regulations
- [x] Compliance with international human rights and labor standards (for employees and contractors)
- [ ] Payment at or above industry benchmarks
- [ ] Payment of a living wage (for employees and contractors)
- [ ] Employee benefits provided
- [ ] Professional development opportunities
- [ ] Other labor practices
- [ ] None of the above
- [ ] N/A

Points Earned: 0.15 of 0.38

% of Outsourced Services Accountable to Code of Conduct?

What % of your outsourced staffing services (on a currency basis) are accountable to the formalized code of conduct or requirements described in the previous question?

- ○ 0%
- ○ 1-20%
- ○ 21-49%
- ○ 50-74%
- ○ 75-99%
- ◉ 100%
- ○ N/A

Points Earned: 1.50 of 1.50

Screening / Monitoring for Services

Which of the following methods are used to evaluate the social or environmental impact of your outsourced staffing services?

Your answers determine which future questions in the assessment are applicable to your company.

- ☐ Company shares policies or rules with subcontractors but does not have a verification process in place
- ☑ Company requires subcontractors complete self-designed assessment
- ☑ Company utilizes third party risk or impact assessment tools (BIA)
- ☐ Company conducts routine audits/reviews of subcontractors at least every two years
- ☐ Company has third parties conduct routine audits/reviews of subcontractors at least every two year
- ☐ Other
- ☐ None of the above

Points Earned: 0.28 of 0.38

% of Outsourced Staffing Services Screened / Monitored

What % of your outsourced staffing services (on a currency basis) are evaluated based on the methods selected in the previous question?

- ○ 0%
- ○ 1-20%
- ○ 21-49%
- ○ 50-74%
- ○ 75-99%
- ◉ 100%
- ○ N/A

Points Earned: 1.50 of 1.50

Supplier Code of Conduct

Is there a formal written Supplier Code of Conduct policy that specifically holds your company's suppliers accountable for social and environmental performance?

Your answers determine which future questions in the assessment are applicable to your company.

- ◉ Yes
- ○ No

Points Earned: 0.75 of 0.75

Supplier Code of Conduct Topics

What areas of social and environmental performance are specifically included in your company's Supplier Code of Conduct policy?

- [x] Bribery, corruption, and fraud
- [x] Working hours
- [x] Freely chosen employment
- [x] Compensation
- [x] Child labor
- [x] Freedom of association
- [x] Health and safety
- [ ] Use of materials
- [x] Product's environmental impact
- [ ] Information on how the Code will be monitored and reviewed (e.g. self-audits, site visits)
- [ ] N/A - No Supplier Code of Conduct

Points Earned: 0.38 of 0.38

Support for Improved Supply Chain Social or Environmental Performance

How does your company encourage improved social and environmental performance among your suppliers?

- [ ] We provide incentives for suppliers with strong social and environmental performance
- [x] We set goals and expectations with suppliers to improve their social and environmental performance
- [x] We provide resources to suppliers to improve their social and environmental performance
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.75 of 0.75

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?

- [x] 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
- [x] Company provides training and/or resources on improving social or environmental performance to suppliers, either from the company itself or through a third party
- [x] 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
- [x] 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 Earned: 0.25 of 0.38

% of Suppliers with Programs to Improve Impact

For what % of your suppliers (on a currency basis) do the policies and programs selected in the previous question apply?

- ○ 0%
- ○ 1-20%
- ◉ 21-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.56 of 1.50

Length of Supplier Relationships

What is the average tenure of your company's relationships with suppliers?

- ○ Average tenure of supplier relationships is less than 12 months.
- ○ Average tenure of supplier relationships is greater than 12 months.
- ○ Average tenure of supplier relationships is greater than 36 months.
- ◉ Average tenure of supplier relationships is greater than 60 months.
- ○ Our company has had a relationship with a majority of our suppliers (on a currency basis) since our first year of operations.
- ○ Don't Know

Points Earned: 0.75 of 0.75

Support for In Need Suppliers

Does your company do any of the following to support small scale or other in-need suppliers?

- ☐ We review suppliers for potential training needs
- ☐ We have a formal education or support program for selected suppliers
- ☑ We provide small scale suppliers the same contracts, prices, and payment terms (such as days payable outstanding) as other suppliers
- ☐ We pay 30 days payable outstanding to small scale suppliers
- ☐ A formal mechanism is in place for suppliers to provide us feedback (e.g. supplier satisfaction surveys)
- ☐ We have a formal grievance mechanism to address complaints and resolve disputes
- ☑ Other (please describe)
- ☐ None of the above

Points Earned: 0.40 of 0.75

Supplier Certifications

During the last fiscal year, what percentage of your Significant Suppliers (on currency basis) had internationally-recognized product certifications?

Select 0% if you do not know whether your Significant Suppliers are certified.

- ○ 0%
- ◉ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75%+
- ○ Don't know

Points Earned: 0.19 of 0.75

Environment

OPERATIONS

Environment Impact Area Introduction

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.

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
- [x] None of the above

Points Available: 0.00

OPERATIONS

Environmental Management

1.6

Facility Environmental Efficiency

What environmental efficiency practices are in place in a majority of your company's offices and plant facilities?

- [x] Buildings employ energy saving strategies (e.g. energy use monitoring, efficient appliances and lighting, renewable energy use)
- [ ] Buildings use systems for increasing water efficiency (e.g. water efficient appliances, fixtures, and landscaping)
- [ ] Buildings use systems to monitor and improve air quality (e.g. increased ventilation)
- [ ] Building construction or operations make use of sustainable materials (e.g. reclaimed products)
- [x] New building sites are chosen based on sustainability considerations (e.g. minimizing impact on ecosystems and waterways)
- [ ] Buildings are LEED certified or LEED equivalent certified
- [ ] Other - please describe
- [ ] None of the above
- [ ] N/A - No offices or plant facilities

Points Earned: 0.53 of 1.05

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 3-6 can only be selected if Checkbox 2 applies.

- [x] Policy statement documenting our organization's commitment to the environment
- [x] Assessment undertaken of the environmental impact of our organization's business activities
- [ ] Stated objectives and quantifiable targets for environmental aspects of our organization's operations
- [ ] Programming designed, with allocated resources, to achieve these targets
- [ ] Periodic compliance reviews and auditing to evaluate programs conducted
- [ ] Third-party auditing and certification of EMS
- [ ] We have no environmental management system

Points Earned: 0.70 of 2.11

Environmentally Certified Products

During the last fiscal year, what percentage of your products sold had a product certification that assesses the environmental impacts of the product or its production process?

Select N/A only if there is no physical product being sold.

- (●) 0%
- ( ) 1-24%
- ( ) 25-49%
- ( ) 50-74%
- ( ) 75%+
- ( ) N/A

Points Available: 1.05

Type of Footprint Assessments

Has the company's footprint assessments included any of the following?

- [ ] Assessment conducted for upstream supply chain only
- [ ] Assessment conducted for only a portion of value chain (other than or in addition to upstream supply chain)
- [x] Formal life cycle assessments conducted internally
- [ ] Formal life cycle assessments conducted or verified by a third party
- [ ] Use of third party frameworks or methodologies (such as Ellen Macarthur Foundation Circularity Indicators, Product Environmental Profiles, GHG Protocol or Carbon Disclosure Project)
- [ ] Company has a life cycle based certification or equivalent (Cradle to Cradle)
- [ ] Other
- [ ] None of the above

Points Earned: 0.13 of 0.53

% of Products with Type of Footprint Assessment

What % of your products have undergone the specific type(s) of environmental footprint assesesment selected in the previous question?

- ( ) 0%
- (●) 1-20%
- ( ) 21-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) N/A

Points Earned: 0.26 of 2.11

Assessment Conducted of Environmental Footprint of Value Chain

Have you conducted a formal assessment to measure the environmental footprint of your value chain (including supply chain, product usage, and end-of-life) that covers the following topics?

- [ ] Impacts on biodiversity
- [ ] Impacts on climate (Scope 3 Carbon Emissions)
- [ ] Toxin or hazardous material impact
- [ ] Land preservation (including material extraction)
- [ ] Water supply
- [ ] Other
- [x] None of the above

Points Available: 1.05

Management of Material Environmental Impact in Value Chain

How has your company utilized the results of your environmental footprint assessment to manage and minimize your overall impact?

- [ ] Company has used assessments to develop specific strategies to reduce impacts for at least most material impacts identified across value chain and product lines
- [ ] Company has set public targets or commitments to reduce material value chain and product impacts over time
- [ ] Company has met incremental targets in the last two years and/or can demonstrate being on target to achieve long term goals
- [ ] Other
- [x] None of the above (No EIA conducted)

Points Available: 1.05

Impact of Product Usage

Which of the following are true regarding practices in place to manage and minimize the impact of product usage?

- [ ] Company has conducted studies of consumer behavior and/or disposal to understand impact of product usage
- [ ] Company has conducted analysis of product lifetime and usability and it materially exceeds (>5%) lifetime of related competitive products
- [ ] Company has created partnerships and/or marketing campaigns to engage customers or other post production value chain users to minimize environmental footprint of usage
- [ ] Other
- [x] None of the above

Points Available: 1.05

Air & Climate

OPERATIONS
4.1

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
- [x] 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: 0.49 of 0.65

Total Energy Use

Total energy used (Gigajoules) during the last 12 months:

Total energy used (Gigajoules) during the last 12 months: 318546

- [ ] 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: 31854

- [ ] We do not track this

Points Available: 0.00

Electricity Sources

From what sources does your company get its electricity?

Please check all that apply.

- [ ] Diesel-generators
- [x] Municipal power grid (sources unknown or not renewable)
- [ ] Municipal power grid (at least 10% of municipal power is generated from renewable sources such as solar, wind or small-scale hydropower)
- [ ] Bio-fuel or other clean or renewable-based generators
- [ ] Renewable energy sources (including on-site renewable)
- [ ] Other - please describe

Points Available: 0.65

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: 0.04 of 0.33

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: 0.26 of 1.30

Environmentally Efficient Equipment

What % of new equipment purchased (by total cost) during the last 24 months was energy efficient or otherwise environmentally-preferred?

Select N/A if no capital expenditures were made during the last 24 months.

- ○ 0% (no equipment)
- ◉ <50% (some equipment)
- ○ 50%+ (majority of equipment)
- ○ 100% (all equipment)
- ○ N/A - No new equipment purchased

Points Earned: 0.11 of 0.33

Energy Use Reductions

Have conservation and efficiency improvements led to energy savings for your facilities? If so, by how much?

Please calculate based on changes from last year or annualized from a base year, referring to electricity use and other energy consumption from heating, hot water, etc.

- ○ 0%
- ○ 1-4%
- ○ 5-9%
- ○ 10-14%
- ○ 15-20%
- ○ >20%
- ◉ Don't know

Points Available: 1.30

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: 0.49 of 0.65

Total Scope 1 GHGs

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:

Scope 1:

Scope 1:

- [x] 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: 969

- [ ] 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:

- [x] 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: 0.65 of 0.65

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: 1.30 of 1.30

Greenhouse Gas Emissions Reduced

What percentage of Scope 1 and 2 GHG emissions has been saved due to efficiency improvements implemented by your company?

- ○ 0%
- ○ 1-4%
- ○ 5-9%
- ○ 10-14%
- ○ 15-20%
- ○ 20%+
- ◉ Don't Know

Points Available: 1.30

Shipping Policies

Has your company implemented an environmentally-efficient shipping or distribution policy?

- ◉ Yes
- ○ No

Points Earned: 0.33 of 0.33

Supply Chain GHG Management

Has your company taken action to track and manage the greenhouse emissions produced through your supply chain? (absolute reduction)

Only select practices if you track and manage greenhouse emissions produced for at least 50% of your company suppliers (on a cost basis).

- ☑ We don't track or evaluate greenhouse emissions from our supply chain
- ☐ We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risk contributions of greenhouse gas emissions
- ☐ We have purchased certified carbon credits to offset some or all of the greenhouse gas emissions from our supply chain
- ☐ We set targets for reducing greenhouse gas emissions through our supply chain
- ☐ We have seen a reduction in GHG emissions in our supply chain in the last twelve months
- ☐ We have achieved a carbon-neutral supply chain

Points Available: 0.65

Offsetting Supplier GHG Emissions

What % of your company's Scope 3 greenhouse gas emissions were offset by certified carbon credits?

- (●) 0
- ( ) 1-24%
- ( ) 25-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) Don't know

Points Available: 1.30

Supply Chain GHG Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce the greenhouse gas emissions produced through your supply chain?

- [ ] We collaborate with or require suppliers to collect data and report on greenhouse gas emissions
- [ ] We screen suppliers to reduce greenhouse gas emissions (e.g. performance of suppliers, selection of materials, source locations)
- [ ] We provide support or resources for our supply chain in adopting greenhouse gas minimized operations (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 0.65

Sourcing % of COGS from Local Suppliers

What % of the following was spent with suppliers located within 200 miles (or 322 km) of where the end product was used during the last fiscal year?

Sourcing of COGS Local to Customers

- ( ) 0%
- ( ) 1-9%
- ( ) 10-19%
- ( ) 20-29%
- ( ) 30%+
- (●) Don't know

Points Available: 1.30

Sourcing % raw materials from Local Suppliers

What % of the following was spent with suppliers located within 200 miles (or 322 km) of where the end product was used during the last fiscal year?

Raw materials (in currency terms) grown or harvested

By company or local independent suppliers.

- ( ) 0%
- ( ) 1-9%
- ( ) 10-19%
- ( ) 20-29%
- ( ) 30%+
- (●) Don't know

Points Available: 1.30

Managing Impact of Transportation

Has your company adopted any of the following techniques for minimizing the transportation-related environmental impact of its distribution and supply chain?

Please check all that apply.

- [ ] Utilize clean or low-emission vehicles (e.g. hybrid, LPG, electric) to transport and distribute product
- [x] Utilize strategic planning software to minimize fuel usage and shipping footprint
- [ ] Train drivers and handlers in fuel efficient techniques
- [x] Utilize freight or shipping methods with lower environmental impacts (e.g. avoiding air shipment)
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.43 of 0.65

Types of Carbon Credits Purchased

Has your company purchased any of the following types of carbon credits during the last fiscal year?

- [ ] Voluntary Carbon Credits
- [ ] Certified Carbon Credits
- [x] None

Points Available: 0.33

OPERATIONS

Water

1.0

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
- [x] 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: 0.44 of 1.75

Total Water Use

Total water use (liters) during the last 12 months

Total water use (liters) during the last 12 months: 2102

- [ ] 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.

- [x] 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: 0.58 of 1.75

Supply Chain Water Management

How does your company track and manage the water footprint of your supply chain?

Only select practices if you track and manage the water footprint for at least 50% of your company suppliers (on a cost basis).

- [x] We do not track the water footprint of our supply chain
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material areas of water usage
- [ ] We have targets for reducing water footprint through our supply chain
- [ ] We have seen a reduction of our water footprint in our supply chain in the past twelve months
- [ ] We have verified that all water use in supply chain is science-based and sustainable

Points Available: 1.75

Supply Chain Water Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce the water footprint of your supply chain?

- [ ] We collaborate with or require suppliers to collect data and report on water footprint
- [ ] We screen suppliers to fit good water management practices (e.g. individual supplier practices, materials and ingredients, locations in context of water scarcity)
- [ ] We provide support or resources for supply chain in adopting water management (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 1.75

Land & Life

OPERATIONS

3.8

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
- [x] 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: 0.38 of 0.76

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: 200

- [ ] 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: 84

- [ ] 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: 116

- [ ] We do not track this

Points Available: 0.00

Recycling Programs

Does the majority of your facilities on a square foot basis have a facility wide recycling program that has ongoing collection of at least all standard materials in your area?

- (●) Yes
- ( ) No

Points Earned: 0.76 of 0.76

Recycling Programs

Does your company have any of the following recycle/reduce/reuse programs in 80% of the facilities?

- [x] We recycle and reuse materials on-site with clearly-marked bins for use
- [x] We have a written recycle/reduce/reuse policy that is posted at plant facilities with clearly-marked bins
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.76 of 0.76

Waste Reduction Programs

Does your company have a formal program to evaluate how to reduce its generation of hazardous, universal, and/or non-hazardous waste?

- (•) Yes
- ( ) No
- ( ) Already maximized - we have achieved Zero Waste

Points Earned: 0.76 of 0.76

Supply Chain Waste Management

How does your company track and manage waste in your supply chain?

Only select practices if you track and manage waste for at least 50% of your company suppliers (on a cost basis).

- [x] We don't track the solid waste impacts of our supply chain
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material areas of waste production
- [ ] We have set targets for reducing solid waste in the supply chain
- [ ] We have seen a reduction of waste produced in our value chain in the past twelve months
- [ ] We have achieved zero waste or a closed-loop supply chain

Points Available: 0.76

Supply Chain Waste Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce waste in your supply chain?

- [ ] We collaborate with or require suppliers to collect data and report on waste production
- [ ] We screen or require suppliers to meet standards related to solid waste production
- [ ] We have implemented initiatives to reduce waste at the source or divert waste from landfills or incineration in the supply chain
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 0.76

Environment Impact Packaging

How does your company minimize the environmental impact of the packaging of your products?

Select all practices that apply and are verifiable, regardless of the % of product/packaging the practice applies to.

- [x] We have conducted a formal assessment of our packaging design and materials to identify opportunities to minimize environmental impact
- [ ] We have source-reduced packaging within the last two years
- [ ] Our packaging materials are certified to meet independent standards for environmental impact
- [x] Our packaging is recyclable and provides instructions on how to recycle it correctly
- [x] Our packaging is non-toxic
- [ ] Our packaging materials are designed to have less overall environmental impact than common alternatives
- [ ] None of the above
- [ ] N/A - Our products do not have packaging materials

Points Earned: 0.46 of 0.76

% of Recyclable/Biodegradable Materials

What % of material (by weight or volume) is made of recyclable (and labeled as such) or biodegradable materials in the areas where they are sold (product + packaging)?

- (●) <20%
- ( ) 20-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) Don’t Know
- ( ) N/A

Points Available: 0.76

% of Environmentally Preferred Input Materials

What % of material (by weight or volume) comes from recycled materials, reused components, and/or certified sustainably sourced materials?

- (●) <20%
- ( ) 20-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) Don't Know
- ( ) N/A - We do not sell a physical product

Points Available: 1.53

Programs to Reduce End of Life Waste

Which of the following practices are in place to reduce waste to landfill after the usage of your product and/or its packaging?

- [ ] Company has a product/packaging reclamation and recycling program designed and implemented by the company or a third party
- [ ] Company has a product/packaging reclamation and reuse program designed and implemented by the company or a third party
- [ ] Company takes back similar products or packaging from other companies as part of its reclamation program
- [ ] Company includes information about their reclamation programs on product labels / packaging
- [ ] Company includes information about their reclamation programs in advertising campaigns
- [ ] Company has achieved circularity (no waste created) in its products and packaging
- [ ] Other
- [x] None of the above

Points Available: 0.76

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
- [x] We do not track this

Points Available: 0.00

Hazardous Waste Disposal

Can your company verify that your hazardous waste is always disposed of responsibly?

This includes batteries, paint, electronic equipment, etc.

- (●) Yes
- ( ) No
- ( ) N/A - We have eliminated hazardous waste

Points Earned: 0.76 of 0.76

Hazardous Materials On-Site

If your company uses any hazardous materials on site, check all of the procedures that your company follows.

Hazardous materials include chemicals, pesticides, and fertilizer. Select N/A if you use no hazardous materials and chemicals.

- [ ] Written procedures for safe storage, use and disposal of each hazardous material available in the national language(s) of work
- [ ] All hazardous materials are kept in sealed containers in a locked storeroom located in a separate area from regular business activities
- [ ] All containers with hazardous materials are labeled, with instructions for proper storage, use and disposal
- [ ] None of these procedures
- [x] N/A

Points Available: 0.76

Supply Chain Chemical Management

How does your company track and manage toxins or hazardous waste in your supply chain?

Only select practices if you track and manage toxins or hazardous waste for at least 50% of your company suppliers (on a cost basis).

- [x] We don't track toxins or hazardous waste in our supply chain
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risks of toxins and/or production of hazardous waste
- [ ] We have set targets for reducing toxins and hazardous waste in our supply chain
- [ ] We have verified that there are no harmful toxins or hazardous waste in our supply chain

Points Available: 0.76

Supply Chain Chemical Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce toxins or hazardous waste in your supply chain?

- [ ] We collaborate with or require suppliers to collect data and report on chemicals
- [ ] We screen or require suppliers to meet standards related to toxins or hazardous waste
- [ ] We provide support or resources to reduce toxins in the supply chain (e.g.online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 0.76

Supply Chain Biodiversity Management

How does your company track and manage your supply chain's impact on biodiversity?

Only select practices if you track and manage the impact on biodiversity for at least 50% of your company suppliers (on a cost basis).

- [x] We don't evaluate our supply chain impact on biodiversity
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risks to biodiversity
- [ ] We set targets for reducing impact on biodiversity through our supply chain
- [ ] We have verified that our supply chain creates no (or positive) biodiversity impact

Points Available: 0.76

Supply Chain Biodiversity Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce your supply chain's impact on biodiversity?

- [ ] We collaborate with or require suppliers to collect data and report on biodiversity impact
- [ ] We screen suppliers to fit good biodiversity practices
- [ ] We provide support or resources for our supply chain in adopting biodiversity-friendly operations (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 0.76

Customers

Customers Impact Area Introduction

OPERATIONS
0.0

This section identifies whether your company's product/service is designed to deliver a specific, material, positive impact for its customers (beyond the value normally provided from goods or services), and if so, opens the Customer Impact Business Model section that is most applicable.

Customer Impact Business Model Introduction

Do any of your company's products/services address a social or economic problem for your customers and/or their beneficiaries?

Your answers determine which future questions in the assessment are applicable to your company.

- (●) Yes
- ( ) No

Points Available: 0.00

Customer 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?

"Sanofi Consumer Healthcare has a variety of medicines in its global portfolio to treat a range of diseases including allergies, cough and cold, pain and inflammation, digestive disorders, oral care, scalp care, dermatoses including ezcema and psoriasis and many more. In addition, we also market nutritional supplements that help support optimal physiological processes. As a health journey partner, we leverage the best in science, together with our world-class pharmaceutical quality standards to deliver consumer-driven innovative medicines and products across. A few facts related to our diverse portfolio are presented below: In the US, 240 million people use over the counter medicines. If treatments were not available, an estimated 60 million of these would not seek medical treatment. In the space of 12 months in the United States, almost 85% of the population will experience a cold. Globally, between 10 and 30% of the population suffer from hay fever and this goes up to over 50% in parts of Africa and in urban areas. Between 22% and 52% of people in major countries suffer from constipation symptoms and 70% of those who frequently suffer experience it at least once a month. Across the world, 77% of people have used nutritionals in the last 12 months to maintain their general health, provide immune system support or to supplement in areas of vitamin deficiency. 9 out of 10 people will experience pain at some point."

Points Available: 0.00

Beneficial Product Type

Which of the following most closely matches the outcome and/or problem solved for your customers as defined above?

Only select 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)
- [x] 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: 49283

☐ We do not track this

Points Available: 0.00

Total Customer Individuals

Total Number of Customers

Individuals served in the last 12 months:

Individuals served in the last 12 months: 13000000

☐ We do not track this

Points Available: 0.00

Customer Stewardship

OPERATIONS

4.2

Managing Customer Stewardship

Does your company do any of the following to manage the impact and value created for your customers or consumers?

- [x] We offer product / service guarantees, warranties, or protection policies
- [x] We have third party quality certifications or accreditations
- [x] We have formal quality control mechanisms
- [x] We have feedback / customer service feedback or complaint mechanisms
- [x] 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
- [x] We manage the privacy and security of client / customer data
- [ ] None of the above

Points Earned: 0.45 of 0.45

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: 0.45 of 0.45

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: 0.91 of 0.91

Quality Assurance

Do you use an established third party methodology to manage quality assurance for your products or services?

Examples include PDSA, Six Sigma, DMAIC, TQM, Zero Defects, etc

- ◉ Yes
- ○ No

Points Earned: 0.45 of 0.45

Feedback and Complaint Channels

Are any of the following true regarding mechanisms for customers to provide feedback, ask questions, or file complaints?

- [x] Products and/or websites feature customer service contact information
- [ ] Product / service reviews are made available in their entirety to public
- [x] Company responds to all direct inquiries or complaints within a month of receipt
- [x] Company offers live time support to customers
- [x] Other
- [ ] None of the above

Points Earned: 0.39 of 0.45

Monitoring Customer Satisfaction and Retention

Which of the following are true of your company with regards to customer or client satisfaction and/or retention?

- [x] Company monitors customer satisfaction
- [x] Company shares customer satisfaction internally within the company
- [ ] Company shares customer satisfaction publicly
- [x] 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: 0.27 of 0.45

Managing Product Impacts

Does the company do any of the following with regards to managing the potential impact their products have on customers / beneficiaries?

- [x] Company regularly monitors customer outcomes and well-being
- [x] Company has formal program to incorporate customer testing and feedback into product design
- [x] 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: 0.45 of 0.45

Data Usage and Privacy

Does your company have any of the following to address data usage and privacy issues?

- [x] Company has a formal publicly available data and privacy policy
- [x] 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)
- [x] All customers have option to decide how their data can be used
- [x] Company's all email list building and email marketing strategies are GDPR compliant
- [x] Other
- [ ] None of the above
- [ ] N/A - Company does not collect sensitive data

Points Earned: 0.45 of 0.45

Data Security Management

Does the company have any of the following practices to ensure security of private data?

- [x] Data privacy is included in company wide risk management compliance processes
- [x] All employees with access to data are trained on data privacy policies
- [x] Company has a formal code of conduct that defines unauthorized uses of data
- [x] Internal audits of data security
- [x] External audits of data security
- [x] Simulated hacks on data security
- [ ] Other
- [ ] None of the above
- [ ] N/A - Company does not collect sensitive data

Points Earned: 0.45 of 0.45

IMPACT BUSINESS MODELS

Health & Wellness Improvement - Impact Business Model

3.5

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? **Approx.92.93%**

- [ ] We do not track this

Points Available: 0.00

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

- [x] Individuals
- [ ] Households
- [ ] Communities
- [x] 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 4680

- [ ] We do not track this

Points Available: 0.00

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 4000000

- [ ] We do not track this

Points Available: 0.00

Client Tracking Methods

Please provide a brief description of how you track your customer/client/beneficiary figures.

"SCHC tracks beneficiaries in different ways including: 1. SCHC engages in syndicated and third party pre-purchased research data 2. SCHC does custom research data: brands commission an organisation for market research 3. SCHC receives Ratings and Reviews via e-commerce and other tools"

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.

- [x] We have formally defined the outcomes sought by our product or service and have developed a theory of change for them
- [x] We have based our impactful product or service business model on established secondary research that demonstrates potential impact
- [x] We have directly and formally engaged stakeholders in understanding their desires and needs when developing, refining, and or delivering our products or services
- [x] We are verified to meet third-party standards for impact (e.g. we have impact-related product certifications)
- [x] 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
- [x] We have identified and measure and manage the unintentional or potential negative impacts of the product or service in addition to intentional positive effects
- [x] 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"?

- [x] We surveyed beneficiaries to understand outcomes created
- [x] We used non-randomized control groups to compare performance
- [x] We used randomized control groups to determine the level of causality of our product or service
- [x] We used aggregated third-party data to benchmark and compare impact performance
- [x] Our selected methods determined that the product or service contributed to the outcome
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 1.25 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: 1.09 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?

" Yes. As a world class innovative consumer healthcare company, Sanofi CHC has a proven track record of launching safe and effective medicines that are truly first in class in the consumer/OTC setting. In addition to the hundreds of medicines sold across the globe, an example of truly game changing products are prescription to OTC switches such as the Allegra and Xyzal range of products, which were made available to consumers in an over the counter setting for the first time due to Sanofi CHCs commitment of enabling consumers to live fuller, healthier lives. These medicines are used to relieve problematic disease states in over 60 million consumers. As allergies rise due to the effects of climate change, pollution and the destruction of natural habitats, it is vital and indeed a central pillar of Sanofi CHCs vision to provide consumer with the cutting edge care that they need"

Points Available: 0.00

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 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 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 Bottled Water

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Bottled water

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Animal Products or Services

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Animal-based products or services (including seafood)

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Genetically Modified Organisms

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Genetically modified organisms

Please also select "Yes" if your company serves clients in this industry

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Biodiversity Impacts

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Industries with a large potential biodiversity impact (including logging or logging equipment, agriculture, etc.)

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Energy and Emissions Intensive Industries

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Energy- and emissions-intensive industries

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Water Intensive Industries

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Water-intensive industries

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Illegal Products or Subject to Phase Out

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Products or activities that are illegal under country laws or regulations where they have operated, banned in international conventions or agreements, or subject to international phase-out or regulation

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Industries at Risk of Human Rights Violations

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Industries reliant upon materials at high risk of human rights infringements (e.g. conflict minerals)

- ○ Yes
- ◉ No

Points Available: 0.00

Other Disclosure Industries

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Other industries that may cause social or environmental harm or are subject to stakeholder criticism or concern

- ◉ Yes
- ○ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" to any of the "Disclosure Industries" listed above, please provide a detailed explanation of the company's involvement for each affirmative response:

If this does not apply to you, please enter "Does not apply" in the text area below.

Sanofi CHC produces medicinal products and is therefore part of the pharmaceutical industry. That is why we have ticked Yes to this disclosure topic.

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

Does not transparently report corporate financials to government

Please indicate if your company engages in any of the following practices:

Company withholds corporate financials from government

- ○ 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

Animal Testing

Please indicate if your company engages in any of the following practices:

Company's products are tested on animals

- ○ 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

Workers not Provided Clean Drinking Water ot Toilets

Please indicate if your company engages in any of the following practices:

Company does not provide clean drinking water and clean toilets to employees during shifts

- ○ Yes
- ◉ No

Points Available: 0.00

Workers paid below minimum wage

Please indicate if your company engages in any of the following practices:

A portion of workers, contractors, subcontractors or day-workers are paid below minimum wage

- ○ Yes
- ◉ No

Points Available: 0.00

No signed employment contracts for all workers

Please indicate if your company engages in any of the following practices:

Company does not have a signed contract of employment with each worker in a language they understand

- ○ Yes
- ◉ No

Points Available: 0.00

Payslips not provided to show wage calculation and deductions

Please indicate if your company engages in any of the following practices:

Company does not provide payslips or equivalent to all workers to show how wages are calculated and any deductions made

- ○ Yes
- ◉ No

Points Available: 0.00

Activities against freedom of association/collective bargaining

Please indicate if your company engages in any of the following practices:

Company has taken a public stance against unionization, has engaged in activities that may be perceived as taking a stance against union organizing, or prohibits workers from freely associating and bargaining collectively for the terms of one's employment

- ○ Yes
- ◉ No

Points Available: 0.00

Workers cannot leave site during non-working hours

Please indicate if your company engages in any of the following practices:

Company prohibits workers from freely leaving the site during non-working hours or at the end of their shift

This includes workers who live on site.

- ○ Yes
- ◉ No

Points Available: 0.00

ID Cards Withheld or Penalties for Resignation

Please indicate if your company engages in any of the following practices:

Company keeps workers' original ID cards or passports and/or does not allow workers to resign freely without penalty, even if advance notice is given

- ○ Yes
- ◉ No

Points Available: 0.00

Workers Under Bond

Please indicate if your company engages in any of the following practices:

Company hires workers that are under bond, debt, or other obligation to the company or to labor brokers

- ○ Yes
- ◉ No

Points Available: 0.00

Confirmation of Right to Work

Please indicate if your company engages in any of the following practices:

Company does not confirm that workers have the legal right to work in jurisdiction of operations, or company does not keep personnel records that include evidence of the date of birth of each worker

- ○ Yes
- ◉ No

Points Available: 0.00

Employs Individuals on Zero-Hour Contracts

Please indicate if your company engages in any of the following practices:

Company employs individuals on zero-hour contracts

- ○ Yes
- ◉ No

Points Available: 0.00

Company workers are prisoners

Please indicate if your company engages in any of the following practices:

Company uses workers who are prisoners

- ○ Yes
- ◉ No

Points Available: 0.00

Company Employs Workers Under Age 15 (Or Other ILO Minimum Age)

Please indicate if your company engages in any of the following practices:

Company employs workers under the age of 15 (or other minimum work age covered by the International Labour Organization Convention No. 138) and/or company does not keep personnel records that include evidence of the date of birth of each

- ○ Yes
- ◉ No

Points Available: 0.00

Overtime For Hourly Workers Is Compulsory

Please indicate if your company engages in any of the following practices:

Overtime work is compulsory and exceeds 48 hours in a week

- ○ Yes
- ◉ No

Points Available: 0.00

Other Disclosure Practices

Please indicate if your company engages in any of the following practices:

Other sensitive practices that may cause social or environmental harm, or are subject to stakeholder concern

- ○ Yes
- ◉ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" to any of the "Disclosure Practices" listed above, please provide a detailed explanation of the company's engagement in each practice marked in the affirmative:

If this does not apply to you, please enter "Does not apply" in the text area below.

Does not apply

Points Available: 0.00

Disclosure Outcomes & Penalties

Disclosure questions concerning litigation, relocation of communities, accidents, and on-the-job fatality.

On-Site Fatality

Please indicate if your company has experienced any of the following in the past 5 years:

Company has had an operational or on-the-job fatality

- ○ Yes
- ◉ No

Points Available: 0.00

Litigation or Arbitration

Please indicate if your company has experienced any of the following in the past 5 years:

Litigation or arbitration against company either ongoing, settled, or found against the company

- ○ Yes
- ◉ No

Points Available: 0.00

Company has filed for bankruptcy

Please indicate if your company has experienced any of the following in the past 5 years:

Company has filed for bankruptcy

- ○ Yes
- ◉ No

Points Available: 0.00

Bribery, Fraud, or Corruption

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Bribery, fraud, or corruption

- ○ Yes
- ◉ No

Points Available: 0.00

Anti-Competitive Behavior

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Anti-competitive behavior

- ○ Yes
- ◉ No

Points Available: 0.00

Financial Reporting, Taxes, Investments, or Loans

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Financial reporting, tax payments, investments, or loans

- ○ Yes
- ◉ No

Points Available: 0.00

Political Contributions or International Affairs

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Political contributions or international affairs

- ○ Yes
- ◉ No

Points Available: 0.00

Labor Issues

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Labor issues (including safety and discrimination)

- ○ Yes
- ◉ No

Points Available: 0.00

Recalls

Please indicate if your company has experienced any of the following in the past 5 years:

Recalls due to quality control issues

- ○ Yes
- ◉ No

Points Available: 0.00

Breaches of Confidential Information

Please indicate if your company has experienced any of the following in the past 5 years:

Breaches of individual privacy and/or losses of individual confidential data

- ○ Yes
- ◉ No

Points Available: 0.00

Consumer Protection

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Consumer protection (including product safety and marketing claims)

- ○ Yes
- ◉ No

Points Available: 0.00

Significant Layoffs

Please indicate if your company has experienced any of the following in the past 5 years:

Company has had layoffs of more than 20% of the workforce

- ○ Yes
- ◉ No

Points Available: 0.00

Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)

Please indicate if your company has experienced any of the following in the past 5 years:

Company sites have experienced accidental discharges to air, land or water of hazardous substances

- ○ Yes
- ◉ No

Points Available: 0.00

Large Scale Land Conversion, Acquisition, or Relocation

Please indicate if your company has experienced any of the following in the past 5 years:

Construction or operation of company involved large scale land acquisition, convergence, or degradation (including the construction or refurbishment of dams), or resulted in the resettlement or economic displacement of 5,000 or more people

- ○ Yes
- ◉ No

Points Available: 0.00

Penalties Assessed For Environmental Issues

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Environmental management penalties, including animal welfare

- ○ Yes
- ◉ No

Points Available: 0.00

Violation of Indigenous Peoples Rights

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Infringing on indigenous people's rights, for instance by utilizing lands owned or used by indigenous peoples without full documented consent of such peoples

- ○ Yes
- ◉ No

Points Available: 0.00

Other Disclosure Outcomes & Penalties

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Other penalties, complaints, or grievances filed or levied against the company for negative impacts on local communities, human rights, or other stakeholder concerns

- ○ Yes
- ◉ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" to any of the "Disclosure Outcomes & Penalties" listed above, please provide a detailed explanation of the company's experience related to each affirmative response:

If this does not apply to you, please enter "Does not apply" in the text area below.

> Topic: Litigation Turkey: A product liability case relating to Enterogermina filed against Opella Turkey; the lawsuit is recently filed and we are in the process of preparing our responses against the claims (the case can therefore be classified as “ongoing”).

Points Available: 0.00

Supply Chain Disclosure

Disclosure questions concerning the significant suppliers of the company

Supplier Child Labor, Prison Labor, or Forced Labor

Please indicate if any of the following statements are true regarding your company's suppliers:

Employment of workers under the age of 15, use of workers who are currently prisoners, or other practices that are relevant to risk of forced labor

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

Suppliers in Conflict Zones

Please indicate if any of the following statements are true regarding your company's suppliers:

Operation in conflict zones

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

Suppliers Negative Social Impact

Please indicate if any of the following statements are true regarding your company's suppliers:

Practices or outcomes that produced substantial negative impacts regarding human rights, labor conditions, or local communities

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

Suppliers Negative Environmental Impact

Please indicate if any of the following statements are true regarding your company's suppliers:

Practices or outcomes that produced substantial negative environmental impact

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

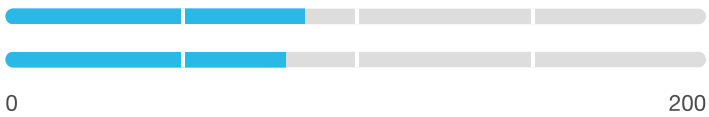
B Impact Assessment™

Overall B Impact Score

Opella India

For Fiscal Year End Date: **30 Jun 2024**





Governance

QUESTIONS ANSWERED	OVERALL SCORE
30/30	**9.1**

Workers

QUESTIONS ANSWERED	OVERALL SCORE
52/52	**30.1**

Community

QUESTIONS ANSWERED	OVERALL SCORE
52/52	**13.7**

Environment

QUESTIONS ANSWERED	OVERALL SCORE
57/57	**18.9**

Customers

QUESTIONS ANSWERED	OVERALL SCORE
24/24	**13.4**

Mission & Engagement

OPERATIONS
3.5

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: 0.21 of 0.29

Mission Statement

Please share the text of your formal mission statement here.

> We're building a healthier future by helping people, help themselves. We empower people to champion better self-care for themselves, their communities and our planet, through our consumer-inspired, science-based products and solutions. We elevate creativity and make health as simple as it should be, helping more people play an active role in their health. We all have our part to play. Health, it's in our hands.

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: 0.57 of 0.57

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
- [x] Specific, formal training is integrated into new employee and new manager training
- [x] 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: 0.38 of 0.57

Social and Environmental Management Reviews

What percentage of full-time managers had a formal written performance evaluation in the last year that included social or environmental goals?

- ○ 0
- ○ 1-49%
- ◉ 50-99%
- ○ 100%

Points Earned: 0.43 of 0.57

Mission-driven Executive Compensation

Which of your executives have their compensation tied to achieving specific social and environmental metrics or objectives?

Please check all that apply.

- [ ] None
- [x] Our CEO or President
- [x] Senior managers reporting to the CEO or President

Points Earned: 0.57 of 0.57

Board Review of Social or Environmental Performance

Does the Board of Directors or equivalent governing body review your company's social or environmental performance on at least an annual basis?

- ○ No, our Board doesn't review that
- ○ Yes, the Board receives a general update on the company's social or environmental performance
- ◉ Yes, the Board reviews key performance indicators (KPIs) on the company's social or environmental performance
- ○ N/A - Our company has no Board of Directors or equivalent governing body

Points Earned: 0.57 of 0.57

Stakeholder Engagement

Has your company done any of the following to engage stakeholders about your social and environmental performance?

- [x] We have an advisory board that includes stakeholder representation
- [x] 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
- [x] We have formal and regular processes in place to gather information from stakeholders (focus groups, surveys, community meetings, etc.)
- [x] We have formal procedures to address results from stakeholder engagement, with a designated individual or team responsible for appropriate follow ups.
- [x] 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
- [x] We publicly report on stakeholder engagement mechanisms and results
- [ ] Other - please describe
- [ ] No formal stakeholder engagement

Points Earned: 0.29 of 0.29

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.

- [x] We track impact metrics that we've chosen based on company mission or executive decision
- [x] We have conducted a materiality assessment of our company using stakeholder engagement mechanisms or research
- [x] We have identified and measure metrics based on the results of the materiality assessment we conducted for the company
- [x] We have set performance targets for all identified material issues and measurements
- [x] We measure the material social and environmental outcomes produced by our performance on our KPIs over time
- [ ] None of the above

Points Earned: 0.57 of 0.57

Identification of Material Issues

Based on the processes you have highlighted, what are the material issues that have been identified?

"Access to Healthcare, respect of human rights, health education, support to vulnerable communities, climate change & energy use, waste management & recycling, product eco design, product quality & safety, business ethics, responsible marketing"

Points Available: 0.00

OPERATIONS

Ethics & Transparency

3.0

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: 0.10 of 0.39

Code of Ethics

What is required by your company's Code of Ethics?

- [x] Prohibition of bribes in any form, including kickbacks or gifts, on any portion of contract payments or soft dollar practices
- [x] Formal oversight policy covering direct or indirect political contributions, charitable donations, and sponsorships
- [x] 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: 0.39 of 0.39

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.

- [x] We instruct the Board of Directors on the Code at least annually
- [x] We instruct all newly hired workers on the Code
- [x] We instruct managers on the Code on an ongoing basis
- [x] We instruct all non-managerial workers on the Code on an ongoing basis
- [x] 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: 0.39 of 0.39

Breached Code of Ethics Breachment Policy

In cases where there are material breaches to your company's Code of Ethics, what actions are formally outlined for your company?

- [x] Breaches, including case details, are reported to Board of Directors
- [ ] Breaches, including case details, are reported publicly
- [ ] Reported breaches are investigated promptly via independent party
- [x] Employees are dismissed or disciplined if found in breach
- [x] Contracts with business partners in breach are terminated
- [x] Company makes improvements to anti-corruption program based on reported cases
- [ ] Other - please describe
- [ ] None of the above
- [ ] N/A - No Business Code of Conduct

Points Earned: 0.39 of 0.39

Anti-Corruption Practices

Which of the following anti-corruption reporting and prevention systems are in place?

- [x] Written employee whistle-blowing policy with confidentiality policy
- [x] Circulation of whistle-blowing policy to all employees and business partners
- [x] Communication of the anti-corruption system at least annually to the relevant internal and external stakeholders
- [x] Annual training on the anti-corruption system
- [x] Providing supporting tools and guidance (e.g. self-assessment survey for high-risk departments)
- [x] Anonymous mechanisms to report concerns and grievances
- [x] 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: 0.39 of 0.39

Monitoring Ethics and Corruption

Does your company do any of the following with regard to monitoring and reporting on your anti-corruption programme?

- [x] Responsibility for the monitoring has been clearly assigned and resources have been made available
- [x] Mechanisms are in place for continuous monitoring (internal employee self-evaluations, automated controls monitoring)
- [x] The management of the company (e.g. Board of Directors, Audit Committee) review the results of internal and external reviews and ensure that required changes are implemented in an appropriate and prompt manner
- [ ] External independent assurance is conducted to provide further security to management and stakeholders regarding the effectiveness of the anti-corruption programme
- [ ] Regular reporting announcements about the program are made at least annually to relevant internal and external stakeholders (workshops, CEO announcement, newsletter)
- [ ] None of the above

Points Earned: 0.23 of 0.39

Financial Reporting Standards

Which financial reporting standards did your company comply with in the last fiscal year?

- ○ IFRS, the International Financial Reporting Standards (via the International Accounting Standards Board)
- ○ GAAP, the Generally Accepted Accounting Principles (via independent U.S. standards body)
- ◉ Local accounting standard (via local independent standard setting body)
- ○ Other - please describe
- ○ None of the above
- ○ N/A - Our company is pre-revenue

Points Earned: 0.39 of 0.77

Reviewed / Audited Financials

What type of individual or entity conducted the review of your company's financials?

- ◉ Locally-accredited auditing firm or CPA/CFA
- ○ Internationally-accredited auditing firm or CPA/CFA
- ○ None, finances were neither audited nor reviewed

Points Earned: 0.10 of 0.19

Financial Controls

Does your company maintain any of the following financial controls?

Please check all that apply.

- [x] 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
- [x] Fraud risk assessment is conducted at least annually, with any identified internal control deficiencies communicated to Board of Directors and senior management
- [x] Lines of financial reporting, responsibilities, and limits for the authorization, approval, and verification of disbursements are all documented in writing
- [x] 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: 0.39 of 0.39

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
- [x] 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: 0.10 of 0.39

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
- [x] Our company discloses all financial information (except salary info) at least quarterly
- [x] 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: 0.19 of 0.39

OPERATIONS

Governance Metrics

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? 30 Jun 2024

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

Points Available: 0.00

Revenue Last Year

Total Earned Revenue

From the last fiscal year

This question will be used for scored calculation questions later in the assessment. Please complete for accurate scoring. If your company has not yet completed its first fiscal year, please put $0

From the last fiscal year

Sensitive

Points Available: 0.00

Net Income Last Year

Net Income

From the last fiscal year

If your company has not yet completed its first fiscal year, please put $0

From the last fiscal year

Sensitive

Points Available: 0.00

Net Income Year Before Last

Net Income

From the fiscal year before last

From the fiscal year before last

Sensitive

Points Available: 0.00

Payments to Government

Payments to government in the last fiscal year

Select N/A if company is pre-revenue.

Payments to government in the last fiscal year

Sensitive

Points Available: 0.00

IMPACT BUSINESS MODELS

Mission Locked - Impact Business Model

2.5

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: 2.50 of 10.00

Workers

OPERATIONS

Workers Impact Area Introduction

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.

- [x] 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
- [x] 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)
- [x] 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: 589

- [ ] 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: 520

- [ ] 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: 0

- [ ] 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 0

☐ 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 1

☐ 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 1

☐ We do not track this

Points Available: 0.00

OPERATIONS

Financial Security

9.2

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

Points Available: 0.00

% of Employees Paid Individual Living Wage

What percentage of employees on an FTE (Full Time Equivalent) basis are paid at least the equivalent of a living wage for an individual?

Please exclude students and interns in this calculation.

- ○ <75%
- ○ 75-89%
- ○ 90-99%
- ◉ 100%
- ○ N/A

Points Earned: 2.52 of 2.52

% of Employees Paid Family Living Wage

What percentage of employees on an FTE (Full Time Equivalent) basis are paid at least the equivalent of a living wage for a family?

Please exclude students and interns in this calculation.

- ○ <75%
- ○ 75-89%
- ○ 90-99%
- ◉ 100%
- ○ N/A

Points Earned: 2.52 of 2.52

% Above the Minimum Wage

What percentage above the legal minimum wage does your lowest-paid hourly employee earn?

Please answer this question ONLY taking into account hourly workers. If you do not have hourly workers, select N/A.

- ○ 0% - Lowest wage is equivalent to minimum wage
- ○ 1-9%
- ○ 10-29%
- ○ 30-49%
- ○ 50-75%
- ○ 75%+
- ◉ N/A - We do not employ hourly workers

Points Available: 1.26

Initiatives To Increase Wages and Benefits

If it is not possible to verify a living wage in your country, has your company participated in any leadership initiatives/agreements to increase wages or benefits to workers provided in your country or industry?

Examples include commissioning a living wage calculation. Select N/A if living wage already exists.

- ○ Yes
- ○ No
- ◉ N/A - Living wage already exists

Points Available: 1.26

Compensation Policies and Practices

Does your company offer any of the following additional financial benefits to non-executive workers?

Your answers determine which future questions in the assessment are applicable to your company.

- [x] Cost of living adjustments that match inflation rates of the country
- [x] Bonuses or profit-sharing
- [x] Employee ownership opportunities
- [ ] None of the above

Points Earned: 1.26 of 1.26

Employees Receiving a Bonus

What percentage of full-time and part-time employees, excluding founders and executives, received a monetary bonus in the last fiscal year?

- ○ 0%
- ○ 1-24%
- ○ 25-49%
- ○ 50-74%
- ◉ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.94 of 1.26

Significance of Bonuses

What was the equivalent percentage of profits that were distributed as bonuses to non-executive workers in the last fiscal year?

- ○ No bonus payout, or no bonus plan
- ◉ 5% or less
- ○ 5-10%
- ○ 10-15%
- ○ 15-20%
- ○ >20%
- ○ Bonuses were paid to non-executive workers, despite the company not earning a profit

Points Earned: 0.16 of 1.26

% Participation in Employee Ownership

What percentage of all full-time employees have been granted stock, stock options, or stock equivalents (including participation in an ESOP or other qualified ownership plans) in the company?

Select N/A if your company is a consumer/shared services cooperative, a producer cooperative or a nonprofit.

- ○ 0%
- ◉ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.31 of 1.26

% of Company Owned by Non-Executive Employees

What percentage of the company is owned by workers who are not executives or founders?

- ○ 0%
- ◉ 1-4%
- ○ 5-24%
- ○ 25-49%
- ○ 50%+
- ○ N/A
- ○ Don't Know

Points Earned: 0.63 of 2.52

Retirement Programs

Do employees have access to any of the following savings programs for retirement?

- ☑ Government-sponsored pension or superannuation plans
- ☐ Private Pension or Provident Funds
- ☐ Plan that specifically includes Socially-Responsible Investing option
- ☐ None of the above

Points Earned: 0.94 of 1.26

Financial Services for Employees

What financial products, programs, or services does your company provide that help to meet financial health needs of hourly employees?

Please answer this question ONLY taking into account hourly workers. If you do not have hourly workers, select N/A.

- ☐ Direct deposit
- ☐ Access to free or affordable banking services or payroll cards (e.g. free ATM debit card)
- ☐ Financial management tools or coaching
- ☐ Emergency or short-term savings programs
- ☐ Low-interest or interest-free loans
- ☐ Debt management, refinancing, or loan payment contributions
- ☐ Employer match for deposits into savings accounts
- ☐ Paychecks issued off-schedule on a need basis
- ☐ Tax preparation services
- ☐ Other - please describe
- ☐ None of the above
- ☑ N/A - We do not employ hourly workers

Points Available: 0.63

OPERATIONS

Health, Wellness, & Safety

5.5

Government Provision Of Healthcare

How is healthcare provided in the country where the majority of employees reside?

- ◉ Universal Provision of Basic Healthcare Services (e.g. United Kingdom)
- ○ Government-mandated or -provided health insurance programs (e.g. Switzerland)
- ○ None of the Above

Points Available: 0.00

Healthcare Coverage

What percentage of workers receive healthcare coverage either through a government plan or paid by the company?

If healthcare is covered through the company, only consider workers for which the company pays the majority of healthcare costs.

- ○ <75%
- ○ 75-84%
- ○ 85-94%
- ◉ 95%+

Points Earned: 1.11 of 1.11

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
- ☑ Extension of health benefits to spouse and children
- ☑ Access to local medical services or clinic (on-site or subsidized)
- ☐ Other - please describe
- ☐ None of the above

Points Earned: 1.11 of 1.11

Supplementary Health Benefits Eligibility for Part-Time Workers

When do part-time workers become eligible to participate in the supplementary benefits offered by your company?

If applicable, please select one answer indicating tenure requirements (answers 1-2), and one answer indicating weekly hour requirements (answers 3-4).

- ☐ Part-time workers are not eligible at time of hire, but become eligible to participate within their first 6 months of employment
- ☐ Part-time workers are eligible to participate at time of hire
- ☐ Part-time workers are only eligible if they work more than 20 hours a week
- ☐ Part-time workers are eligible even if they work less than 20 hours a week
- ☐ We do not offer supplementary health benefits to part-time workers
- ☑ N/A - We don't have part-time employees

Points Available: 1.11

Worker Safety Practices

What are your company's occupational health and safety policies?

- ☑ We have written policies and practices to minimize on-the-job employee accidents and injuries
- ☑ Data on injury, accident, lost, or absentee days are recorded and made transparent for all workers
- ☑ A worker health and safety committee helps monitor and advise on health and safety programs
- ☐ None of the above

Points Earned: 1.11 of 1.11

Health and Safety Program

What is required in your company's formal safety and health program?

- [x] Annual safety and health training for all workers, including at least one emergency drill per year
- [x] Data on injury, accident, lost, or absentee days are recorded and made transparent for all workers
- [x] Formal safety reporting system for employees to submit their safety concerns
- [x] A safety position, safety committee, or safety program representative who reports to a senior level position (e.g. Vice President or higher)
- [x] A documented standard procedure for investigating the root causes of accidents and major incidents
- [x] Implementation of corrective actions after an incident is investigated
- [x] An annual evaluation of the safety and health system and includes senior management in the evaluation
- [ ] We have no formal safety and health program

Points Earned: 2.22 of 2.22

Handling Hazardous Materials

What are your company policies around hazardous or dangerous materials on-site?

Hazardous materials include chemicals, gasoline or fuel, fertilizer, pesticides, etc.

- [ ] All workers who are in contact with hazardous materials receive initial and on-going (at least twice yearly) training for proper storage, handling, and disposal of materials
- [ ] All workers who handle hazardous materials are required to wear protective gear, including clothing, eye and foot protection
- [ ] All workers are made aware of all health risks associated with handling hazardous materials
- [ ] We monitor the health of all workers who work with hazardous materials and provide them with annual health check-ups
- [ ] Other - please describe
- [ ] None of the above
- [x] N/A - No hazardous or dangerous materials used on-site

Points Available: 1.11

Machinery Practices

What are your company practices regarding equipment or machinery used by workers?

This includes machinery, vehicles, etc. Check all that apply. Select N/A only if the company has no equipment.

- [ ] All workers who use equipment receive initial and ongoing training on proper operation and emergency shut-off of the machinery
- [ ] All workers are required to wear appropriate protective gear, including clothing, eye, and foot protection, when working with machinery
- [ ] We regularly inspect whether our workers are using appropriate protective gear and operating machinery correctly
- [ ] Our machinery is checked at least once per year for necessary maintenance issues
- [ ] Signs regarding hazards and proper use of equipment are posted on or near equipment in the local language
- [ ] Other - please describe
- [ ] None of the above
- [x] N/A

Points Available: 1.11

Indoor Air Quality Audits

What is included in your company's annual indoor air quality audit of all company facilities?

Select all options that apply.

- [ ] No smoking within 25 feet of building entrances
- [ ] Indoor ventilation rates compliant with ASHRAE Standard 62.1 or EN 16798-1
- [ ] Minimum air intake separation distance compliant with ASHRAE Standard 62.1 or EN 16798-3
- [ ] Operations and maintenance manual for ventilation equipment compliant with ASHRAE Standard 62.1
- [ ] HVAC filters compliant with ASHRAE Standard 52.2 or ISO 16890
- [ ] Temperature and relative humidity levels (PMV and PPD) in compliance with ASHRAE Standard 55 EN-16798 or ISO 7730
- [ ] Written IAQ complaint response policy
- [x] None of the above

Points Available: 1.11

Career Development

OPERATIONS
2.6

Formal Employment

What percentage of individuals working for the company are formally employed on the payroll of the company?

- ○ 0%
- ○ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75-99%
- ◉ 100%

Points Earned: 0.50 of 0.50

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.

- [x] We have a formal onboarding process for new employees
- [x] We offered ongoing training on core job responsibilities to employees within the last year
- [x] We have a policy to encourage internal promotions and hiring for advanced positions (e.g. posting job openings internally first)
- [x] We provide cross-skills training for career advancements or transitions (e.g. management training for non-managers)
- [x] 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: 0.40 of 0.50

Amount of Training for New Hires

What was the average amount of training that a newly hired worker received in the past twelve months?

Use average of both full-time and part-time employees.

- ○ No training
- ○ On-the-job training (one day to one week)
- ◉ On-the-job training (one week to one month)
- ○ Apprenticeship or technical training (over one month)
- ○ N/A - No new hires during the last 12 months

Points Earned: 0.33 of 0.50

Employee Review Process

Which of the following is included or applies to your company's formal process for providing performance feedback to employees?

Check all that apply.

- ☑ Process has a regular schedule and is conducted at least annually
- ☑ Peer and subordinate input
- ☐ Written guidance for career development
- ☐ Social and environmental goals
- ☑ Clearly-identified and achievable goals
- ☐ A 360-degree feedback process
- ☑ All tenured employees receive feedback
- ☐ None of the above

Points Earned: 0.80 of 1.00

Internal Promotions

What percentage of employees has been internally promoted within the last 12 months?

Exclude material owners in your calculation.

- ○ 0%
- ◉ 1-5%
- ○ 6-15%
- ○ 15%+

Points Earned: 0.17 of 0.50

Intern Hiring Practices

How does your company manage the hiring and treatment of interns?

Check all that apply. If there is no third party living wage calculated for your country of operations, please do not select "payment of a living wage."

- ☑ We have a formalized policy or program outlining the objectives of internships or internship programs for participants
- ☑ We partner with education institutions to provide internship opportunities or work-study programs
- ☑ We pay interns a living wage
- ☐ Our interns receive formal performance reviews
- ☐ Our interns have a formal opportunity to provide feedback on experience
- ☐ We have hired interns on as full-time permanent employees in the past two years
- ☐ Intern tenures are restricted to not exceed one year if interns are not currently enrolled in school
- ☐ None of the above
- ☐ N/A - Our company does not employ interns

Points Earned: 0.50 of 0.50

OPERATIONS

Career Development (Salaried)

0.4

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: 0.15 of 0.30

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: 0.22 of 0.30

Life Skill Training Participation

Excluding newly hired workers, what % of full-time and part-time workers received the following types of formal training during the last 12 months?

Training on life skills for personal development (e.g. literacy, personal financial planning)

- ○ 0%
- ◉ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75%+
- ○ Don't know

Points Earned: 0.08 of 0.30

OPERATIONS

Engagement & Satisfaction

4.6

Employee Handbook Information

What is included in your company's written and accessible employee handbook?

- [x] A non-discrimination statement
- [x] An anti-harassment policy with reporting mechanisms, processes, and disciplinary procedures
- [x] A statement on work hours
- [x] Policies on pay and performance issues
- [x] Policies on benefits, training and leave
- [x] Grievance resolution process
- [x] Disciplinary procedures and possible sanctions
- [ ] A neutrality statement regarding workers' right to bargain collectively and freedom of association
- [x] Prohibition of child labor and forced or compulsory labor
- [ ] We have no written employee handbook

Points Earned: 0.25 of 0.25

Non-Discrimination Policy

What is covered in your company's written non-discrimination policy on hiring and the workplace?

Please check all that apply.

- [x] Gender
- [x] Race
- [x] Color
- [x] Disability
- [x] Political opinion
- [x] Sexual orientation
- [x] Age
- [x] Religion
- [x] HIV status
- [ ] We have no written non-discrimination policy

Points Earned: 0.25 of 0.25

Paid Secondary Caregiver Leave

What secondary parental leave policies are available to your workers, either through your company or a government program?

Select all that apply, but only select one answer indicating the total amount of paid time equivalent (answers 2-4). See "Learn 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
- [x] Workers receive greater than 5 weeks (or full pay equivalent) paid leave
- [x] 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: 0.50 of 0.50

Supplementary Benefits

What supplementary benefits are provided to a majority of non-managerial workers?

Including full time and part time employees. Please check all that apply.

- [x] Free transportation or transit subsidy
- [x] Free or subsidized meals
- [x] On-site or subsidized childcare
- [ ] Free or subsidized housing
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 1.00 of 1.00

Worker Empowerment

How does your company engage and empower workers?

- [x] 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
- [x] Employee complaint / input mechanisms are reviewed at least every other year, with input from employees themselves into the process
- [x] 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: 0.38 of 0.50

Worker / Management Conflict Mediation

Has your company identified one of the following designated agents to mediate complaints or issues between workers or workers and management?

- [ ] An informally-designated worker who passes information to other workers
- [x] Union representative
- [x] Human Resources-designated representative
- [ ] Employee Representative who has been mutually-designated by company management and employees
- [ ] Third-party ombudsman
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.50 of 0.50

Surveying and Benchmarking Engagement and Attrition

Does your company monitor and evaluate your worker satisfaction and engagement in any of the following ways?

Your answers determine which future questions in the assessment are applicable to your company.

- [x] We calculate employee attrition rate
- [ ] We benchmark employee attrition rate to relevant benchmarks
- [x] We regularly (at least once a year) conduct employee satisfaction or engagement surveys
- [x] We benchmark employee satisfaction to relevant industry benchmarks
- [x] We disaggregate calculations based on different demographic groups to identify trends
- [ ] We outperform industry benchmarks on attrition
- [x] We outperform industry benchmarks on satisfaction
- [ ] None of the above

Points Earned: 0.50 of 0.50

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

Points Available: 0.00

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: 0.75 of 1.00

Labor Practices Review

Have your company's labor practices been certified or reviewed by an independent third party in the last twelve months?

- ◉ Yes
- ○ No

Points Earned: 0.50 of 0.50

OPERATIONS

Engagement & Satisfaction (Salaried)

2.5

Number of Paid Days Off

What is the annual minimum number of paid days off (including holidays) for full-time employees?

- ○ 0-15 work days
- ○ 16-22 work days
- ○ 23-29 work days
- ○ 30-35 work days
- ◉ 36+ work days

Points Earned: 1.00 of 1.00

Paid Primary Caregiver Leave for Salary Workers

Which of the following describe the primary parental leave policies for salaried workers, either through the company or government program?

If applicable, please select one answer indicating total time off (answers 1-3), and one answer indicating fully paid time off (answers 4-7).

- ☐ Primary caregivers receive 4-12 weeks of time off for parental leave (including unpaid and paid leave)
- ☑ Primary caregivers receive 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: 0.90 of 1.00

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

Points Earned: 0.67 of 1.00

Community

Community Impact Area Introduction

OPERATIONS
0.0

This section identifies whether your company is designed to deliver a specific, material, positive impact for its community, and if so, opens the Community Impact Business Model section that is most applicable.

Community Oriented Impact Business Model

Does your company's business model create a specific positive benefit for stakeholders such as charitable partners, vendors or suppliers in need, or your local community?

Your answers determine which future questions in the assessment are applicable to your company.

- ○ Yes
- ◉ No

Points Available: 0.00

Diversity, Equity, & Inclusion

Inclusive Hiring Practices

How does your company create an inclusive recruiting and hiring process?

- [x] We include a statement in all our job postings with a commitment to diversity, equity, and inclusion
- [x] 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
- [x] We conduct analyses of our job description language and requirements to ensure they are inclusive and equitable
- [ ] None of the above

Points Earned: 0.44 of 0.61

Diverse Ownership and Leadership

Is your company majority-owned or -led by individuals from any of the following underrepresented groups?

Please select all that apply.

- [ ] Led by a woman
- [ ] Led by an individual from an underrepresented racial or ethnic minority
- [ ] Led by another underrepresented individual (veterans, LGBT, etc.)
- [ ] Majority owned by women
- [ ] Majority owned by individuals from underrepresented racial or ethnic minorities
- [ ] Majority owned by other underrepresented individuals (veterans, LGBT, etc.)
- [x] None of the above

Points Available: 0.61

Inclusive Work Environments

How does your company create an equitable and inclusive workplace for employees?

- [x] We have designated an individual or group explicitly responsible for diversity, equity, and inclusion (i.e. a Diversity Manager or Inclusion Committee)
- [x] We offer trainings for all employees on topics related to diversity, equity, and inclusion
- [ ] We have voluntary employee resource or affinity groups
- [x] Our facilities are designed to meet accessibility requirements for individuals with physical disabilities
- [x] 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: 0.48 of 0.61

Management of Diversity, Equity, and Inclusion

How does your company manage and improve your workplace diversity and inclusivity?

- [ ] We anonymously survey employees on gender identity, race/ethnicity, disability status, and other demographic factors to track the diversity of our workforce
- [x] We have set specific, measurable diversity improvement goals that are reviewed by senior executives or our Board of Directors
- [x] 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: 0.30 of 0.61

Measurement of Diversity

What attributes of a diverse workforce does your company track, either through anonymous surveys or other methods legal in your jurisdiction?

If collecting this type of demographic data is not legal in your jurisdiction, select None of the Above.

- [x] Socioeconomic status (as determined by low income residence, education level, etc.)
- [ ] Race or ethnicity
- [x] Gender
- [x] Age
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.45 of 0.61

Low Income Workers

What percentage of your workforce lives in poor/very poor or low-income areas or does not have college degree?

- (●) 0%
- ( ) 1-9%
- ( ) 10-19%
- ( ) 20-29%
- ( ) 30%+
- ( ) Don't Know

Points Available: 0.61

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: 0.20 of 0.61

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: 0.30 of 0.61

High to Low Pay Ratio

What multiple is the highest compensated individual paid, inclusive of bonus, as compared to the lowest paid full-time worker?

- ◉ >20x
- ○ 16-20x
- ○ 11-15x
- ○ 6-10x
- ○ 1-5x

Points Available: 0.61

Female Management

How many of your company managers identify as women?

- ○ 0%
- ◉ 1-9%
- ○ 10-24%
- ○ 25-39%
- ○ 40-49%
- ○ 50%+
- ○ Don't know
- ○ N/A

Points Available: 0.61

Management from Underrepresented Populations

How many of your company managers identify as from another underrepresented social group?

If collecting this type of demographic data is not legal in your jurisdiction, select Don't Know.

- ○ 0%
- ○ 1-9%
- ○ 10-19%
- ○ 20-29%
- ○ 30%+
- ◉ Don't know

Points Available: 0.61

Supplier Diversity Policies or Programs

Does your company have any of the following policies or programs in place to promote diversity within your supply chain?

- [x] We track diversity of ownership among our suppliers
- [ ] We have a policy to give preferences to suppliers with ownership from underrepresented populations
- [x] 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: 0.15 of 0.30

Supplier Ownership Diversity

What percentage of your purchases were from companies that are majority-owned by women or individuals from underrepresented populations?

- ○ 0%
- ○ 1-9%
- ◉ 10-24%
- ○ 25-39%
- ○ 40-49%
- ○ 50%+
- ○ Don't Know

Points Earned: 0.23 of 0.61

OPERATIONS

Economic Impact

3.1

Geographic Structure and Scope

We realize that for companies with more than one office, the definition of local involvement is a more complicated one to answer. Please tell us a bit about the structure of your company geographically.

At our corporate office at Mumbai we have approximately 100 employees. We have our COE Hub for global servises at Hyderabad. Apart from these 2 locations we do not have office premisis. 484 empoyees are bases out of 146 location across the length and breath of country.

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

Points Available: 0.00

Job Growth Rate

What was your company's net job growth rate for full-time and part-time positions over the last 12 months? ONLY include newly created jobs that are paid a living wage.

If there is no living wage data available for your country of operations, include new jobs that pay 10% or more above a minimum wage.

- ○ 0% (no growth on a net basis)
- ◉ 1-14%
- ○ 15-24%
- ○ 25%+

Points Earned: 0.78 of 2.35

Non-accredited Investor Ownership

What percentage of the company is owned by individuals who would qualify as non-accredited investors?

- ◉ 0%
- ○ 1-4%
- ○ 5-14%
- ○ 15-24%
- ○ 25%+
- ○ Don't know

Points Available: 1.18

Local Ownership

Is the majority (over 50%) of the company's ownership located locally to the majority of the company's workforce?

"Local" is defined as being part of the same community. While the size and distance of a community may vary by context, they should generally be based on a small-scale economically and culturally connected area like a metropolitan area or a city/town.

- ○ Yes
- ◉ No
- ○ Don't know

Points Available: 1.18

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 with equitable compensation
- ☐ Preference for hiring and recruiting local staff (management and non-management) with training for employees
- ☐ Incentives for staff to live within 40 km of local company facility
- ☐ Other - please describe
- ☑ No written local purchasing or hiring policies in place

Points Available: 0.59

National Sourcing

What percentage of your company's Cost of Goods Sold (including value-adding activities) was spent within the country of operations, from in-country registered companies or national citizens?

- ○ 0%
- ○ 1-19%
- ○ 20-39%
- ○ 40-59%
- ○ 60-79%
- ◉ 80%+

Points Earned: 1.18 of 1.18

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: 1.18

Focus on Local Customers

Do a majority of your customers live locally to your company's headquarters or production facilities?

“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

Points Available: 1.18

In Country Management

What percentage of senior management is native to the country of operations?

Native individuals are born and/or raised in the country.

- ○ <49%
- ○ 50-74%
- ○ 75-94%
- ◉ 95%+

Points Earned: 1.18 of 1.18

Civic Engagement & Giving

OPERATIONS
3.5

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)
- [x] Community investments
- [x] Community or pro-bono service
- [x] Advocacy for adopting improved social or environmental policies or performance
- [x] Partnerships with charitable organizations or membership with community organizations
- [ ] Discounted products or services to qualified underserved groups
- [ ] Free use of company facilities to host community events
- [ ] Equity or ownership in the company granted to a nonprofit
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.53 of 0.53

Civic Memberships and Partnerships

Does your company have membership or a civic partnership with any of the following types of organizations?

Check all that apply.

- [x] Business or trade association
- [x] Chamber of Commerce
- [x] Governmental institution
- [ ] Local academic institution
- [ ] Cooperative
- [ ] Other - please describe
- [ ] None

Points Earned: 0.27 of 0.27

Community Service Policies and Practices

How does your company manage employee community service?

- [x] We have hosted or organized company service days in the last year
- [x] The company offers paid time off for community service
- [ ] 20 hours or more a year of paid time off
- [x] 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: 0.53 of 0.53

% of Employees Volunteer Service

What percentage of employees took paid time off for volunteer service last year?

- ○ 0%
- ○ 1-24%
- ○ 25-49%
- ◉ 50-74%
- ○ 75%+
- ○ Don't know

Points Earned: 0.80 of 1.07

Total Amount of Volunteer Service Hours

Number of hours volunteered by full-time and part-time employees of the organization during the last fiscal year

This should include both paid and unpaid time spent volunteering during traditional work hours, either for company-organized events or for employee-initiated activities.

Number of hours volunteered by full-time and part-time employees of the organization during the last fiscal year: 1817

- ☐ We do not track this

Points Available: 0.00

Volunteer Service Per Capita

What was the percentage of per capita worker time donated as volunteer, community service, or pro bono time in the reporting period?

Calculate by total volunteer hours / total hours worked, generally 2000 hours per FTE.

- ○ 0%
- ◉ 0.1-0.5% of time
- ○ 0.6-1% of time
- ○ 1.1-2% of time
- ○ 2%+ of time
- ○ Don't know

Points Earned: 0.36 of 1.07

Charitable Giving and Community Investment Policies and Practices

What are your company's practices regarding donations or community investments?

- ☑ We have a formal statement on the intended social or environmental impact of our company's philanthropy
- ☐ We have a formal donations commitment (e.g. 1% for the planet)
- ☐ We match individual workers' charitable donations
- ☐ We allow our workers or customers to select charities to receive our company's donations
- ☑ We have screening practices for charitable contributions or impact measurement mechanisms for our community investments
- ☐ None of the above

Points Earned: 0.27 of 0.53

Relative Input for Community Investments

If you use an independent methodology to measure total commitment to community investment, what is the equivalent % of revenue contributed in the form of community investment?

- ○ None
- ◉ Less than 0.1% of revenues
- ○ 0.1-0.4% of revenues
- ○ 0.5-0.9% of revenues
- ○ 1-1.9% of revenues
- ○ >2%

Points Earned: 0.13 of 1.07

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: 0.53 of 0.53

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: 0.13 of 0.27

OPERATIONS

Supply Chain Management

4.1

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).

- [x] Product Manufacturers
- [ ] Professional Service Firms (Consulting, Legal, Accounting)
- [ ] Independent Contractors
- [x] Marketing and advertising
- [ ] Office Supplies
- [ ] Benefits Providers
- [ ] Technology
- [x] 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).

- [x] Compliance with all local laws and regulations, including those related to social and environmental performance
- [x] 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: 0.38 of 0.75

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
- [x] 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
- [x] Other (please describe)
- [ ] None of the above

Points Earned: 0.45 of 0.75

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

Outsourced Staffing Screening Topics

Does your company review or set requirements regarding the labor practices of its outsourced staffing service providers that includes the following topics?

Your answers determine which future questions in the assessment are applicable to your company.

- [x] Compliance with all local laws and regulations
- [x] Compliance with international human rights and labor standards (for employees and contractors)
- [ ] Payment at or above industry benchmarks
- [ ] Payment of a living wage (for employees and contractors)
- [ ] Employee benefits provided
- [ ] Professional development opportunities
- [ ] Other labor practices
- [ ] None of the above
- [ ] N/A

Points Earned: 0.15 of 0.38

% of Outsourced Services Accountable to Code of Conduct?

What % of your outsourced staffing services (on a currency basis) are accountable to the formalized code of conduct or requirements described in the previous question?

- (●) 0%
- ( ) 1-20%
- ( ) 21-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) N/A

Points Available: 1.50

Screening / Monitoring for Services

Which of the following methods are used to evaluate the social or environmental impact of your outsourced staffing services?

Your answers determine which future questions in the assessment are applicable to your company.

- [ ] Company shares policies or rules with subcontractors but does not have a verification process in place
- [ ] Company requires subcontractors complete self-designed assessment
- [x] Company utilizes third party risk or impact assessment tools (BIA)
- [ ] Company conducts routine audits/reviews of subcontractors at least every two years
- [ ] Company has third parties conduct routine audits/reviews of subcontractors at least every two year
- [ ] Other
- [ ] None of the above

Points Earned: 0.19 of 0.38

% of Outsourced Staffing Services Screened / Monitored

What % of your outsourced staffing services (on a currency basis) are evaluated based on the methods selected in the previous question?

- ○ 0%
- ◉ 1-20%
- ○ 21-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.19 of 1.50

Supplier Code of Conduct

Is there a formal written Supplier Code of Conduct policy that specifically holds your company's suppliers accountable for social and environmental performance?

Your answers determine which future questions in the assessment are applicable to your company.

- ◉ Yes
- ○ No

Points Earned: 0.75 of 0.75

Supplier Code of Conduct Topics

What areas of social and environmental performance are specifically included in your company's Supplier Code of Conduct policy?

- ☑ Bribery, corruption, and fraud
- ☑ Working hours
- ☑ Freely chosen employment
- ☑ Compensation
- ☑ Child labor
- ☑ Freedom of association
- ☑ Health and safety
- ☐ Use of materials
- ☑ Product's environmental impact
- ☐ Information on how the Code will be monitored and reviewed (e.g. self-audits, site visits)
- ☐ N/A - No Supplier Code of Conduct

Points Earned: 0.38 of 0.38

Support for Improved Supply Chain Social or Environmental Performance

How does your company encourage improved social and environmental performance among your suppliers?

- ☐ We provide incentives for suppliers with strong social and environmental performance
- ☐ We set goals and expectations with suppliers to improve their social and environmental performance
- ☐ We provide resources to suppliers to improve their social and environmental performance
- ☐ Other - please describe
- ☑ None of the above

Points Available: 0.75

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?

- [x] 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
- [x] Company provides training and/or resources on improving social or environmental performance to suppliers, either from the company itself or through a third party
- [x] 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
- [x] 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 Earned: 0.25 of 0.38

% of Suppliers with Programs to Improve Impact

For what % of your suppliers (on a currency basis) do the policies and programs selected in the previous question apply?

- ○ 0%
- ○ 1-20%
- ◉ 21-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.56 of 1.50

Length of Supplier Relationships

What is the average tenure of your company's relationships with suppliers?

- ○ Average tenure of supplier relationships is less than 12 months.
- ○ Average tenure of supplier relationships is greater than 12 months.
- ○ Average tenure of supplier relationships is greater than 36 months.
- ◉ Average tenure of supplier relationships is greater than 60 months.
- ○ Our company has had a relationship with a majority of our suppliers (on a currency basis) since our first year of operations.
- ○ Don't Know

Points Earned: 0.75 of 0.75

Support for In Need Suppliers

Does your company do any of the following to support small scale or other in-need suppliers?

- [ ] We review suppliers for potential training needs
- [ ] We have a formal education or support program for selected suppliers
- [ ] We provide small scale suppliers the same contracts, prices, and payment terms (such as days payable outstanding) as other suppliers
- [ ] We pay 30 days payable outstanding to small scale suppliers
- [ ] A formal mechanism is in place for suppliers to provide us feedback (e.g. supplier satisfaction surveys)
- [ ] We have a formal grievance mechanism to address complaints and resolve disputes
- [x] Other (please describe)
- [ ] None of the above

Points Earned: 0.15 of 0.75

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
- [x] N/A - We haven't used independent contractors in the last year

Points Available: 0.75

Supplier Certifications

During the last fiscal year, what percentage of your Significant Suppliers (on currency basis) had internationally-recognized product certifications?

Select 0% if you do not know whether your Significant Suppliers are certified.

- ○ 0%
- ○ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75%+
- ◉ Don't know

Points Available: 0.75

Environment

OPERATIONS

Environment Impact Area Introduction

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.

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
- [x] None of the above

Points Available: 0.00

Environmental Management

OPERATIONS
3.2

Facility Environmental Efficiency

What environmental efficiency practices are in place in a majority of your company's offices and plant facilities?

- [x] Buildings employ energy saving strategies (e.g. energy use monitoring, efficient appliances and lighting, renewable energy use)
- [x] Buildings use systems for increasing water efficiency (e.g. water efficient appliances, fixtures, and landscaping)
- [x] Buildings use systems to monitor and improve air quality (e.g. increased ventilation)
- [x] Building construction or operations make use of sustainable materials (e.g. reclaimed products)
- [x] New building sites are chosen based on sustainability considerations (e.g. minimizing impact on ecosystems and waterways)
- [x] Buildings are LEED certified or LEED equivalent certified
- [ ] Other - please describe
- [ ] None of the above
- [ ] N/A - No offices or plant facilities

Points Earned: 1.05 of 1.05

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 3-6 can only be selected if Checkbox 2 applies.

- [x] Policy statement documenting our organization's commitment to the environment
- [x] Assessment undertaken of the environmental impact of our organization's business activities
- [x] Stated objectives and quantifiable targets for environmental aspects of our organization's operations
- [x] Programming designed, with allocated resources, to achieve these targets
- [x] Periodic compliance reviews and auditing to evaluate programs conducted
- [ ] Third-party auditing and certification of EMS
- [ ] We have no environmental management system

Points Earned: 1.75 of 2.11

Environmentally Certified Products

During the last fiscal year, what percentage of your products sold had a product certification that assesses the environmental impacts of the product or its production process?

Select N/A only if there is no physical product being sold.

- (●) 0%
- ( ) 1-24%
- ( ) 25-49%
- ( ) 50-74%
- ( ) 75%+
- ( ) N/A

Points Available: 1.05

Type of Footprint Assessments

Has the company's footprint assessments included any of the following?

- [ ] Assessment conducted for upstream supply chain only
- [ ] Assessment conducted for only a portion of value chain (other than or in addition to upstream supply chain)
- [x] Formal life cycle assessments conducted internally
- [ ] Formal life cycle assessments conducted or verified by a third party
- [ ] Use of third party frameworks or methodologies (such as Ellen Macarthur Foundation Circularity Indicators, Product Environmental Profiles, GHG Protocol or Carbon Disclosure Project)
- [ ] Company has a life cycle based certification or equivalent (Cradle to Cradle)
- [ ] Other
- [ ] None of the above

Points Earned: 0.13 of 0.53

% of Products with Type of Footprint Assessment

What % of your products have undergone the specific type(s) of environmental footprint assesesment selected in the previous question?

- ( ) 0%
- (●) 1-20%
- ( ) 21-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) N/A

Points Earned: 0.26 of 2.11

Assessment Conducted of Environmental Footprint of Value Chain

Have you conducted a formal assessment to measure the environmental footprint of your value chain (including supply chain, product usage, and end-of-life) that covers the following topics?

- [ ] Impacts on biodiversity
- [ ] Impacts on climate (Scope 3 Carbon Emissions)
- [ ] Toxin or hazardous material impact
- [ ] Land preservation (including material extraction)
- [ ] Water supply
- [ ] Other
- [x] None of the above

Points Available: 1.05

Management of Material Environmental Impact in Value Chain

How has your company utilized the results of your environmental footprint assessment to manage and minimize your overall impact?

- [ ] Company has used assessments to develop specific strategies to reduce impacts for at least most material impacts identified across value chain and product lines
- [ ] Company has set public targets or commitments to reduce material value chain and product impacts over time
- [ ] Company has met incremental targets in the last two years and/or can demonstrate being on target to achieve long term goals
- [ ] Other
- [x] None of the above (No EIA conducted)

Points Available: 1.05

Impact of Product Usage

Which of the following are true regarding practices in place to manage and minimize the impact of product usage?

- [ ] Company has conducted studies of consumer behavior and/or disposal to understand impact of product usage
- [ ] Company has conducted analysis of product lifetime and usability and it materially exceeds (>5%) lifetime of related competitive products
- [ ] Company has created partnerships and/or marketing campaigns to engage customers or other post production value chain users to minimize environmental footprint of usage
- [ ] Other
- [x] None of the above

Points Available: 1.05

Air & Climate

OPERATIONS
7.9

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
- [x] 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: 0.49 of 0.65

Total Energy Use

Total energy used (Gigajoules) during the last 12 months:

Total energy used (Gigajoules) during the last 12 months: 3756.17

- [ ] 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: 3693.27

- [ ] We do not track this

Points Available: 0.00

Electricity Sources

From what sources does your company get its electricity?

Please check all that apply.

- [ ] Diesel-generators
- [x] Municipal power grid (sources unknown or not renewable)
- [ ] Municipal power grid (at least 10% of municipal power is generated from renewable sources such as solar, wind or small-scale hydropower)
- [ ] Bio-fuel or other clean or renewable-based generators
- [x] Renewable energy sources (including on-site renewable)
- [ ] Other - please describe

Points Earned: 0.65 of 0.65

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: 0.33 of 0.33

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: 0.26 of 1.30

Environmentally Efficient Equipment

What % of new equipment purchased (by total cost) during the last 24 months was energy efficient or otherwise environmentally-preferred?

Select N/A if no capital expenditures were made during the last 24 months.

- ○ 0% (no equipment)
- ○ <50% (some equipment)
- ○ 50%+ (majority of equipment)
- ◉ 100% (all equipment)
- ○ N/A - No new equipment purchased

Points Earned: 0.33 of 0.33

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: 0.26 of 1.30

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: 0.49 of 0.65

Total Scope 1 GHGs

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:

Scope 1:

Scope 1: 0.16

☐ 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: 0

☐ 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: 0.65 of 0.65

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: 1.30 of 1.30

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: 1.30 of 1.30

Shipping Policies

Has your company implemented an environmentally-efficient shipping or distribution policy?

- ◉ Yes
- ○ No

Points Earned: 0.33 of 0.33

Supply Chain GHG Management

Has your company taken action to track and manage the greenhouse emissions produced through your supply chain? (absolute reduction)

Only select practices if you track and manage greenhouse emissions produced for at least 50% of your company suppliers (on a cost basis).

- ☑ We don't track or evaluate greenhouse emissions from our supply chain
- ☐ We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risk contributions of greenhouse gas emissions
- ☐ We have purchased certified carbon credits to offset some or all of the greenhouse gas emissions from our supply chain
- ☐ We set targets for reducing greenhouse gas emissions through our supply chain
- ☐ We have seen a reduction in GHG emissions in our supply chain in the last twelve months
- ☐ We have achieved a carbon-neutral supply chain

Points Available: 0.65

Offsetting Supplier GHG Emissions

What % of your company's Scope 3 greenhouse gas emissions were offset by certified carbon credits?

- (●) 0
- ( ) 1-24%
- ( ) 25-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) Don't know

Points Available: 1.30

Supply Chain GHG Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce the greenhouse gas emissions produced through your supply chain?

- [ ] We collaborate with or require suppliers to collect data and report on greenhouse gas emissions
- [ ] We screen suppliers to reduce greenhouse gas emissions (e.g. performance of suppliers, selection of materials, source locations)
- [ ] We provide support or resources for our supply chain in adopting greenhouse gas minimized operations (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 0.65

Sourcing % of COGS from Local Suppliers

What % of the following was spent with suppliers located within 200 miles (or 322 km) of where the end product was used during the last fiscal year?

Sourcing of COGS Local to Customers

- ( ) 0%
- (●) 1-9%
- ( ) 10-19%
- ( ) 20-29%
- ( ) 30%+
- ( ) Don't know

Points Earned: 0.33 of 1.30

Sourcing % raw materials from Local Suppliers

What % of the following was spent with suppliers located within 200 miles (or 322 km) of where the end product was used during the last fiscal year?

Raw materials (in currency terms) grown or harvested

By company or local independent suppliers.

- ( ) 0%
- ( ) 1-9%
- ( ) 10-19%
- (●) 20-29%
- ( ) 30%+
- ( ) Don't know

Points Earned: 0.98 of 1.30

Managing Impact of Transportation

Has your company adopted any of the following techniques for minimizing the transportation-related environmental impact of its distribution and supply chain?

Please check all that apply.

- [ ] Utilize clean or low-emission vehicles (e.g. hybrid, LPG, electric) to transport and distribute product
- [ ] Utilize strategic planning software to minimize fuel usage and shipping footprint
- [ ] Train drivers and handlers in fuel efficient techniques
- [x] Utilize freight or shipping methods with lower environmental impacts (e.g. avoiding air shipment)
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.22 of 0.65

Types of Carbon Credits Purchased

Has your company purchased any of the following types of carbon credits during the last fiscal year?

- [ ] Voluntary Carbon Credits
- [ ] Certified Carbon Credits
- [x] None

Points Available: 0.33

Water

OPERATIONS
2.6

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
- [x] 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: 0.88 of 1.75

Total Water Use

Total water use (liters) during the last 12 months

Total water use (liters) during the last 12 months 6231000

- [ ] 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.

- [x] Low-flow faucets, taps, toilets, urinals, or showerheads
- [x] Grey-water usage for irrigation
- [x] Low-volume irrigation
- [x] Harvest rainwater
- [ ] Other - please describe
- [ ] None of the above
- [ ] N/A - Our company has a virtual office

Points Earned: 1.75 of 1.75

Supply Chain Water Management

How does your company track and manage the water footprint of your supply chain?

Only select practices if you track and manage the water footprint for at least 50% of your company suppliers (on a cost basis).

- [x] We do not track the water footprint of our supply chain
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material areas of water usage
- [ ] We have targets for reducing water footprint through our supply chain
- [ ] We have seen a reduction of our water footprint in our supply chain in the past twelve months
- [ ] We have verified that all water use in supply chain is science-based and sustainable

Points Available: 1.75

Supply Chain Water Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce the water footprint of your supply chain?

- [ ] We collaborate with or require suppliers to collect data and report on water footprint
- [ ] We screen suppliers to fit good water management practices (e.g. individual supplier practices, materials and ingredients, locations in context of water scarcity)
- [ ] We provide support or resources for supply chain in adopting water management (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 1.75

Land & Life

OPERATIONS

5.1

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)
- [x] 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: 0.57 of 0.76

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: 49.67

- [ ] 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: 0

- [ ] 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: 49.67

- [ ] We do not track this

Points Available: 0.00

Recycling Programs

Does the majority of your facilities on a square foot basis have a facility wide recycling program that has ongoing collection of at least all standard materials in your area?

- (●) Yes
- ( ) No

Points Earned: 0.76 of 0.76

Recycling Programs

Does your company have any of the following recycle/reduce/reuse programs in 80% of the facilities?

- [x] We recycle and reuse materials on-site with clearly-marked bins for use
- [x] We have a written recycle/reduce/reuse policy that is posted at plant facilities with clearly-marked bins
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.76 of 0.76

Waste Reduction Programs

Does your company have a formal program to evaluate how to reduce its generation of hazardous, universal, and/or non-hazardous waste?

- (•) Yes
- ( ) No
- ( ) Already maximized - we have achieved Zero Waste

Points Earned: 0.76 of 0.76

Supply Chain Waste Management

How does your company track and manage waste in your supply chain?

Only select practices if you track and manage waste for at least 50% of your company suppliers (on a cost basis).

- [x] We don't track the solid waste impacts of our supply chain
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material areas of waste production
- [ ] We have set targets for reducing solid waste in the supply chain
- [ ] We have seen a reduction of waste produced in our value chain in the past twelve months
- [ ] We have achieved zero waste or a closed-loop supply chain

Points Available: 0.76

Supply Chain Waste Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce waste in your supply chain?

- [ ] We collaborate with or require suppliers to collect data and report on waste production
- [ ] We screen or require suppliers to meet standards related to solid waste production
- [ ] We have implemented initiatives to reduce waste at the source or divert waste from landfills or incineration in the supply chain
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 0.76

Environment Impact Packaging

How does your company minimize the environmental impact of the packaging of your products?

Select all practices that apply and are verifiable, regardless of the % of product/packaging the practice applies to.

- [x] We have conducted a formal assessment of our packaging design and materials to identify opportunities to minimize environmental impact
- [ ] We have source-reduced packaging within the last two years
- [ ] Our packaging materials are certified to meet independent standards for environmental impact
- [x] Our packaging is recyclable and provides instructions on how to recycle it correctly
- [x] Our packaging is non-toxic
- [ ] Our packaging materials are designed to have less overall environmental impact than common alternatives
- [ ] None of the above
- [ ] N/A - Our products do not have packaging materials

Points Earned: 0.46 of 0.76

% of Recyclable/Biodegradable Materials

What % of material (by weight or volume) is made of recyclable (and labeled as such) or biodegradable materials in the areas where they are sold (product + packaging)?

- (●) <20%
- ( ) 20-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) Don’t Know
- ( ) N/A

Points Available: 0.76

% of Environmentally Preferred Input Materials

What % of material (by weight or volume) comes from recycled materials, reused components, and/or certified sustainably sourced materials?

- (●) <20%
- ( ) 20-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) Don't Know
- ( ) N/A - We do not sell a physical product

Points Available: 1.53

Programs to Reduce End of Life Waste

Which of the following practices are in place to reduce waste to landfill after the usage of your product and/or its packaging?

- [x] Company has a product/packaging reclamation and recycling program designed and implemented by the company or a third party
- [ ] Company has a product/packaging reclamation and reuse program designed and implemented by the company or a third party
- [x] Company takes back similar products or packaging from other companies as part of its reclamation program
- [ ] Company includes information about their reclamation programs on product labels / packaging
- [ ] Company includes information about their reclamation programs in advertising campaigns
- [ ] Company has achieved circularity (no waste created) in its products and packaging
- [ ] Other
- [ ] None of the above

Points Earned: 0.31 of 0.76

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 0

- [ ] We do not track this

Points Available: 0.00

Hazardous Waste Disposal

Can your company verify that your hazardous waste is always disposed of responsibly?

This includes batteries, paint, electronic equipment, etc.

- (•) Yes
- ( ) No
- ( ) N/A - We have eliminated hazardous waste

Points Earned: 0.76 of 0.76

Hazardous Materials On-Site

If your company uses any hazardous materials on site, check all of the procedures that your company follows.

Hazardous materials include chemicals, pesticides, and fertilizer. Select N/A if you use no hazardous materials and chemicals.

- [x] Written procedures for safe storage, use and disposal of each hazardous material available in the national language(s) of work
- [x] All hazardous materials are kept in sealed containers in a locked storeroom located in a separate area from regular business activities
- [x] All containers with hazardous materials are labeled, with instructions for proper storage, use and disposal
- [ ] None of these procedures
- [ ] N/A

Points Earned: 0.76 of 0.76

Supply Chain Chemical Management

How does your company track and manage toxins or hazardous waste in your supply chain?

Only select practices if you track and manage toxins or hazardous waste for at least 50% of your company suppliers (on a cost basis).

- [x] We don't track toxins or hazardous waste in our supply chain
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risks of toxins and/or production of hazardous waste
- [ ] We have set targets for reducing toxins and hazardous waste in our supply chain
- [ ] We have verified that there are no harmful toxins or hazardous waste in our supply chain

Points Available: 0.76

Supply Chain Chemical Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce toxins or hazardous waste in your supply chain?

- [ ] We collaborate with or require suppliers to collect data and report on chemicals
- [ ] We screen or require suppliers to meet standards related to toxins or hazardous waste
- [ ] We provide support or resources to reduce toxins in the supply chain (e.g.online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 0.76

Supply Chain Biodiversity Management

How does your company track and manage your supply chain's impact on biodiversity?

Only select practices if you track and manage the impact on biodiversity for at least 50% of your company suppliers (on a cost basis).

- [x] We don't evaluate our supply chain impact on biodiversity
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risks to biodiversity
- [ ] We set targets for reducing impact on biodiversity through our supply chain
- [ ] We have verified that our supply chain creates no (or positive) biodiversity impact

Points Available: 0.76

Supply Chain Biodiversity Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce your supply chain's impact on biodiversity?

- [ ] We collaborate with or require suppliers to collect data and report on biodiversity impact
- [ ] We screen suppliers to fit good biodiversity practices
- [ ] We provide support or resources for our supply chain in adopting biodiversity-friendly operations (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 0.76

Customers

Customers Impact Area Introduction

OPERATIONS
0.0

This section identifies whether your company's product/service is designed to deliver a specific, material, positive impact for its customers (beyond the value normally provided from goods or services), and if so, opens the Customer Impact Business Model section that is most applicable.

Customer Impact Business Model Introduction

Do any of your company's products/services address a social or economic problem for your customers and/or their beneficiaries?

Your answers determine which future questions in the assessment are applicable to your company.

- (●) Yes
- ( ) No

Points Available: 0.00

Customer 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?

""Sanofi Consumer Healthcare has a variety of medicines in its global portfolio to treat a range of diseases including allergies, cough and cold, pain and inflammation, digestive disorders, oral care, scalp care, dermatoses including ezcema and psoriasis and many more. In addition, we also market nutritional supplements that help support optimal physiological processes. As a health journey partner, we leverage the best in science, together with our world-class pharmaceutical quality standards to deliver consumer-driven innovative medicines and products across. A few facts related to our diverse portfolio are presented below: In the US, 240 million people use over the counter medicines. If treatments were not available, an estimated 60 million of these would not seek medical treatment. In the space of 12 months in the United States, almost 85% of the population will experience a cold. Globally, between 10 and 30% of the population suffer from hay fever and this goes up to over 50% in parts of Africa and in urban areas. Between 22% and 52% of people in major countries suffer from constipation symptoms and 70% of those who frequently suffer experience it at least once a month. Across the world, 77% of people have used nutritionals in the last 12 months to maintain their general health, provide immune system support or to supplement in areas of vitamin deficiency. 9 out of 10 people will experience pain at some point."""

Points Available: 0.00

Beneficial Product Type

Which of the following most closely matches the outcome and/or problem solved for your customers as defined above?

Only select 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)
- [x] 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: 1

☐ We do not track this

Points Available: 0.00

Total Customer Individuals

Total Number of Customers

Individuals served in the last 12 months:

Individuals served in the last 12 months: 90000000

☐ We do not track this

Points Available: 0.00

Customer Stewardship

OPERATIONS

3.0

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
- [x] We have third party quality certifications or accreditations
- [x] We have formal quality control mechanisms
- [x] 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
- [x] We manage the privacy and security of client / customer data
- [ ] None of the above

Points Earned: 0.30 of 0.45

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: 0.91 of 0.91

Quality Assurance

Do you use an established third party methodology to manage quality assurance for your products or services?

Examples include PDSA, Six Sigma, DMAIC, TQM, Zero Defects, etc

- ◉ Yes
- ○ No

Points Earned: 0.45 of 0.45

Feedback and Complaint Channels

Are any of the following true regarding mechanisms for customers to provide feedback, ask questions, or file complaints?

- [x] Products and/or websites feature customer service contact information
- [ ] Product / service reviews are made available in their entirety to public
- [x] Company responds to all direct inquiries or complaints within a month of receipt
- [ ] Company offers live time support to customers
- [ ] Other
- [ ] None of the above

Points Earned: 0.23 of 0.45

Managing Product Impacts

Does the company do any of the following with regards to managing the potential impact their products have on customers / beneficiaries?

- [x] Company regularly monitors customer outcomes and well-being
- [x] Company has formal program to incorporate customer testing and feedback into product design
- [x] 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: 0.45 of 0.45

Data Usage and Privacy

Does your company have any of the following to address data usage and privacy issues?

- [x] Company has a formal publicly available data and privacy policy
- [x] 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
- [x] Other
- [ ] None of the above
- [ ] N/A - Company does not collect sensitive data

Points Earned: 0.27 of 0.45

Data Security Management

Does the company have any of the following practices to ensure security of private data?

- [x] Data privacy is included in company wide risk management compliance processes
- [x] All employees with access to data are trained on data privacy policies
- [x] Company has a formal code of conduct that defines unauthorized uses of data
- [x] Internal audits of data security
- [x] External audits of data security
- [x] Simulated hacks on data security
- [ ] Other
- [ ] None of the above
- [ ] N/A - Company does not collect sensitive data

Points Earned: 0.45 of 0.45

IMPACT BUSINESS MODELS

Health & Wellness Improvement - Impact Business Model

3.5

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? **Approx. 82.04%**

- ☐ We do not track this

Points Available: 0.00

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
- [x] None of the above

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.

- [x] We have formally defined the outcomes sought by our product or service and have developed a theory of change for them
- [x] We have based our impactful product or service business model on established secondary research that demonstrates potential impact
- [x] We have directly and formally engaged stakeholders in understanding their desires and needs when developing, refining, and or delivering our products or services
- [x] We are verified to meet third-party standards for impact (e.g. we have impact-related product certifications)
- [x] 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
- [x] We have identified and measure and manage the unintentional or potential negative impacts of the product or service in addition to intentional positive effects
- [x] 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"?

- [x] We surveyed beneficiaries to understand outcomes created
- [x] We used non-randomized control groups to compare performance
- [x] We used randomized control groups to determine the level of causality of our product or service
- [x] We used aggregated third-party data to benchmark and compare impact performance
- [x] Our selected methods determined that the product or service contributed to the outcome
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 1.25 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: 1.09 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?

"" Yes. As a world class innovative consumer healthcare company, Sanofi CHC has a proven track record of launching safe and effective medicines that are truly first in class in the consumer/OTC setting. In addition to the hundreds of medicines sold across the globe, an example of truly game changing products are prescription to OTC switches such as the Allegra and Xyzal range of products, which were made available to consumers in an over the counter setting for the first time due to Sanofi CHCs commitment of enabling consumers to live fuller, healthier lives. These medicines are used to relieve problematic disease states in over 60 million consumers. As allergies rise due to the effects of climate change, pollution and the destruction of natural habitats, it is vital and indeed a central pillar of Sanofi CHCs vision to provide consumer with the cutting edge care that they need"""

Points Available: 0.00

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 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 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 Bottled Water

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Bottled water

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Animal Products or Services

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Animal-based products or services (including seafood)

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Genetically Modified Organisms

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Genetically modified organisms

Please also select "Yes" if your company serves clients in this industry

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Biodiversity Impacts

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Industries with a large potential biodiversity impact (including logging or logging equipment, agriculture, etc.)

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Energy and Emissions Intensive Industries

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Energy- and emissions-intensive industries

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Water Intensive Industries

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Water-intensive industries

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Illegal Products or Subject to Phase Out

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Products or activities that are illegal under country laws or regulations where they have operated, banned in international conventions or agreements, or subject to international phase-out or regulation

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Industries at Risk of Human Rights Violations

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Industries reliant upon materials at high risk of human rights infringements (e.g. conflict minerals)

- ○ Yes
- ◉ No

Points Available: 0.00

Other Disclosure Industries

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Other industries that may cause social or environmental harm or are subject to stakeholder criticism or concern

- ◉ Yes
- ○ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" to any of the "Disclosure Industries" listed above, please provide a detailed explanation of the company's involvement for each affirmative response:

If this does not apply to you, please enter "Does not apply" in the text area below.

Opella produces medicinal products and is therefore part of the pharmaceutical industry.

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

Does not transparently report corporate financials to government

Please indicate if your company engages in any of the following practices:

Company withholds corporate financials from government

- ○ 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

Animal Testing

Please indicate if your company engages in any of the following practices:

Company's products are tested on animals

- ○ 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

Workers not Provided Clean Drinking Water ot Toilets

Please indicate if your company engages in any of the following practices:

Company does not provide clean drinking water and clean toilets to employees during shifts

- ○ Yes
- ◉ No

Points Available: 0.00

Workers paid below minimum wage

Please indicate if your company engages in any of the following practices:

A portion of workers, contractors, subcontractors or day-workers are paid below minimum wage

- ○ Yes
- ◉ No

Points Available: 0.00

No signed employment contracts for all workers

Please indicate if your company engages in any of the following practices:

Company does not have a signed contract of employment with each worker in a language they understand

- ○ Yes
- ◉ No

Points Available: 0.00

Payslips not provided to show wage calculation and deductions

Please indicate if your company engages in any of the following practices:

Company does not provide payslips or equivalent to all workers to show how wages are calculated and any deductions made

- ○ Yes
- ◉ No

Points Available: 0.00

Activities against freedom of association/collective bargaining

Please indicate if your company engages in any of the following practices:

Company has taken a public stance against unionization, has engaged in activities that may be perceived as taking a stance against union organizing, or prohibits workers from freely associating and bargaining collectively for the terms of one's employment

- ○ Yes
- ◉ No

Points Available: 0.00

Workers cannot leave site during non-working hours

Please indicate if your company engages in any of the following practices:

Company prohibits workers from freely leaving the site during non-working hours or at the end of their shift

This includes workers who live on site.

- ○ Yes
- ◉ No

Points Available: 0.00

ID Cards Withheld or Penalties for Resignation

Please indicate if your company engages in any of the following practices:

Company keeps workers' original ID cards or passports and/or does not allow workers to resign freely without penalty, even if advance notice is given

- ○ Yes
- ◉ No

Points Available: 0.00

Workers Under Bond

Please indicate if your company engages in any of the following practices:

Company hires workers that are under bond, debt, or other obligation to the company or to labor brokers

- ○ Yes
- ◉ No

Points Available: 0.00

Confirmation of Right to Work

Please indicate if your company engages in any of the following practices:

Company does not confirm that workers have the legal right to work in jurisdiction of operations, or company does not keep personnel records that include evidence of the date of birth of each worker

- ○ Yes
- ◉ No

Points Available: 0.00

Employs Individuals on Zero-Hour Contracts

Please indicate if your company engages in any of the following practices:

Company employs individuals on zero-hour contracts

- ○ Yes
- ◉ No

Points Available: 0.00

Company workers are prisoners

Please indicate if your company engages in any of the following practices:

Company uses workers who are prisoners

- ○ Yes
- ◉ No

Points Available: 0.00

Company Employs Workers Under Age 15 (Or Other ILO Minimum Age)

Please indicate if your company engages in any of the following practices:

Company employs workers under the age of 15 (or other minimum work age covered by the International Labour Organization Convention No. 138) and/or company does not keep personnel records that include evidence of the date of birth of each

- ○ Yes
- ◉ No

Points Available: 0.00

Overtime For Hourly Workers Is Compulsory

Please indicate if your company engages in any of the following practices:

Overtime work is compulsory and exceeds 48 hours in a week

- ○ Yes
- ◉ No

Points Available: 0.00

Other Disclosure Practices

Please indicate if your company engages in any of the following practices:

Other sensitive practices that may cause social or environmental harm, or are subject to stakeholder concern

- ○ Yes
- ◉ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" to any of the "Disclosure Practices" listed above, please provide a detailed explanation of the company's engagement in each practice marked in the affirmative:

If this does not apply to you, please enter "Does not apply" in the text area below.

None

Points Available: 0.00

Disclosure Outcomes & Penalties

Disclosure questions concerning litigation, relocation of communities, accidents, and on-the-job fatality.

On-Site Fatality

Please indicate if your company has experienced any of the following in the past 5 years:

Company has had an operational or on-the-job fatality

- ○ Yes
- ◉ No

Points Available: 0.00

Litigation or Arbitration

Please indicate if your company has experienced any of the following in the past 5 years:

Litigation or arbitration against company either ongoing, settled, or found against the company

- ○ Yes
- ◉ No

Points Available: 0.00

Company has filed for bankruptcy

Please indicate if your company has experienced any of the following in the past 5 years:

Company has filed for bankruptcy

- ○ Yes
- ◉ No

Points Available: 0.00

Bribery, Fraud, or Corruption

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Bribery, fraud, or corruption

- ○ Yes
- ◉ No

Points Available: 0.00

Anti-Competitive Behavior

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Anti-competitive behavior

- ○ Yes
- ◉ No

Points Available: 0.00

Financial Reporting, Taxes, Investments, or Loans

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Financial reporting, tax payments, investments, or loans

- ○ Yes
- ◉ No

Points Available: 0.00

Political Contributions or International Affairs

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Political contributions or international affairs

- ○ Yes
- ◉ No

Points Available: 0.00

Labor Issues

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Labor issues (including safety and discrimination)

- ○ Yes
- ◉ No

Points Available: 0.00

Recalls

Please indicate if your company has experienced any of the following in the past 5 years:

Recalls due to quality control issues

- ◉ Yes
- ○ No

Points Available: 0.00

Breaches of Confidential Information

Please indicate if your company has experienced any of the following in the past 5 years:

Breaches of individual privacy and/or losses of individual confidential data

- ○ Yes
- ◉ No

Points Available: 0.00

Consumer Protection

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Consumer protection (including product safety and marketing claims)

- ○ Yes
- ◉ No

Points Available: 0.00

Significant Layoffs

Please indicate if your company has experienced any of the following in the past 5 years:

Company has had layoffs of more than 20% of the workforce

- ○ Yes
- ◉ No

Points Available: 0.00

Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)

Please indicate if your company has experienced any of the following in the past 5 years:

Company sites have experienced accidental discharges to air, land or water of hazardous substances

- ○ Yes
- ◉ No

Points Available: 0.00

Large Scale Land Conversion, Acquisition, or Relocation

Please indicate if your company has experienced any of the following in the past 5 years:

Construction or operation of company involved large scale land acquisition, convergence, or degradation (including the construction or refurbishment of dams), or resulted in the resettlement or economic displacement of 5,000 or more people

- ○ Yes
- ◉ No

Points Available: 0.00

Penalties Assessed For Environmental Issues

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Environmental management penalties, including animal welfare

- ○ Yes
- ◉ No

Points Available: 0.00

Violation of Indigenous Peoples Rights

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Infringing on indigenous people's rights, for instance by utilizing lands owned or used by indigenous peoples without full documented consent of such peoples

- ○ Yes
- ◉ No

Points Available: 0.00

Other Disclosure Outcomes & Penalties

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Other penalties, complaints, or grievances filed or levied against the company for negative impacts on local communities, human rights, or other stakeholder concerns

- ○ Yes
- ◉ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" to any of the "Disclosure Outcomes & Penalties" listed above, please provide a detailed explanation of the company's experience related to each affirmative response:

If this does not apply to you, please enter "Does not apply" in the text area below.

Recalls: Patient safety is at the forefront of our values at Opella, and we are committed to ensuring that we make available quality products in the market. Therefore, as a precautionary measure we did a voluntary recall in July 2024 of products that were manufactured at a contracted manufacturing site. The products are Depura Kids, Depura SF, Allegra Suspension, Combiflam Suspension. This voluntary recall concerns all batches of the products named and within shelf-life that are stocked with distributors, wholesalers, pharmacies, retail establishments and hospital levels respectively. The Voluntary recall decision is due to out of specification result.

Points Available: 0.00

Supply Chain Disclosure

Disclosure questions concerning the significant suppliers of the company

Supplier Child Labor, Prison Labor, or Forced Labor

Please indicate if any of the following statements are true regarding your company's suppliers:

Employment of workers under the age of 15, use of workers who are currently prisoners, or other practices that are relevant to risk of forced labor

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

Suppliers in Conflict Zones

Please indicate if any of the following statements are true regarding your company's suppliers:

Operation in conflict zones

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

Suppliers Negative Social Impact

Please indicate if any of the following statements are true regarding your company's suppliers:

Practices or outcomes that produced substantial negative impacts regarding human rights, labor conditions, or local communities

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

Suppliers Negative Environmental Impact

Please indicate if any of the following statements are true regarding your company's suppliers:

Practices or outcomes that produced substantial negative environmental impact

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

B Impact Assessment™

Overall B Impact Score

Opella Tunisia and South Africa

For Fiscal Year End Date: **31 Dec 2022**





Governance

QUESTIONS ANSWERED 29/29

OVERALL SCORE **8.2**

Workers

QUESTIONS ANSWERED 53/53

OVERALL SCORE **29.8**

Community

QUESTIONS ANSWERED 53/53

OVERALL SCORE **15.6**

Environment

QUESTIONS ANSWERED 63/63

OVERALL SCORE **14.6**

Customers

QUESTIONS ANSWERED 28/28

OVERALL SCORE **14.1**

Mission & Engagement

OPERATIONS
2.9

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: 0.21 of 0.29

Mission Statement

Please share the text of your formal mission statement here.

> We're building a healthier future by helping people, help themselves. We empower people to champion better self-care for themselves, their communities and our planet, through our consumer-inspired, science-based products and solutions. We elevate creativity and make health as simple as it should be, helping more people play an active role in their health. We all have our part to play. Health, it's in our hands.

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: 0.34 of 0.57

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
- [x] Specific, formal training is integrated into new employee and new manager training
- [x] 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: 0.38 of 0.57

Social and Environmental Management Reviews

What percentage of full-time managers had a formal written performance evaluation in the last year that included social or environmental goals?

- ○ 0
- ○ 1-49%
- ○ 50-99%
- ◉ 100%

Points Earned: 0.57 of 0.57

Board Review of Social or Environmental Performance

Does the Board of Directors or equivalent governing body review your company's social or environmental performance on at least an annual basis?

- ○ No, our Board doesn't review that
- ○ Yes, the Board receives a general update on the company's social or environmental performance
- ◉ Yes, the Board reviews key performance indicators (KPIs) on the company's social or environmental performance
- ○ N/A - Our company has no Board of Directors or equivalent governing body

Points Earned: 0.57 of 0.57

Stakeholder Engagement

Has your company done any of the following to engage stakeholders about your social and environmental performance?

- [x] We have an advisory board that includes stakeholder representation
- [x] 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
- [x] We have formal and regular processes in place to gather information from stakeholders (focus groups, surveys, community meetings, etc.)
- [x] We have formal procedures to address results from stakeholder engagement, with a designated individual or team responsible for appropriate follow ups.
- [x] 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
- [x] We publicly report on stakeholder engagement mechanisms and results
- [ ] Other - please describe
- [ ] No formal stakeholder engagement

Points Earned: 0.29 of 0.29

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.

- [x] We track impact metrics that we've chosen based on company mission or executive decision
- [x] We have conducted a materiality assessment of our company using stakeholder engagement mechanisms or research
- [x] We have identified and measure metrics based on the results of the materiality assessment we conducted for the company
- [x] We have set performance targets for all identified material issues and measurements
- [x] We measure the material social and environmental outcomes produced by our performance on our KPIs over time
- [ ] None of the above

Points Earned: 0.57 of 0.57

Identification of Material Issues

Based on the processes you have highlighted, what are the material issues that have been identified?

"Access to Healthcare, respect of human rights, health education, support to vulnerable communities, climate change & energy use, waste management & recycling, product eco design, product quality & safety, business ethics, responsible marketing"

Points Available: 0.00

OPERATIONS

Ethics & Transparency

2.8

Governance Structures

What is the company's highest level of corporate oversight?

- ○ Owner or Manager Governed (including Board of Directors with only owners/ executives)
- ◉ Management, Executive Committee, or Democratic Governance
- ○ Non-Fiduciary Advisory Board
- ○ Board of Directors (with at least one member who is not an executive or owner of the company)

Points Earned: 0.10 of 0.39

Code of Ethics

What is required by your company's Code of Ethics?

- [x] Prohibition of bribes in any form, including kickbacks or gifts, on any portion of contract payments or soft dollar practices
- [x] Formal oversight policy covering direct or indirect political contributions, charitable donations, and sponsorships
- [x] 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: 0.39 of 0.39

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.

- [x] We instruct the Board of Directors on the Code at least annually
- [x] We instruct all newly hired workers on the Code
- [x] We instruct managers on the Code on an ongoing basis
- [x] We instruct all non-managerial workers on the Code on an ongoing basis
- [x] 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: 0.39 of 0.39

Breached Code of Ethics Breachment Policy

In cases where there are material breaches to your company's Code of Ethics, what actions are formally outlined for your company?

- [x] Breaches, including case details, are reported to Board of Directors
- [ ] Breaches, including case details, are reported publicly
- [ ] Reported breaches are investigated promptly via independent party
- [x] Employees are dismissed or disciplined if found in breach
- [x] Contracts with business partners in breach are terminated
- [x] Company makes improvements to anti-corruption program based on reported cases
- [ ] Other - please describe
- [ ] None of the above
- [ ] N/A - No Business Code of Conduct

Points Earned: 0.39 of 0.39

Anti-Corruption Practices

Which of the following anti-corruption reporting and prevention systems are in place?

- [x] Written employee whistle-blowing policy with confidentiality policy
- [x] Circulation of whistle-blowing policy to all employees and business partners
- [x] Communication of the anti-corruption system at least annually to the relevant internal and external stakeholders
- [x] Annual training on the anti-corruption system
- [ ] Providing supporting tools and guidance (e.g. self-assessment survey for high-risk departments)
- [x] Anonymous mechanisms to report concerns and grievances
- [x] 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: 0.39 of 0.39

Monitoring Ethics and Corruption

Does your company do any of the following with regard to monitoring and reporting on your anti-corruption programme?

- [x] Responsibility for the monitoring has been clearly assigned and resources have been made available
- [x] Mechanisms are in place for continuous monitoring (internal employee self-evaluations, automated controls monitoring)
- [x] The management of the company (e.g. Board of Directors, Audit Committee) review the results of internal and external reviews and ensure that required changes are implemented in an appropriate and prompt manner
- [ ] External independent assurance is conducted to provide further security to management and stakeholders regarding the effectiveness of the anti-corruption programme
- [ ] Regular reporting announcements about the program are made at least annually to relevant internal and external stakeholders (workshops, CEO announcement, newsletter)
- [ ] None of the above

Points Earned: 0.23 of 0.39

Financial Reporting Standards

Which financial reporting standards did your company comply with in the last fiscal year?

- ○ IFRS, the International Financial Reporting Standards (via the International Accounting Standards Board)
- ○ GAAP, the Generally Accepted Accounting Principles (via independent U.S. standards body)
- ○ Local accounting standard (via local independent standard setting body)
- ○ Other - please describe
- ◉ None of the above
- ○ N/A - Our company is pre-revenue

Points Available: 0.77

Reviewed / Audited Financials

What type of individual or entity conducted the review of your company's financials?

- ○ Locally-accredited auditing firm or CPA/CFA
- ◉ Internationally-accredited auditing firm or CPA/CFA
- ○ None, finances were neither audited nor reviewed

Points Earned: 0.19 of 0.19

Financial Controls

Does your company maintain any of the following financial controls?

Please check all that apply.

- [x] 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
- [x] Fraud risk assessment is conducted at least annually, with any identified internal control deficiencies communicated to Board of Directors and senior management
- [x] Lines of financial reporting, responsibilities, and limits for the authorization, approval, and verification of disbursements are all documented in writing
- [x] 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: 0.39 of 0.39

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
- [x] 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: 0.10 of 0.39

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
- [x] Our company discloses all financial information (except salary info) at least yearly
- [x] Our company discloses all financial information (except salary info) at least quarterly
- [x] 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: 0.29 of 0.39

OPERATIONS

Governance Metrics

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? 31 Dec 2022

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

Points Available: 0.00

Revenue Last Year

Total Earned Revenue

From the last fiscal year

This question will be used for scored calculation questions later in the assessment. Please complete for accurate scoring. If your company has not yet completed its first fiscal year, please put $0

From the last fiscal year

Sensitive

Points Available: 0.00

Net Income Last Year

Net Income

From the last fiscal year

If your company has not yet completed its first fiscal year, please put $0

From the last fiscal year

Sensitive

Points Available: 0.00

Net Income Year Before Last

Net Income

From the fiscal year before last

From the fiscal year before last

Sensitive

Points Available: 0.00

Payments to Government

Payments to government in the last fiscal year

Select N/A if company is pre-revenue.

Payments to government in the last fiscal year

Sensitive

Points Available: 0.00

IMPACT BUSINESS MODELS

Mission Locked - Impact Business Model

2.5

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: 2.50 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.

- [x] 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)
- [x] 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 211

☐ 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 220

☐ 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 0

☐ 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 0

☐ 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 18

☐ 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 60

☐ We do not track this

Points Available: 0.00

OPERATIONS

Financial Security

9.9

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

Points Available: 0.00

% of Employees Paid Individual Living Wage

What percentage of employees on an FTE (Full Time Equivalent) basis are paid at least the equivalent of a living wage for an individual?

Please exclude students and interns in this calculation.

- ○ <75%
- ○ 75-89%
- ○ 90-99%
- ◉ 100%
- ○ N/A

Points Earned: 2.52 of 2.52

% of Employees Paid Family Living Wage

What percentage of employees on an FTE (Full Time Equivalent) basis are paid at least the equivalent of a living wage for a family?

Please exclude students and interns in this calculation.

- ○ <75%
- ○ 75-89%
- ○ 90-99%
- ◉ 100%
- ○ N/A

Points Earned: 2.52 of 2.52

% Above the Minimum Wage

What percentage above the legal minimum wage does your lowest-paid hourly employee earn?

Please answer this question ONLY taking into account hourly workers. If you do not have hourly workers, select N/A.

- ○ 0% - Lowest wage is equivalent to minimum wage
- ○ 1-9%
- ○ 10-29%
- ○ 30-49%
- ○ 50-75%
- ○ 75%+
- ◉ N/A - We do not employ hourly workers

Points Available: 1.26

Initiatives To Increase Wages and Benefits

If it is not possible to verify a living wage in your country, has your company participated in any leadership initiatives/agreements to increase wages or benefits to workers provided in your country or industry?

Examples include commissioning a living wage calculation. Select N/A if living wage already exists.

- ○ Yes
- ○ No
- ◉ N/A - Living wage already exists

Points Available: 1.26

Compensation Policies and Practices

Does your company offer any of the following additional financial benefits to non-executive workers?

Your answers determine which future questions in the assessment are applicable to your company.

- ☐ Cost of living adjustments that match inflation rates of the country
- ☑ Bonuses or profit-sharing
- ☑ Employee ownership opportunities
- ☐ None of the above

Points Earned: 0.84 of 1.26

Employees Receiving a Bonus

What percentage of full-time and part-time employees, excluding founders and executives, received a monetary bonus in the last fiscal year?

- ○ 0%
- ○ 1-24%
- ○ 25-49%
- ○ 50-74%
- ◉ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.94 of 1.26

Significance of Bonuses

What was the equivalent percentage of profits that were distributed as bonuses to non-executive workers in the last fiscal year?

- ○ No bonus payout, or no bonus plan
- ○ 5% or less
- ○ 5-10%
- ○ 10-15%
- ○ 15-20%
- ○ >20%
- ◉ Bonuses were paid to non-executive workers, despite the company not earning a profit

Points Earned: 1.26 of 1.26

% Participation in Employee Ownership

What percentage of all full-time employees have been granted stock, stock options, or stock equivalents (including participation in an ESOP or other qualified ownership plans) in the company?

Select N/A if your company is a consumer/shared services cooperative, a producer cooperative or a nonprofit.

- ○ 0%
- ◉ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.31 of 1.26

% of Company Owned by Non-Executive Employees

What percentage of the company is owned by workers who are not executives or founders?

- ○ 0%
- ◉ 1-4%
- ○ 5-24%
- ○ 25-49%
- ○ 50%+
- ○ N/A
- ○ Don't Know

Points Earned: 0.63 of 2.52

Retirement Programs

Do employees have access to any of the following savings programs for retirement?

- ☑ Government-sponsored pension or superannuation plans
- ☐ Private Pension or Provident Funds
- ☐ Plan that specifically includes Socially-Responsible Investing option
- ☐ None of the above

Points Earned: 0.94 of 1.26

Financial Services for Employees

What financial products, programs, or services does your company provide that help to meet financial health needs of hourly employees?

Please answer this question ONLY taking into account hourly workers. If you do not have hourly workers, select N/A.

- [ ] Direct deposit
- [ ] Access to free or affordable banking services or payroll cards (e.g. free ATM debit card)
- [ ] Financial management tools or coaching
- [ ] Emergency or short-term savings programs
- [ ] Low-interest or interest-free loans
- [ ] Debt management, refinancing, or loan payment contributions
- [ ] Employer match for deposits into savings accounts
- [ ] Paychecks issued off-schedule on a need basis
- [ ] Tax preparation services
- [ ] Other - please describe
- [ ] None of the above
- [x] N/A - We do not employ hourly workers

Points Available: 0.63

OPERATIONS

Health, Wellness, & Safety

8.8

Government Provision Of Healthcare

How is healthcare provided in the country where the majority of employees reside?

- ○ Universal Provision of Basic Healthcare Services (e.g. United Kingdom)
- ◉ Government-mandated or -provided health insurance programs (e.g. Switzerland)
- ○ None of the Above

Points Available: 0.00

Healthcare Coverage

What percentage of workers receive healthcare coverage either through a government plan or paid by the company?

If healthcare is covered through the company, only consider workers for which the company pays the majority of healthcare costs.

- ○ <75%
- ○ 75-84%
- ○ 85-94%
- ◉ 95%+

Points Earned: 1.11 of 1.11

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.

- [x] Disability coverage or accident insurance
- [x] Life insurance
- [ ] Private dental insurance
- [ ] Private supplemental health insurance
- [x] Extension of health benefits to spouse and children
- [ ] Access to local medical services or clinic (on-site or subsidized)
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 1.11 of 1.11

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
- [x] N/A - We don't have part-time employees

Points Available: 1.11

Worker Safety Practices

What are your company's occupational health and safety policies?

- [x] We have written policies and practices to minimize on-the-job employee accidents and injuries
- [x] Data on injury, accident, lost, or absentee days are recorded and made transparent for all workers
- [x] A worker health and safety committee helps monitor and advise on health and safety programs
- [ ] None of the above

Points Earned: 1.11 of 1.11

Health and Safety Program

What is required in your company's formal safety and health program?

- [x] Annual safety and health training for all workers, including at least one emergency drill per year
- [x] Data on injury, accident, lost, or absentee days are recorded and made transparent for all workers
- [x] Formal safety reporting system for employees to submit their safety concerns
- [ ] A safety position, safety committee, or safety program representative who reports to a senior level position (e.g. Vice President or higher)
- [x] A documented standard procedure for investigating the root causes of accidents and major incidents
- [x] Implementation of corrective actions after an incident is investigated
- [x] An annual evaluation of the safety and health system and includes senior management in the evaluation
- [ ] We have no formal safety and health program

Points Earned: 2.22 of 2.22

Handling Hazardous Materials

What are your company policies around hazardous or dangerous materials on-site?

Hazardous materials include chemicals, gasoline or fuel, fertilizer, pesticides, etc.

- [x] All workers who are in contact with hazardous materials receive initial and on-going (at least twice yearly) training for proper storage, handling, and disposal of materials
- [x] All workers who handle hazardous materials are required to wear protective gear, including clothing, eye and foot protection
- [x] All workers are made aware of all health risks associated with handling hazardous materials
- [x] We monitor the health of all workers who work with hazardous materials and provide them with annual health check-ups
- [ ] Other - please describe
- [ ] None of the above
- [ ] N/A - No hazardous or dangerous materials used on-site

Points Earned: 1.11 of 1.11

Machinery Practices

What are your company practices regarding equipment or machinery used by workers?

This includes machinery, vehicles, etc. Check all that apply. Select N/A only if the company has no equipment.

- [x] All workers who use equipment receive initial and ongoing training on proper operation and emergency shut-off of the machinery
- [x] All workers are required to wear appropriate protective gear, including clothing, eye, and foot protection, when working with machinery
- [x] We regularly inspect whether our workers are using appropriate protective gear and operating machinery correctly
- [x] Our machinery is checked at least once per year for necessary maintenance issues
- [x] Signs regarding hazards and proper use of equipment are posted on or near equipment in the local language
- [ ] Other - please describe
- [ ] None of the above
- [ ] N/A

Points Earned: 1.11 of 1.11

Indoor Air Quality Audits

What is included in your company's annual indoor air quality audit of all company facilities?

Select all options that apply.

- [x] No smoking within 25 feet of building entrances
- [ ] Indoor ventilation rates compliant with ASHRAE Standard 62.1 or EN 16798-1
- [ ] Minimum air intake separation distance compliant with ASHRAE Standard 62.1 or EN 16798-3
- [ ] Operations and maintenance manual for ventilation equipment compliant with ASHRAE Standard 62.1
- [x] HVAC filters compliant with ASHRAE Standard 52.2 or ISO 16890
- [x] Temperature and relative humidity levels (PMV and PPD) in compliance with ASHRAE Standard 55 EN-16798 or ISO 7730
- [ ] Written IAQ complaint response policy
- [ ] None of the above

Points Earned: 1.11 of 1.11

OPERATIONS

Career Development

2.6

Formal Employment

What percentage of individuals working for the company are formally employed on the payroll of the company?

- ○ 0%
- ○ 1-24%
- ○ 25-49%
- ○ 50-74%
- ◉ 75-99%
- ○ 100%

Points Earned: 0.44 of 0.50

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: 0.50 of 0.50

Amount of Training for New Hires

What was the average amount of training that a newly hired worker received in the past twelve months?

Use average of both full-time and part-time employees.

- ○ No training
- ○ On-the-job training (one day to one week)
- ◉ On-the-job training (one week to one month)
- ○ Apprenticeship or technical training (over one month)
- ○ N/A - No new hires during the last 12 months

Points Earned: 0.33 of 0.50

Employee Review Process

Which of the following is included or applies to your company's formal process for providing performance feedback to employees?

Check all that apply.

- ☑ Process has a regular schedule and is conducted at least annually
- ☐ Peer and subordinate input
- ☑ Written guidance for career development
- ☐ Social and environmental goals
- ☑ Clearly-identified and achievable goals
- ☐ A 360-degree feedback process
- ☑ All tenured employees receive feedback
- ☐ None of the above

Points Earned: 0.80 of 1.00

Internal Promotions

What percentage of employees has been internally promoted within the last 12 months?

Exclude material owners in your calculation.

- ○ 0%
- ◉ 1-5%
- ○ 6-15%
- ○ 15%+

Points Earned: 0.17 of 0.50

Intern Hiring Practices

How does your company manage the hiring and treatment of interns?

Check all that apply. If there is no third party living wage calculated for your country of operations, please do not select "payment of a living wage."

- ☐ We have a formalized policy or program outlining the objectives of internships or internship programs for participants
- ☑ We partner with education institutions to provide internship opportunities or work-study programs
- ☑ We pay interns a living wage
- ☐ Our interns receive formal performance reviews
- ☐ Our interns have a formal opportunity to provide feedback on experience
- ☐ We have hired interns on as full-time permanent employees in the past two years
- ☐ Intern tenures are restricted to not exceed one year if interns are not currently enrolled in school
- ☐ None of the above
- ☐ N/A - Our company does not employ interns

Points Earned: 0.38 of 0.50

OPERATIONS

Career Development (Salaried)

0.3

Skills-Based Training Participation

Excluding newly hired workers, what % of full-time and part-time workers received the following types of formal training during the last 12 months?

Skills-based training to advance core job responsibilities

- ○ 0%
- ◉ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75%+
- ○ Don't know

Points Earned: 0.08 of 0.30

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: 0.08 of 0.30

Life Skill Training Participation

Excluding newly hired workers, what % of full-time and part-time workers received the following types of formal training during the last 12 months?

Training on life skills for personal development (e.g. literacy, personal financial planning)

- ○ 0%
- ◉ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75%+
- ○ Don't know

Points Earned: 0.08 of 0.30

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: 0.15 of 0.60

Engagement & Satisfaction

OPERATIONS
3.1

Employee Handbook Information

What is included in your company's written and accessible employee handbook?

- [ ] A non-discrimination statement
- [x] An anti-harassment policy with reporting mechanisms, processes, and disciplinary procedures
- [x] A statement on work hours
- [x] Policies on pay and performance issues
- [x] Policies on benefits, training and leave
- [x] Grievance resolution process
- [x] 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: 0.25 of 0.25

Non-Discrimination Policy

What is covered in your company's written non-discrimination policy on hiring and the workplace?

Please check all that apply.

- [x] Gender
- [x] Race
- [x] Color
- [x] Disability
- [x] Political opinion
- [x] Sexual orientation
- [x] Age
- [x] Religion
- [x] HIV status
- [ ] We have no written non-discrimination policy

Points Earned: 0.25 of 0.25

Paid Secondary Caregiver Leave

What secondary parental leave policies are available to your workers, either through your company or a government program?

Select all that apply, but only select one answer indicating the total amount of paid time equivalent (answers 2-4). See "Learn 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
- [x] Workers receive greater than 5 weeks (or full pay equivalent) paid leave
- [x] 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: 0.50 of 0.50

Supplementary Benefits

What supplementary benefits are provided to a majority of non-managerial workers?

Including full time and part time employees. Please check all that apply.

- [ ] Free transportation or transit subsidy
- [x] Free or subsidized meals
- [ ] On-site or subsidized childcare
- [ ] Free or subsidized housing
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.40 of 1.00

Worker Empowerment

How does your company engage and empower workers?

- [x] 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
- [x] Employee complaint / input mechanisms are reviewed at least every other year, with input from employees themselves into the process
- [x] 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: 0.38 of 0.50

Worker / Management Conflict Mediation

Has your company identified one of the following designated agents to mediate complaints or issues between workers or workers and management?

- [ ] An informally-designated worker who passes information to other workers
- [ ] Union representative
- [ ] Human Resources-designated representative
- [x] Employee Representative who has been mutually-designated by company management and employees
- [ ] Third-party ombudsman
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.38 of 0.50

Surveying and Benchmarking Engagement and Attrition

Does your company monitor and evaluate your worker satisfaction and engagement in any of the following ways?

Your answers determine which future questions in the assessment are applicable to your company.

- [x] We calculate employee attrition rate
- [ ] We benchmark employee attrition rate to relevant benchmarks
- [x] We regularly (at least once a year) conduct employee satisfaction or engagement surveys
- [ ] We benchmark employee satisfaction to relevant industry benchmarks
- [x] 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: 0.50 of 0.50

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

Points Available: 0.00

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: 0.50 of 1.00

Labor Practices Review

Have your company's labor practices been certified or reviewed by an independent third party in the last twelve months?

- ○ Yes
- ◉ No

Points Available: 0.50

OPERATIONS

Engagement & Satisfaction (Salaried)

1.6

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: 0.75 of 1.00

Paid Primary Caregiver Leave for Salary Workers

Which of the following describe the primary parental leave policies for salaried workers, either through the company or government program?

If applicable, please select one answer indicating total time off (answers 1-3), and one answer indicating fully paid time off (answers 4-7).

- ☐ Primary caregivers receive 4-12 weeks of time off for parental leave (including unpaid and paid leave)
- ☑ Primary caregivers receive 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: 0.60 of 1.00

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

Points Earned: 0.33 of 1.00

Community

Community Impact Area Introduction

OPERATIONS
0.0

This section identifies whether your company is designed to deliver a specific, material, positive impact for its community, and if so, opens the Community Impact Business Model section that is most applicable.

Community Oriented Impact Business Model

Does your company's business model create a specific positive benefit for stakeholders such as charitable partners, vendors or suppliers in need, or your local community?

Your answers determine which future questions in the assessment are applicable to your company.

- ○ Yes
- ◉ No

Points Available: 0.00

Diversity, Equity, & Inclusion

Inclusive Hiring Practices

How does your company create an inclusive recruiting and hiring process?

- [x] 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
- [x] 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: 0.32 of 0.61

Diverse Ownership and Leadership

Is your company majority-owned or -led by individuals from any of the following underrepresented groups?

Please select all that apply.

- [x] Led by a woman
- [ ] Led by an individual from an underrepresented racial or ethnic minority
- [ ] Led by another underrepresented individual (veterans, LGBT, etc.)
- [ ] Majority owned by women
- [ ] Majority owned by individuals from underrepresented racial or ethnic minorities
- [ ] Majority owned by other underrepresented individuals (veterans, LGBT, etc.)
- [ ] None of the above

Points Earned: 0.30 of 0.61

Inclusive Work Environments

How does your company create an equitable and inclusive workplace for employees?

- [ ] We have designated an individual or group explicitly responsible for diversity, equity, and inclusion (i.e. a Diversity Manager or Inclusion Committee)
- [x] We offer trainings for all employees on topics related to diversity, equity, and inclusion
- [ ] We have voluntary employee resource or affinity groups
- [x] 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: 0.24 of 0.61

Management of Diversity, Equity, and Inclusion

How does your company manage and improve your workplace diversity and inclusivity?

- [ ] We anonymously survey employees on gender identity, race/ethnicity, disability status, and other demographic factors to track the diversity of our workforce
- [x] 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: 0.15 of 0.61

Measurement of Diversity

What attributes of a diverse workforce does your company track, either through anonymous surveys or other methods legal in your jurisdiction?

If collecting this type of demographic data is not legal in your jurisdiction, select None of the Above.

- [x] Socioeconomic status (as determined by low income residence, education level, etc.)
- [ ] Race or ethnicity
- [x] Gender
- [x] Age
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.45 of 0.61

Low Income Workers

What percentage of your workforce lives in poor/very poor or low-income areas or does not have college degree?

- ○ 0%
- ◉ 1-9%
- ○ 10-19%
- ○ 20-29%
- ○ 30%+
- ○ Don't Know

Points Earned: 0.15 of 0.61

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: 0.40 of 0.61

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: 0.30 of 0.61

High to Low Pay Ratio

What multiple is the highest compensated individual paid, inclusive of bonus, as compared to the lowest paid full-time worker?

- ◉ >20x
- ○ 16-20x
- ○ 11-15x
- ○ 6-10x
- ○ 1-5x

Points Available: 0.61

Female Management

How many of your company managers identify as women?

- ○ 0%
- ○ 1-9%
- ○ 10-24%
- ○ 25-39%
- ◉ 40-49%
- ○ 50%+
- ○ Don't know
- ○ N/A

Points Earned: 0.61 of 0.61

Management from Underrepresented Populations

How many of your company managers identify as from another underrepresented social group?

If collecting this type of demographic data is not legal in your jurisdiction, select Don't Know.

- ○ 0%
- ○ 1-9%
- ○ 10-19%
- ○ 20-29%
- ○ 30%+
- ◉ Don't know

Points Available: 0.61

Supplier Diversity Policies or Programs

Does your company have any of the following policies or programs in place to promote diversity within your supply chain?

- [x] We track diversity of ownership among our suppliers
- [ ] We have a policy to give preferences to suppliers with ownership from underrepresented populations
- [x] 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: 0.15 of 0.30

Supplier Ownership Diversity

What percentage of your purchases were from companies that are majority-owned by women or individuals from underrepresented populations?

- ○ 0%
- ◉ 1-9%
- ○ 10-24%
- ○ 25-39%
- ○ 40-49%
- ○ 50%+
- ○ Don't Know

Points Earned: 0.08 of 0.61

OPERATIONS

Economic Impact

1.7

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.

TUNISIA: All the functions (Commercial , HR, Plant & Distribution center are located in the same site in different building in the suburbs of Tunis SOUTH AFRICA: Because we have a flexible policy in place, all employees are based in Head Office (Johannesburg) - however as we service the whole country, we have sales reps who do not require an office space due to the nature of their jobs and they are afforded all the tools needed to fulfill their responsibilities. Where we need to have a meeting for all staff, an online connection is availed.

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

Points Available: 0.00

Job Growth Rate

What was your company's net job growth rate for full-time and part-time positions over the last 12 months? ONLY include newly created jobs that are paid a living wage.

If there is no living wage data available for your country of operations, include new jobs that pay 10% or more above a minimum wage.

- (●) 0% (no growth on a net basis)
- ( ) 1-14%
- ( ) 15-24%
- ( ) 25%+

Points Available: 2.35

Non-accredited Investor Ownership

What percentage of the company is owned by individuals who would qualify as non-accredited investors?

- (●) 0%
- ( ) 1-4%
- ( ) 5-14%
- ( ) 15-24%
- ( ) 25%+
- ( ) Don't know

Points Available: 1.18

Local Ownership

Is the majority (over 50%) of the company's ownership located locally to the majority of the company's workforce?

"Local" is defined as being part of the same community. While the size and distance of a community may vary by context, they should generally be based on a small-scale economically and culturally connected area like a metropolitan area or a city/town.

- ( ) Yes
- (●) No
- ( ) Don't know

Points Available: 1.18

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.

- [x] Written preference at each facility to purchase from local suppliers
- [x] Formal targets or goals for the amount of local purchasing
- [ ] Ready-to-use lists of preferred local suppliers and vendors for specific facilities
- [ ] Written preference for hiring and recruiting local managers with equitable compensation
- [ ] Preference for hiring and recruiting local staff (management and non-management) with training for employees
- [ ] Incentives for staff to live within 40 km of local company facility
- [ ] Other - please describe
- [ ] No written local purchasing or hiring policies in place

Points Earned: 0.59 of 0.59

National Sourcing

What percentage of your company's Cost of Goods Sold (including value-adding activities) was spent within the country of operations, from in-country registered companies or national citizens?

- ○ 0%
- ○ 1-19%
- ○ 20-39%
- ○ 40-59%
- ◉ 60-79%
- ○ 80%+

Points Earned: 0.88 of 1.18

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: 1.18

Focus on Local Customers

Do a majority of your customers live locally to your company's headquarters or production facilities?

“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

Points Available: 1.18

In Country Management

What percentage of senior management is native to the country of operations?

Native individuals are born and/or raised in the country.

- ○ <49%
- ◉ 50-74%
- ○ 75-94%
- ○ 95%+

Points Earned: 0.29 of 1.18

Civic Engagement & Giving

OPERATIONS
4.3

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.

- [x] Financial or in-kind product donations (excluding political causes)
- [x] Community investments
- [x] Community or pro-bono service
- [x] Advocacy for adopting improved social or environmental policies or performance
- [x] Partnerships with charitable organizations or membership with community organizations
- [ ] Discounted products or services to qualified underserved groups
- [ ] Free use of company facilities to host community events
- [ ] Equity or ownership in the company granted to a nonprofit
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.53 of 0.53

Civic Memberships and Partnerships

Does your company have membership or a civic partnership with any of the following types of organizations?

Check all that apply.

- [x] Business or trade association
- [x] Chamber of Commerce
- [ ] Governmental institution
- [ ] Local academic institution
- [ ] Cooperative
- [ ] Other - please describe
- [ ] None

Points Earned: 0.18 of 0.27

Community Service Policies and Practices

How does your company manage employee community service?

- [x] We have hosted or organized company service days in the last year
- [x] The company offers paid time off for community service
- [ ] 20 hours or more a year of paid time off
- [x] 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: 0.53 of 0.53

% of Employees Volunteer Service

What percentage of employees took paid time off for volunteer service last year?

- ○ 0%
- ○ 1-24%
- ◉ 25-49%
- ○ 50-74%
- ○ 75%+
- ○ Don't know

Points Earned: 0.53 of 1.07

Total Amount of Volunteer Service Hours

Number of hours volunteered by full-time and part-time employees of the organization during the last fiscal year

This should include both paid and unpaid time spent volunteering during traditional work hours, either for company-organized events or for employee-initiated activities.

Number of hours volunteered by full-time and part-time employees of the organization during the last fiscal year: 502

- ☐ We do not track this

Points Available: 0.00

Volunteer Service Per Capita

What was the percentage of per capita worker time donated as volunteer, community service, or pro bono time in the reporting period?

Calculate by total volunteer hours / total hours worked, generally 2000 hours per FTE.

- ○ 0%
- ◉ 0.1-0.5% of time
- ○ 0.6-1% of time
- ○ 1.1-2% of time
- ○ 2%+ of time
- ○ Don't know

Points Earned: 0.36 of 1.07

Charitable Giving and Community Investment Policies and Practices

What are your company’s practices regarding donations or community investments?

- ☑ We have a formal statement on the intended social or environmental impact of our company's philanthropy
- ☐ We have a formal donations commitment (e.g. 1% for the planet)
- ☐ We match individual workers' charitable donations
- ☐ We allow our workers or customers to select charities to receive our company's donations
- ☑ We have screening practices for charitable contributions or impact measurement mechanisms for our community investments
- ☐ None of the above

Points Earned: 0.27 of 0.53

Relative Input for Community Investments

If you use an independent methodology to measure total commitment to community investment, what is the equivalent % of revenue contributed in the form of community investment?

- ○ None
- ○ Less than 0.1% of revenues
- ◉ 0.1-0.4% of revenues
- ○ 0.5-0.9% of revenues
- ○ 1-1.9% of revenues
- ○ >2%

Points Earned: 0.40 of 1.07

% of Revenue Donated

What was the equivalent percentage of revenue donated to charity during the last fiscal year?

Please include tax deductible in-kind donations but do not include pro bono time.

- ○ No donations last fiscal year
- ○ Less than 0.1% of revenue
- ◉ 0.1-0.4% of revenue
- ○ 0.5-0.9% of revenue
- ○ 1-1.9% of revenue
- ○ 2%+ of revenue
- ○ Don't know

Points Earned: 0.85 of 2.13

Total Amount of Charitable Donations

Total amount (in currency terms) donated to registered charities in the last fiscal year

Report with the currency specified in "Reporting currency" for this metric.

Total amount (in currency terms) donated to registered charities in the last fiscal year

Sensitive

Points Available: 0.00

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: 0.53 of 0.53

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
- [x] 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: 0.13 of 0.27

OPERATIONS

Supply Chain Management

6.4

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).

- [x] Product Manufacturers
- [ ] Professional Service Firms (Consulting, Legal, Accounting)
- [ ] Independent Contractors
- [x] Marketing and advertising
- [ ] Office Supplies
- [ ] Benefits Providers
- [ ] Technology
- [x] 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).

- [x] Compliance with all local laws and regulations, including those related to social and environmental performance
- [x] Good governance, including policies related to ethics and corruption
- [x] 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: 0.75 of 0.75

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
- [x] 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
- [x] Other (please describe)
- [ ] None of the above

Points Earned: 0.45 of 0.75

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

Outsourced Staffing Screening Topics

Does your company review or set requirements regarding the labor practices of its outsourced staffing service providers that includes the following topics?

Your answers determine which future questions in the assessment are applicable to your company.

- [x] Compliance with all local laws and regulations
- [x] Compliance with international human rights and labor standards (for employees and contractors)
- [ ] Payment at or above industry benchmarks
- [ ] Payment of a living wage (for employees and contractors)
- [ ] Employee benefits provided
- [ ] Professional development opportunities
- [ ] Other labor practices
- [ ] None of the above
- [ ] N/A

Points Earned: 0.15 of 0.38

% of Outsourced Services Accountable to Code of Conduct?

What % of your outsourced staffing services (on a currency basis) are accountable to the formalized code of conduct or requirements described in the previous question?

- ○ 0%
- ○ 1-20%
- ○ 21-49%
- ○ 50-74%
- ○ 75-99%
- ◉ 100%
- ○ N/A

Points Earned: 1.50 of 1.50

Screening / Monitoring for Services

Which of the following methods are used to evaluate the social or environmental impact of your outsourced staffing services?

Your answers determine which future questions in the assessment are applicable to your company.

- ☐ Company shares policies or rules with subcontractors but does not have a verification process in place
- ☑ Company requires subcontractors complete self-designed assessment
- ☑ Company utilizes third party risk or impact assessment tools (BIA)
- ☐ Company conducts routine audits/reviews of subcontractors at least every two years
- ☐ Company has third parties conduct routine audits/reviews of subcontractors at least every two year
- ☐ Other
- ☐ None of the above

Points Earned: 0.28 of 0.38

% of Outsourced Staffing Services Screened / Monitored

What % of your outsourced staffing services (on a currency basis) are evaluated based on the methods selected in the previous question?

- ○ 0%
- ◉ 1-20%
- ○ 21-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.19 of 1.50

Supplier Code of Conduct

Is there a formal written Supplier Code of Conduct policy that specifically holds your company's suppliers accountable for social and environmental performance?

Your answers determine which future questions in the assessment are applicable to your company.

- ◉ Yes
- ○ No

Points Earned: 0.75 of 0.75

Supplier Code of Conduct Topics

What areas of social and environmental performance are specifically included in your company's Supplier Code of Conduct policy?

- [x] Bribery, corruption, and fraud
- [x] Working hours
- [x] Freely chosen employment
- [x] Compensation
- [x] Child labor
- [x] Freedom of association
- [x] Health and safety
- [ ] Use of materials
- [x] Product's environmental impact
- [ ] Information on how the Code will be monitored and reviewed (e.g. self-audits, site visits)
- [ ] N/A - No Supplier Code of Conduct

Points Earned: 0.38 of 0.38

Support for Improved Supply Chain Social or Environmental Performance

How does your company encourage improved social and environmental performance among your suppliers?

- [ ] We provide incentives for suppliers with strong social and environmental performance
- [ ] We set goals and expectations with suppliers to improve their social and environmental performance
- [ ] We provide resources to suppliers to improve their social and environmental performance
- [ ] Other - please describe
- [x] None of the above

Points Available: 0.75

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?

- [x] 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
- [x] Company provides training and/or resources on improving social or environmental performance to suppliers, either from the company itself or through a third party
- [x] 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
- [x] 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 Earned: 0.25 of 0.38

% of Suppliers with Programs to Improve Impact

For what % of your suppliers (on a currency basis) do the policies and programs selected in the previous question apply?

- ○ 0%
- ○ 1-20%
- ◉ 21-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.56 of 1.50

Length of Supplier Relationships

What is the average tenure of your company's relationships with suppliers?

- ○ Average tenure of supplier relationships is less than 12 months.
- ○ Average tenure of supplier relationships is greater than 12 months.
- ○ Average tenure of supplier relationships is greater than 36 months.
- ◉ Average tenure of supplier relationships is greater than 60 months.
- ○ Our company has had a relationship with a majority of our suppliers (on a currency basis) since our first year of operations.
- ○ Don't Know

Points Earned: 0.75 of 0.75

Support for In Need Suppliers

Does your company do any of the following to support small scale or other in-need suppliers?

- ☐ We review suppliers for potential training needs
- ☐ We have a formal education or support program for selected suppliers
- ☑ We provide small scale suppliers the same contracts, prices, and payment terms (such as days payable outstanding) as other suppliers
- ☐ We pay 30 days payable outstanding to small scale suppliers
- ☐ A formal mechanism is in place for suppliers to provide us feedback (e.g. supplier satisfaction surveys)
- ☐ We have a formal grievance mechanism to address complaints and resolve disputes
- ☑ Other (please describe)
- ☐ None of the above

Points Earned: 0.40 of 0.75

Supplier Certifications

During the last fiscal year, what percentage of your Significant Suppliers (on currency basis) had internationally-recognized product certifications?

Select 0% if you do not know whether your Significant Suppliers are certified.

- ○ 0%
- ○ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75%+
- ◉ Don't know

Points Available: 0.75

Environment

OPERATIONS

Environment Impact Area Introduction

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.

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
- [x] None of the above

Points Available: 0.00

OPERATIONS

Environmental Management

3.1

Facility Environmental Efficiency

What environmental efficiency practices are in place in a majority of your company's offices and plant facilities?

- [x] Buildings employ energy saving strategies (e.g. energy use monitoring, efficient appliances and lighting, renewable energy use)
- [x] Buildings use systems for increasing water efficiency (e.g. water efficient appliances, fixtures, and landscaping)
- [x] Buildings use systems to monitor and improve air quality (e.g. increased ventilation)
- [ ] Building construction or operations make use of sustainable materials (e.g. reclaimed products)
- [ ] New building sites are chosen based on sustainability considerations (e.g. minimizing impact on ecosystems and waterways)
- [ ] Buildings are LEED certified or LEED equivalent certified
- [ ] Other - please describe
- [ ] None of the above
- [ ] N/A - No offices or plant facilities

Points Earned: 0.63 of 1.05

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 3-6 can only be selected if Checkbox 2 applies.

- [x] Policy statement documenting our organization's commitment to the environment
- [x] Assessment undertaken of the environmental impact of our organization's business activities
- [x] Stated objectives and quantifiable targets for environmental aspects of our organization's operations
- [x] Programming designed, with allocated resources, to achieve these targets
- [x] Periodic compliance reviews and auditing to evaluate programs conducted
- [x] Third-party auditing and certification of EMS
- [ ] We have no environmental management system

Points Earned: 2.11 of 2.11

Environmentally Certified Products

During the last fiscal year, what percentage of your products sold had a product certification that assesses the environmental impacts of the product or its production process?

Select N/A only if there is no physical product being sold.

- (●) 0%
- ( ) 1-24%
- ( ) 25-49%
- ( ) 50-74%
- ( ) 75%+
- ( ) N/A

Points Available: 1.05

Type of Footprint Assessments

Has the company's footprint assessments included any of the following?

- [ ] Assessment conducted for upstream supply chain only
- [ ] Assessment conducted for only a portion of value chain (other than or in addition to upstream supply chain)
- [x] Formal life cycle assessments conducted internally
- [ ] Formal life cycle assessments conducted or verified by a third party
- [ ] Use of third party frameworks or methodologies (such as Ellen Macarthur Foundation Circularity Indicators, Product Environmental Profiles, GHG Protocol or Carbon Disclosure Project)
- [ ] Company has a life cycle based certification or equivalent (Cradle to Cradle)
- [ ] Other
- [ ] None of the above

Points Earned: 0.13 of 0.53

% of Products with Type of Footprint Assessment

What % of your products have undergone the specific type(s) of environmental footprint assesesment selected in the previous question?

- ( ) 0%
- (●) 1-20%
- ( ) 21-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) N/A

Points Earned: 0.26 of 2.11

Assessment Conducted of Environmental Footprint of Value Chain

Have you conducted a formal assessment to measure the environmental footprint of your value chain (including supply chain, product usage, and end-of-life) that covers the following topics?

- [ ] Impacts on biodiversity
- [ ] Impacts on climate (Scope 3 Carbon Emissions)
- [ ] Toxin or hazardous material impact
- [ ] Land preservation (including material extraction)
- [ ] Water supply
- [ ] Other
- [x] None of the above

Points Available: 1.05

Management of Material Environmental Impact in Value Chain

How has your company utilized the results of your environmental footprint assessment to manage and minimize your overall impact?

- [ ] Company has used assessments to develop specific strategies to reduce impacts for at least most material impacts identified across value chain and product lines
- [ ] Company has set public targets or commitments to reduce material value chain and product impacts over time
- [ ] Company has met incremental targets in the last two years and/or can demonstrate being on target to achieve long term goals
- [ ] Other
- [x] None of the above (No EIA conducted)

Points Available: 1.05

Impact of Product Usage

Which of the following are true regarding practices in place to manage and minimize the impact of product usage?

- [ ] Company has conducted studies of consumer behavior and/or disposal to understand impact of product usage
- [ ] Company has conducted analysis of product lifetime and usability and it materially exceeds (>5%) lifetime of related competitive products
- [ ] Company has created partnerships and/or marketing campaigns to engage customers or other post production value chain users to minimize environmental footprint of usage
- [ ] Other
- [x] None of the above

Points Available: 1.05

Air & Climate

OPERATIONS
5.1

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
- [x] 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: 0.49 of 0.65

Total Energy Use

Total energy used (Gigajoules) during the last 12 months:

Total energy used (Gigajoules) during the last 12 months: 87354

- [ ] 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: 0

- [ ] We do not track this

Points Available: 0.00

Electricity Sources

From what sources does your company get its electricity?

Please check all that apply.

- [ ] Diesel-generators
- [x] Municipal power grid (sources unknown or not renewable)
- [ ] Municipal power grid (at least 10% of municipal power is generated from renewable sources such as solar, wind or small-scale hydropower)
- [ ] Bio-fuel or other clean or renewable-based generators
- [ ] Renewable energy sources (including on-site renewable)
- [ ] Other - please describe

Points Available: 0.65

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 Available: 0.33

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 Available: 1.30

Environmentally Efficient Equipment

What % of new equipment purchased (by total cost) during the last 24 months was energy efficient or otherwise environmentally-preferred?

Select N/A if no capital expenditures were made during the last 24 months.

- ( ) 0% (no equipment)
- ( ) <50% (some equipment)
- (●) 50%+ (majority of equipment)
- ( ) 100% (all equipment)
- ( ) N/A - No new equipment purchased

Points Earned: 0.22 of 0.33

Energy Use Reductions

Have conservation and efficiency improvements led to energy savings for your facilities? If so, by how much?

Please calculate based on changes from last year or annualized from a base year, referring to electricity use and other energy consumption from heating, hot water, etc.

- (●) 0%
- ( ) 1-4%
- ( ) 5-9%
- ( ) 10-14%
- ( ) 15-20%
- ( ) >20%
- ( ) Don't know

Points Available: 1.30

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
- [x] 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)
- [x] 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: 0.65 of 0.65

Total Scope 1 GHGs

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:

Scope 1:

Scope 1: 4134

☐ 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: 197

☐ 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, not including the use of carbon credits or offsets?

Please measure intensity in metric tons of CO2/$million of revenue. Please use USD to accurately evaluate the answer option.

- ○ Manufacturing: >950 / Utilities: >6,000
- ○ Manufacturing: 751-950 / Utilities: 5,001-6,000
- ○ Manufacturing: 601-750 / Utilities: 4,001-5,000
- ○ Manufacturing: 451-600 / Utilities: 3,001-4,000
- ○ Manufacturing: 301-450 / Utilities: 2,001-3,000
- ○ Manufacturing: 151-300 / Utilities: 1,001-2,000
- ◉ Manufacturing: 0-150 / Utilities: 0-1,000
- ○ Don't know

Points Earned: 0.65 of 0.65

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.

- ○ Manufacturing: >950 / Utilities: >6,000
- ○ Manufacturing: 751-950 / Utilities: 5,001-6,000
- ○ Manufacturing: 601-750 / Utilities: 4,001-5,000
- ○ Manufacturing: 451-600 / Utilities: 3,001-4,000
- ○ Manufacturing: 301-450 / Utilities: 2,001-3,000
- ○ Manufacturing: 151-300 / Utilities: 1,001-2,000
- ◉ Manufacturing: 1-150 / Utilities: 1-1,000
- ○ Manufacturing: 0 / Utilities: 0
- ○ Don't know

Points Earned: 1.30 of 1.30

Greenhouse Gas Emissions Reduced

What percentage of Scope 1 and 2 GHG emissions has been saved due to efficiency improvements implemented by your company?

- ◉ 0%
- ○ 1-4%
- ○ 5-9%
- ○ 10-14%
- ○ 15-20%
- ○ 20%+
- ○ Don't Know

Points Available: 1.30

Shipping Policies

Has your company implemented an environmentally-efficient shipping or distribution policy?

- ◉ Yes
- ○ No

Points Earned: 0.33 of 0.33

Supply Chain GHG Management

Has your company taken action to track and manage the greenhouse emissions produced through your supply chain? (absolute reduction)

Only select practices if you track and manage greenhouse emissions produced for at least 50% of your company suppliers (on a cost basis).

- ☑ We don't track or evaluate greenhouse emissions from our supply chain
- ☐ We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risk contributions of greenhouse gas emissions
- ☐ We have purchased certified carbon credits to offset some or all of the greenhouse gas emissions from our supply chain
- ☐ We set targets for reducing greenhouse gas emissions through our supply chain
- ☐ We have seen a reduction in GHG emissions in our supply chain in the last twelve months
- ☐ We have achieved a carbon-neutral supply chain

Points Available: 0.65

Offsetting Supplier GHG Emissions

What % of your company's Scope 3 greenhouse gas emissions were offset by certified carbon credits?

- (●) 0
- ( ) 1-24%
- ( ) 25-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) Don't know

Points Available: 1.30

Supply Chain GHG Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce the greenhouse gas emissions produced through your supply chain?

- [ ] We collaborate with or require suppliers to collect data and report on greenhouse gas emissions
- [ ] We screen suppliers to reduce greenhouse gas emissions (e.g. performance of suppliers, selection of materials, source locations)
- [ ] We provide support or resources for our supply chain in adopting greenhouse gas minimized operations (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 0.65

Sourcing % of COGS from Local Suppliers

What % of the following was spent with suppliers located within 200 miles (or 322 km) of where the end product was used during the last fiscal year?

Sourcing of COGS Local to Customers

- ( ) 0%
- ( ) 1-9%
- ( ) 10-19%
- ( ) 20-29%
- (●) 30%+
- ( ) Don't know

Points Earned: 1.30 of 1.30

Sourcing % raw materials from Local Suppliers

What % of the following was spent with suppliers located within 200 miles (or 322 km) of where the end product was used during the last fiscal year?

Raw materials (in currency terms) grown or harvested

By company or local independent suppliers.

- ( ) 0%
- ( ) 1-9%
- ( ) 10-19%
- ( ) 20-29%
- ( ) 30%+
- (●) Don't know

Points Available: 1.30

Managing Impact of Transportation

Has your company adopted any of the following techniques for minimizing the transportation-related environmental impact of its distribution and supply chain?

Please check all that apply.

- [ ] Utilize clean or low-emission vehicles (e.g. hybrid, LPG, electric) to transport and distribute product
- [ ] Utilize strategic planning software to minimize fuel usage and shipping footprint
- [ ] Train drivers and handlers in fuel efficient techniques
- [x] Utilize freight or shipping methods with lower environmental impacts (e.g. avoiding air shipment)
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.22 of 0.65

Types of Carbon Credits Purchased

Has your company purchased any of the following types of carbon credits during the last fiscal year?

- [ ] Voluntary Carbon Credits
- [ ] Certified Carbon Credits
- [x] None

Points Available: 0.33

Water

OPERATIONS

1.5

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
- [x] We monitor and record water usage and have set specific reduction targets relative to previous performance (e.g. a 5% reduction of water usage from baseline year)
- [ ] We regularly monitor and record emissions and have set science-based targets necessary to achieve sustainable usage linked to our local watershed
- [ ] We have met specific reduction targets set during this reporting period

Points Earned: 0.53 of 1.07

Total Water Use

Total water use (liters) during the last 12 months

Total water use (liters) during the last 12 months: 39088

- [ ] 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.

- [x] 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: 0.36 of 1.07

Water Harvested On-Site or From Recycled Sources

What % of water used by the company is harvested on site or is from recycled sources?

- (•) 0
- ( ) 1-24%
- ( ) 25-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) Don't Know

Points Available: 2.13

Monitoring Toxic Wastewater

Which of the following describes how the company monitors hazardous and toxic wastewater?

Monitoring hazardous and toxic wastewater may involve either monitoring the volume and/or the level of contamination.

- ( ) Company does not currently monitor and record emissions
- (•) Company monitors and records emissions (no reduction targets)
- ( ) Company monitors emissions and has specific reduction targets
- ( ) Company monitors emissions and has met specific reduction targets during the last fiscal year
- ( ) Eliminated emissions of this by-product entirely
- ( ) N/A

Points Earned: 0.27 of 1.07

Wastewater Disposal

How does your company dispose of non-hazardous wastewater?

Please check all that apply.

- [ ] We have no water treatment system, or are unsure of disposal
- [ ] Through municipal/public sewer systems
- [ ] Off-site water treatment
- [x] Through on-site partial-reclamation
- [ ] Through reuse or recycling of wastewater in company's own operations
- [ ] On-site watershed management
- [ ] Other - please describe

Points Earned: 0.40 of 0.53

Supply Chain Water Management

How does your company track and manage the water footprint of your supply chain?

Only select practices if you track and manage the water footprint for at least 50% of your company suppliers (on a cost basis).

- [x] We do not track the water footprint of our supply chain
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material areas of water usage
- [ ] We have targets for reducing water footprint through our supply chain
- [ ] We have seen a reduction of our water footprint in our supply chain in the past twelve months
- [ ] We have verified that all water use in supply chain is science-based and sustainable

Points Available: 1.07

Supply Chain Water Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce the water footprint of your supply chain?

- [ ] We collaborate with or require suppliers to collect data and report on water footprint
- [ ] We screen suppliers to fit good water management practices (e.g. individual supplier practices, materials and ingredients, locations in context of water scarcity)
- [ ] We provide support or resources for supply chain in adopting water management (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 1.07

OPERATIONS

Land & Life

4.7

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
- [x] 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
- [x] We have met the specific reduction targets set during this reporting period
- [ ] We produce zero waste to landfill / ocean

Points Earned: 0.49 of 0.65

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: 122

- [ ] 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 149

☐ 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 12

☐ We do not track this

Points Available: 0.00

Recycling Programs

Does the majority of your facilities on a square foot basis have a facility wide recycling program that has ongoing collection of at least all standard materials in your area?

◉ Yes

○ No

Points Earned: 0.65 of 0.65

Recycling Programs

Does your company have any of the following recycle/reduce/reuse programs in 80% of the facilities?

☑ We recycle and reuse materials on-site with clearly-marked bins for use

☑ We have a written recycle/reduce/reuse policy that is posted at plant facilities with clearly-marked bins

☐ Other - please describe

☐ None of the above

Points Earned: 0.65 of 0.65

Waste Reduction Programs

Does your company have a formal program to evaluate how to reduce its generation of hazardous, universal, and/or non-hazardous waste?

◉ Yes

○ No

○ Already maximized - we have achieved Zero Waste

Points Earned: 0.65 of 0.65

Supply Chain Waste Management

How does your company track and manage waste in your supply chain?

Only select practices if you track and manage waste for at least 50% of your company suppliers (on a cost basis).

- [x] We don't track the solid waste impacts of our supply chain
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material areas of waste production
- [ ] We have set targets for reducing solid waste in the supply chain
- [ ] We have seen a reduction of waste produced in our value chain in the past twelve months
- [ ] We have achieved zero waste or a closed-loop supply chain

Points Available: 0.65

Supply Chain Waste Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce waste in your supply chain?

- [ ] We collaborate with or require suppliers to collect data and report on waste production
- [ ] We screen or require suppliers to meet standards related to solid waste production
- [ ] We have implemented initiatives to reduce waste at the source or divert waste from landfills or incineration in the supply chain
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 0.65

Environment Impact Packaging

How does your company minimize the environmental impact of the packaging of your products?

Select all practices that apply and are verifiable, regardless of the % of product/packaging the practice applies to.

- [x] We have conducted a formal assessment of our packaging design and materials to identify opportunities to minimize environmental impact
- [ ] We have source-reduced packaging within the last two years
- [ ] Our packaging materials are certified to meet independent standards for environmental impact
- [x] Our packaging is recyclable and provides instructions on how to recycle it correctly
- [x] Our packaging is non-toxic
- [ ] Our packaging materials are designed to have less overall environmental impact than common alternatives
- [ ] None of the above
- [ ] N/A - Our products do not have packaging materials

Points Earned: 0.39 of 0.65

% of Recyclable/Biodegradable Materials

What % of material (by weight or volume) is made of recyclable (and labeled as such) or biodegradable materials in the areas where they are sold (product + packaging)?

- (•) <20%
- ( ) 20-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) Don't Know
- ( ) N/A

Points Available: 0.65

Controlling Community Exposure to Emissions

Has your company conducted an assessment of local communities' exposure to hazardous emissions from your manufacturing facilities and taken appropriate steps to mitigate?

- ○ We have not conducted an assessment
- ○ Assessment indicates some exposure, but we have taken no action to date
- ○ Assessment indicates some exposure, and we have implemented a mitigation and control strategy
- ◉ Assessment indicates no exposure

Points Earned: 0.32 of 0.32

% of Environmentally Preferred Input Materials

What % of material (by weight or volume) comes from recycled materials, reused components, and/or certified sustainably sourced materials?

- ◉ <20%
- ○ 20-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ Don't Know
- ○ N/A - We do not sell a physical product

Points Available: 1.30

Programs to Reduce End of Life Waste

Which of the following practices are in place to reduce waste to landfill after the usage of your product and/or its packaging?

- ☐ Company has a product/packaging reclamation and recycling program designed and implemented by the company or a third party
- ☐ Company has a product/packaging reclamation and reuse program designed and implemented by the company or a third party
- ☐ Company takes back similar products or packaging from other companies as part of its reclamation program
- ☐ Company includes information about their reclamation programs on product labels / packaging
- ☐ Company includes information about their reclamation programs in advertising campaigns
- ☐ Company has achieved circularity (no waste created) in its products and packaging
- ☐ Other
- ☑ None of the above

Points Available: 0.65

Monitoring Hazardous Waste

How does your company monitor and manage your hazardous waste production?

- ☐ Company does not currently monitor and record emissions
- ☐ Company monitors and records emissions (no reduction targets)
- ☑ Company monitors emissions and has specific reduction targets
- ☐ We regularly monitor and record emissions and have set a zero hazardous waste target
- ☐ Company has met specific reduction targets during the reporting period
- ☐ Eliminated emissions of this by-product entirely

Points Earned: 0.32 of 0.65

Total Hazardous Waste Produced

Waste Produced: Hazardous Waste (metric tonnes) during the last 12 months

Waste Produced: Hazardous Waste (metric tonnes) during the last 12 months 31

- [ ] We do not track this

Points Available: 0.00

Reducing Waste

Optional unweighted metrics: Approximately by what % has your company reduced solid and hazardous waste generation (normalized for revenue changes) over the following periods?

The past two years

The past two years

- [x] We do not track this

Points Available: 0.00

Hazardous Waste Disposal

Can your company verify that your hazardous waste is always disposed of responsibly?

This includes batteries, paint, electronic equipment, etc.

- (●) Yes
- ( ) No
- ( ) N/A - We have eliminated hazardous waste

Points Earned: 0.65 of 0.65

Hazardous Materials On-Site

If your company uses any hazardous materials on site, check all of the procedures that your company follows.

Hazardous materials include chemicals, pesticides, and fertilizer. Select N/A if you use no hazardous materials and chemicals.

- [x] Written procedures for safe storage, use and disposal of each hazardous material available in the national language(s) of work
- [x] All hazardous materials are kept in sealed containers in a locked storeroom located in a separate area from regular business activities
- [x] All containers with hazardous materials are labeled, with instructions for proper storage, use and disposal
- [ ] None of these procedures
- [ ] N/A

Points Earned: 0.65 of 0.65

Supply Chain Chemical Management

How does your company track and manage toxins or hazardous waste in your supply chain?

Only select practices if you track and manage toxins or hazardous waste for at least 50% of your company suppliers (on a cost basis).

- [x] We don't track toxins or hazardous waste in our supply chain
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risks of toxins and/or production of hazardous waste
- [ ] We have set targets for reducing toxins and hazardous waste in our supply chain
- [ ] We have verified that there are no harmful toxins or hazardous waste in our supply chain

Points Available: 0.65

Supply Chain Chemical Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce toxins or hazardous waste in your supply chain?

- [ ] We collaborate with or require suppliers to collect data and report on chemicals
- [ ] We screen or require suppliers to meet standards related to toxins or hazardous waste
- [ ] We provide support or resources to reduce toxins in the supply chain (e.g.online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 0.65

Supply Chain Biodiversity Management

How does your company track and manage your supply chain's impact on biodiversity?

Only select practices if you track and manage the impact on biodiversity for at least 50% of your company suppliers (on a cost basis).

- [x] We don't evaluate our supply chain impact on biodiversity
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risks to biodiversity
- [ ] We set targets for reducing impact on biodiversity through our supply chain
- [ ] We have verified that our supply chain creates no (or positive) biodiversity impact

Points Available: 0.65

Supply Chain Biodiversity Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce your supply chain's impact on biodiversity?

- [ ] We collaborate with or require suppliers to collect data and report on biodiversity impact
- [ ] We screen suppliers to fit good biodiversity practices
- [ ] We provide support or resources for our supply chain in adopting biodiversity-friendly operations (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 0.65

Customers

Customers Impact Area Introduction

OPERATIONS
0.0

This section identifies whether your company's product/service is designed to deliver a specific, material, positive impact for its customers (beyond the value normally provided from goods or services), and if so, opens the Customer Impact Business Model section that is most applicable.

Customer Impact Business Model Introduction

Do any of your company's products/services address a social or economic problem for your customers and/or their beneficiaries?

Your answers determine which future questions in the assessment are applicable to your company.

- (●) Yes
- ( ) No

Points Available: 0.00

Customer 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?

"Sanofi Consumer Healthcare has a variety of medicines in its global portfolio to treat a range of diseases including allergies, cough and cold, pain and inflammation, digestive disorders, oral care, scalp care, dermatoses including ezcema and psoriasis and many more. In addition, we also market nutritional supplements that help support optimal physiological processes. As a health journey partner, we leverage the best in science, together with our world-class pharmaceutical quality standards to deliver consumer-driven innovative medicines and products across. A few facts related to our diverse portfolio are presented below: In the US, 240 million people use over the counter medicines. If treatments were not available, an estimated 60 million of these would not seek medical treatment. In the space of 12 months in the United States, almost 85% of the population will experience a cold. Globally, between 10 and 30% of the population suffer from hay fever and this goes up to over 50% in parts of Africa and in urban areas. Between 22% and 52% of people in major countries suffer from constipation symptoms and 70% of those who frequently suffer experience it at least once a month. Across the world, 77% of people have used nutritionals in the last 12 months to maintain their general health, provide immune system support or to supplement in areas of vitamin deficiency. 9 out of 10 people will experience pain at some point."

Points Available: 0.00

Beneficial Product Type

Which of the following most closely matches the outcome and/or problem solved for your customers as defined above?

Only select 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)
- [x] 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: 33095

☐ We do not track this

Points Available: 0.00

Total Customer Individuals

Total Number of Customers

Individuals served in the last 12 months:

Individuals served in the last 12 months: 12312500

☐ We do not track this

Points Available: 0.00

Customer Stewardship

OPERATIONS

3.8

Managing Customer Stewardship

Does your company do any of the following to manage the impact and value created for your customers or consumers?

- [x] We offer product / service guarantees, warranties, or protection policies
- [x] We have third party quality certifications or accreditations
- [x] We have formal quality control mechanisms
- [x] We have feedback / customer service feedback or complaint mechanisms
- [x] 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
- [x] We manage the privacy and security of client / customer data
- [ ] None of the above

Points Earned: 0.45 of 0.45

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: 0.45 of 0.45

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: 0.91 of 0.91

Quality Assurance

Do you use an established third party methodology to manage quality assurance for your products or services?

Examples include PDSA, Six Sigma, DMAIC, TQM, Zero Defects, etc

- ◉ Yes
- ○ No

Points Earned: 0.45 of 0.45

Feedback and Complaint Channels

Are any of the following true regarding mechanisms for customers to provide feedback, ask questions, or file complaints?

- [x] Products and/or websites feature customer service contact information
- [ ] Product / service reviews are made available in their entirety to public
- [x] Company responds to all direct inquiries or complaints within a month of receipt
- [ ] Company offers live time support to customers
- [ ] Other
- [ ] None of the above

Points Earned: 0.23 of 0.45

Monitoring Customer Satisfaction and Retention

Which of the following are true of your company with regards to customer or client satisfaction and/or retention?

- [x] Company monitors customer satisfaction
- [x] 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: 0.18 of 0.45

Managing Product Impacts

Does the company do any of the following with regards to managing the potential impact their products have on customers / beneficiaries?

- [x] Company regularly monitors customer outcomes and well-being
- [x] Company has formal program to incorporate customer testing and feedback into product design
- [x] 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: 0.45 of 0.45

Data Usage and Privacy

Does your company have any of the following to address data usage and privacy issues?

- [x] Company has a formal publicly available data and privacy policy
- [x] 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
- [x] Other
- [ ] None of the above
- [ ] N/A - Company does not collect sensitive data

Points Earned: 0.27 of 0.45

Data Security Management

Does the company have any of the following practices to ensure security of private data?

- [x] Data privacy is included in company wide risk management compliance processes
- [x] All employees with access to data are trained on data privacy policies
- [x] Company has a formal code of conduct that defines unauthorized uses of data
- [x] Internal audits of data security
- [x] External audits of data security
- [x] Simulated hacks on data security
- [ ] Other
- [ ] None of the above
- [ ] N/A - Company does not collect sensitive data

Points Earned: 0.45 of 0.45

IMPACT BUSINESS MODELS

Health & Wellness Improvement - Impact Business Model

3.5

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? **Approx. 81.50%**

- [ ] We do not track this

Points Available: 0.00

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
- [x] 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

- [x] We do not track this

Points Available: 0.00

Client Tracking Methods

Please provide a brief description of how you track your customer/client/beneficiary figures.

"SCHC tracks beneficiaries in different ways including: 1. SCHC engages in syndicated and third party pre-purchased research data 2. SCHC does custom research data: brands commission an organisation for market research 3. SCHC receives Ratings and Reviews via e-commerce and other tools"

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.

- [x] We have formally defined the outcomes sought by our product or service and have developed a theory of change for them
- [x] We have based our impactful product or service business model on established secondary research that demonstrates potential impact
- [x] We have directly and formally engaged stakeholders in understanding their desires and needs when developing, refining, and or delivering our products or services
- [x] We are verified to meet third-party standards for impact (e.g. we have impact-related product certifications)
- [x] 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
- [x] We have identified and measure and manage the unintentional or potential negative impacts of the product or service in addition to intentional positive effects
- [x] 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"?

- [x] We surveyed beneficiaries to understand outcomes created
- [ ] We used non-randomized control groups to compare performance
- [x] We used randomized control groups to determine the level of causality of our product or service
- [x] We used aggregated third-party data to benchmark and compare impact performance
- [x] Our selected methods determined that the product or service contributed to the outcome
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 1.25 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: 1.09 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?

Yes. As a world class innovative consumer healthcare company, Sanofi CHC has a proven track record of launching safe and effective medicines that are truly first in class in the consumer/OTC setting. In addition to the hundreds of medicines sold across the globe, an example of truly game changing products are prescription to OTC switches such as the Allegra and Xyzal range of products, which were made available to consumers in an over the counter setting for the first time due to Sanofi CHCs commitment of enabling consumers to live fuller, healthier lives. These medicines are used to relieve problematic disease states in over 60 million consumers. As allergies rise due to the effects of climate change, pollution and the destruction of natural habitats, it is vital and indeed a central pillar of Sanofi CHCs vision to provide consumer with the cutting edge care that they need

Points Available: 0.00

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 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 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 Bottled Water

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Bottled water

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Animal Products or Services

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Animal-based products or services (including seafood)

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Monoculture Agriculture

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Monoculture agriculture

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Genetically Modified Organisms

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Genetically modified organisms

Please also select "Yes" if your company serves clients in this industry

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Biodiversity Impacts

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Industries with a large potential biodiversity impact (including logging or logging equipment, agriculture, etc.)

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Energy and Emissions Intensive Industries

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Energy- and emissions-intensive industries

- (●) Yes
- ( ) No

Points Available: 0.00

Disclosure Water Intensive Industries

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Water-intensive industries

- (●) Yes
- ( ) No

Points Available: 0.00

Disclosure Chemicals

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Chemicals, including those reliant on chemicals that meet the Substances of Very High Concern (SVHC) criteria under REACH

REACH is the European Union's chemical regulation, currently the world's most stringent chemical regulation. See help text for list of industries.

- (●) Yes
- ( ) No

Points Available: 0.00

Disclosure Illegal Products or Subject to Phase Out

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Products or activities that are illegal under country laws or regulations where they have operated, banned in international conventions or agreements, or subject to international phase-out or regulation

- ( ) Yes
- (●) No

Points Available: 0.00

Disclosure Industries at Risk of Human Rights Violations

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Industries reliant upon materials at high risk of human rights infringements (e.g. conflict minerals)

- ( ) Yes
- (●) No

Points Available: 0.00

Other Disclosure Industries

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Other industries that may cause social or environmental harm or are subject to stakeholder criticism or concern

- (●) Yes
- ( ) No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" to any of the "Disclosure Industries" listed above, please provide a detailed explanation of the company's involvement for each affirmative response:

If this does not apply to you, please enter "Does not apply" in the text area below.

Sanofi CHC produces medicinal products and is therefore part of the pharmaceutical industry.

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

Does not transparently report corporate financials to government

Please indicate if your company engages in any of the following practices:

Company withholds corporate financials from government

- ( ) 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

Animal Testing

Please indicate if your company engages in any of the following practices:

Company's products are tested on animals

- ◉ 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

Workers not Provided Clean Drinking Water ot Toilets

Please indicate if your company engages in any of the following practices:

Company does not provide clean drinking water and clean toilets to employees during shifts

- ○ Yes
- ◉ No

Points Available: 0.00

Workers paid below minimum wage

Please indicate if your company engages in any of the following practices:

A portion of workers, contractors, subcontractors or day-workers are paid below minimum wage

- ○ Yes
- ◉ No

Points Available: 0.00

No signed employment contracts for all workers

Please indicate if your company engages in any of the following practices:

Company does not have a signed contract of employment with each worker in a language they understand

- ○ Yes
- ◉ No

Points Available: 0.00

Payslips not provided to show wage calculation and deductions

Please indicate if your company engages in any of the following practices:

Company does not provide payslips or equivalent to all workers to show how wages are calculated and any deductions made

- ○ Yes
- ◉ No

Points Available: 0.00

Activities against freedom of association/collective bargaining

Please indicate if your company engages in any of the following practices:

Company has taken a public stance against unionization, has engaged in activities that may be perceived as taking a stance against union organizing, or prohibits workers from freely associating and bargaining collectively for the terms of one's employment

- ○ Yes
- ◉ No

Points Available: 0.00

Workers cannot leave site during non-working hours

Please indicate if your company engages in any of the following practices:

Company prohibits workers from freely leaving the site during non-working hours or at the end of their shift

This includes workers who live on site.

- ○ Yes
- ◉ No

Points Available: 0.00

ID Cards Withheld or Penalties for Resignation

Please indicate if your company engages in any of the following practices:

Company keeps workers' original ID cards or passports and/or does not allow workers to resign freely without penalty, even if advance notice is given

- ○ Yes
- ◉ No

Points Available: 0.00

Workers Under Bond

Please indicate if your company engages in any of the following practices:

Company hires workers that are under bond, debt, or other obligation to the company or to labor brokers

- ○ Yes
- ◉ No

Points Available: 0.00

Confirmation of Right to Work

Please indicate if your company engages in any of the following practices:

Company does not confirm that workers have the legal right to work in jurisdiction of operations, or company does not keep personnel records that include evidence of the date of birth of each worker

- ○ Yes
- ◉ No

Points Available: 0.00

Employs Individuals on Zero-Hour Contracts

Please indicate if your company engages in any of the following practices:

Company employs individuals on zero-hour contracts

- ○ Yes
- ◉ No

Points Available: 0.00

Company workers are prisoners

Please indicate if your company engages in any of the following practices:

Company uses workers who are prisoners

- ○ Yes
- ◉ No

Points Available: 0.00

Company Employs Workers Under Age 15 (Or Other ILO Minimum Age)

Please indicate if your company engages in any of the following practices:

Company employs workers under the age of 15 (or other minimum work age covered by the International Labour Organization Convention No. 138) and/or company does not keep personnel records that include evidence of the date of birth of each

- ○ Yes
- ◉ No

Points Available: 0.00

Overtime For Hourly Workers Is Compulsory

Please indicate if your company engages in any of the following practices:

Overtime work is compulsory and exceeds 48 hours in a week

- ○ Yes
- ◉ No

Points Available: 0.00

Other Disclosure Practices

Please indicate if your company engages in any of the following practices:

Other sensitive practices that may cause social or environmental harm, or are subject to stakeholder concern

- ○ Yes
- ◉ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" to any of the "Disclosure Practices" listed above, please provide a detailed explanation of the company's engagement in each practice marked in the affirmative:

If this does not apply to you, please enter "Does not apply" in the text area below.

Does not apply

Points Available: 0.00

Disclosure Outcomes & Penalties

Disclosure questions concerning litigation, relocation of communities, accidents, and on-the-job fatality.

On-Site Fatality

Please indicate if your company has experienced any of the following in the past 5 years:

Company has had an operational or on-the-job fatality

- ○ Yes
- ◉ No

Points Available: 0.00

Litigation or Arbitration

Please indicate if your company has experienced any of the following in the past 5 years:

Litigation or arbitration against company either ongoing, settled, or found against the company

- ○ Yes
- ◉ No

Points Available: 0.00

Company has filed for bankruptcy

Please indicate if your company has experienced any of the following in the past 5 years:

Company has filed for bankruptcy

- ○ Yes
- ◉ No

Points Available: 0.00

Bribery, Fraud, or Corruption

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Bribery, fraud, or corruption

- ○ Yes
- ◉ No

Points Available: 0.00

Anti-Competitive Behavior

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Anti-competitive behavior

- ○ Yes
- ◉ No

Points Available: 0.00

Financial Reporting, Taxes, Investments, or Loans

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Financial reporting, tax payments, investments, or loans

- ○ Yes
- ◉ No

Points Available: 0.00

Political Contributions or International Affairs

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Political contributions or international affairs

- ○ Yes
- ◉ No

Points Available: 0.00

Labor Issues

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Labor issues (including safety and discrimination)

- ○ Yes
- ◉ No

Points Available: 0.00

Recalls

Please indicate if your company has experienced any of the following in the past 5 years:

Recalls due to quality control issues

- ○ Yes
- ◉ No

Points Available: 0.00

Breaches of Confidential Information

Please indicate if your company has experienced any of the following in the past 5 years:

Breaches of individual privacy and/or losses of individual confidential data

- ○ Yes
- ◉ No

Points Available: 0.00

Consumer Protection

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Consumer protection (including product safety and marketing claims)

- ○ Yes
- ◉ No

Points Available: 0.00

Significant Layoffs

Please indicate if your company has experienced any of the following in the past 5 years:

Company has had layoffs of more than 20% of the workforce

- ○ Yes
- ◉ No

Points Available: 0.00

Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)

Please indicate if your company has experienced any of the following in the past 5 years:

Company sites have experienced accidental discharges to air, land or water of hazardous substances

- ○ Yes
- ◉ No

Points Available: 0.00

Large Scale Land Conversion, Acquisition, or Relocation

Please indicate if your company has experienced any of the following in the past 5 years:

Construction or operation of company involved large scale land acquisition, convergence, or degradation (including the construction or refurbishment of dams), or resulted in the resettlement or economic displacement of 5,000 or more people

- ○ Yes
- ◉ No

Points Available: 0.00

Penalties Assessed For Environmental Issues

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Environmental management penalties, including animal welfare

- ○ Yes
- ◉ No

Points Available: 0.00

Violation of Indigenous Peoples Rights

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Infringing on indigenous people's rights, for instance by utilizing lands owned or used by indigenous peoples without full documented consent of such peoples

- ○ Yes
- ◉ No

Points Available: 0.00

Other Disclosure Outcomes & Penalties

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Other penalties, complaints, or grievances filed or levied against the company for negative impacts on local communities, human rights, or other stakeholder concerns

- ○ Yes
- ◉ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" to any of the "Disclosure Outcomes & Penalties" listed above, please provide a detailed explanation of the company's experience related to each affirmative response:

If this does not apply to you, please enter "Does not apply" in the text area below.

TOPIC: Significant Layoffs for South Africa The sales force was externalized.

Points Available: 0.00

Supply Chain Disclosure

Disclosure questions concerning the significant suppliers of the company

Supplier Child Labor, Prison Labor, or Forced Labor

Please indicate if any of the following statements are true regarding your company's suppliers:

Employment of workers under the age of 15, use of workers who are currently prisoners, or other practices that are relevant to risk of forced labor

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

Suppliers in Conflict Zones

Please indicate if any of the following statements are true regarding your company's suppliers:

Operation in conflict zones

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

Suppliers Negative Social Impact

Please indicate if any of the following statements are true regarding your company's suppliers:

Practices or outcomes that produced substantial negative impacts regarding human rights, labor conditions, or local communities

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

Suppliers Negative Environmental Impact

Please indicate if any of the following statements are true regarding your company's suppliers:

Practices or outcomes that produced substantial negative environmental impact

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

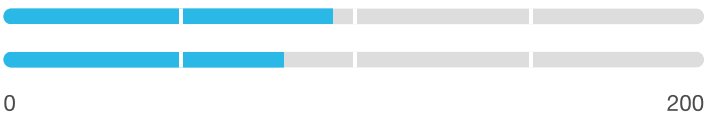
B Impact Assessment™

Overall B Impact Score

Opella Vietnam, Singapore, Indonesia, Thailand, Philippines & Malaysia

For Fiscal Year End Date: **31 Dec 2022**

93.9



Governance

QUESTIONS ANSWERED	OVERALL SCORE
30/30	**14.8**

Workers

QUESTIONS ANSWERED	OVERALL SCORE
53/53	**29.8**

Community

QUESTIONS ANSWERED	OVERALL SCORE
54/54	**20.1**

Environment

QUESTIONS ANSWERED	OVERALL SCORE
63/63	**14.8**

Customers

QUESTIONS ANSWERED	OVERALL SCORE
29/29	**14.2**

Mission & Engagement

OPERATIONS
3.7

Level of Impact Focus

Describe your company's approach to creating positive impact.

This is an unweighted question that will not impact your score and is asked only for research/benchmarking purposes.

- ○ Creating positive social or environmental impact is not a focus for our business
- ○ We occasionally think about the social and environmental impact of some aspects of our business, but not frequently.
- ○ We frequently consider our social and environmental impact, but it isn't a high priority in decision-making.
- ◉ We consistently incorporate social and environmental impact into decision-making because we consider it important to the success and profitability of our business.
- ○ We treat our social and environmental impact as a primary measure of success for our business and prioritize it even in cases where it may not drive profitability.

Points Available: 0.00

Mission Statement Characteristics

Does your company's formal, written corporate mission statement include any of the following?

A formal written corporate mission statement is one that is either publicly facing or formally shared with the employees of the company. Please check all that apply.

- ☐ No social or environmental commitment
- ☐ A general commitment to social or environmental responsibility (e.g. to conserve the environment)
- ☑ A commitment to a specific positive social impact (e.g. poverty alleviation, sustainable economic development)
- ☐ A commitment to a specific positive environmental impact (e.g. reducing waste sent to landfills through upcycled products)
- ☐ A commitment to serve a target beneficiary group in need (e.g. low-income customers, smallholder farmers)
- ☐ We have no written mission statement

Points Earned: 0.21 of 0.29

Mission Statement

Please share the text of your formal mission statement here.

> We're building a healthier future by helping people, help themselves. We empower people to champion better self-care for themselves, their communities and our planet, through our consumer-inspired, science-based products and solutions. We elevate creativity and make health as simple as it should be, helping more people play an active role in their health. We all have our part to play. Health, it's in our hands.

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: 0.57 of 0.57

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
- [x] Specific, formal training is integrated into new employee and new manager training
- [x] 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: 0.38 of 0.57

Social and Environmental Management Reviews

What percentage of full-time managers had a formal written performance evaluation in the last year that included social or environmental goals?

- ○ 0
- ○ 1-49%
- ○ 50-99%
- ◉ 100%

Points Earned: 0.57 of 0.57

Mission-driven Executive Compensation

Which of your executives have their compensation tied to achieving specific social and environmental metrics or objectives?

Please check all that apply.

- [ ] None
- [x] Our CEO or President
- [x] Senior managers reporting to the CEO or President

Points Earned: 0.57 of 0.57

Board Review of Social or Environmental Performance

Does the Board of Directors or equivalent governing body review your company's social or environmental performance on at least an annual basis?

- ○ No, our Board doesn't review that
- ○ Yes, the Board receives a general update on the company's social or environmental performance
- ◉ Yes, the Board reviews key performance indicators (KPIs) on the company's social or environmental performance
- ○ N/A - Our company has no Board of Directors or equivalent governing body

Points Earned: 0.57 of 0.57

Stakeholder Engagement

Has your company done any of the following to engage stakeholders about your social and environmental performance?

- [x] We have an advisory board that includes stakeholder representation
- [x] 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
- [x] We have formal and regular processes in place to gather information from stakeholders (focus groups, surveys, community meetings, etc.)
- [x] We have formal procedures to address results from stakeholder engagement, with a designated individual or team responsible for appropriate follow ups.
- [x] 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
- [x] We publicly report on stakeholder engagement mechanisms and results
- [ ] Other - please describe
- [ ] No formal stakeholder engagement

Points Earned: 0.29 of 0.29

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.

- [x] We track impact metrics that we've chosen based on company mission or executive decision
- [x] We have conducted a materiality assessment of our company using stakeholder engagement mechanisms or research
- [x] We have identified and measure metrics based on the results of the materiality assessment we conducted for the company
- [x] We have set performance targets for all identified material issues and measurements
- [x] We measure the material social and environmental outcomes produced by our performance on our KPIs over time
- [ ] None of the above

Points Earned: 0.57 of 0.57

Identification of Material Issues

Based on the processes you have highlighted, what are the material issues that have been identified?

Access to Healthcare, respect of human rights, health education, support to vulnerable communities, climate change & energy use, waste management & recycling, product eco design, product quality & safety, business ethics, responsible marketing

Points Available: 0.00

OPERATIONS

Ethics & Transparency

3.6

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: 0.10 of 0.39

Code of Ethics

What is required by your company's Code of Ethics?

- [x] Prohibition of bribes in any form, including kickbacks or gifts, on any portion of contract payments or soft dollar practices
- [x] Formal oversight policy covering direct or indirect political contributions, charitable donations, and sponsorships
- [x] 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: 0.39 of 0.39

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.

- [x] We instruct the Board of Directors on the Code at least annually
- [x] We instruct all newly hired workers on the Code
- [x] We instruct managers on the Code on an ongoing basis
- [x] We instruct all non-managerial workers on the Code on an ongoing basis
- [x] We communicate changes to the Code whenever it is updated
- [x] Other - please describe
- [ ] No Code of Ethics or equivalent, or no training on the Code

Points Earned: 0.39 of 0.39

Breached Code of Ethics Breachment Policy

In cases where there are material breaches to your company's Code of Ethics, what actions are formally outlined for your company?

- [x] Breaches, including case details, are reported to Board of Directors
- [ ] Breaches, including case details, are reported publicly
- [ ] Reported breaches are investigated promptly via independent party
- [x] Employees are dismissed or disciplined if found in breach
- [x] Contracts with business partners in breach are terminated
- [x] Company makes improvements to anti-corruption program based on reported cases
- [ ] Other - please describe
- [ ] None of the above
- [ ] N/A - No Business Code of Conduct

Points Earned: 0.39 of 0.39

Anti-Corruption Practices

Which of the following anti-corruption reporting and prevention systems are in place?

- [x] Written employee whistle-blowing policy with confidentiality policy
- [x] Circulation of whistle-blowing policy to all employees and business partners
- [x] Communication of the anti-corruption system at least annually to the relevant internal and external stakeholders
- [x] Annual training on the anti-corruption system
- [ ] Providing supporting tools and guidance (e.g. self-assessment survey for high-risk departments)
- [x] Anonymous mechanisms to report concerns and grievances
- [x] 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: 0.39 of 0.39

Monitoring Ethics and Corruption

Does your company do any of the following with regard to monitoring and reporting on your anti-corruption programme?

- [x] Responsibility for the monitoring has been clearly assigned and resources have been made available
- [x] Mechanisms are in place for continuous monitoring (internal employee self-evaluations, automated controls monitoring)
- [x] The management of the company (e.g. Board of Directors, Audit Committee) review the results of internal and external reviews and ensure that required changes are implemented in an appropriate and prompt manner
- [ ] External independent assurance is conducted to provide further security to management and stakeholders regarding the effectiveness of the anti-corruption programme
- [ ] Regular reporting announcements about the program are made at least annually to relevant internal and external stakeholders (workshops, CEO announcement, newsletter)
- [ ] None of the above

Points Earned: 0.23 of 0.39

Financial Reporting Standards

Which financial reporting standards did your company comply with in the last fiscal year?

- (●) IFRS, the International Financial Reporting Standards (via the International Accounting Standards Board)
- ( ) GAAP, the Generally Accepted Accounting Principles (via independent U.S. standards body)
- ( ) Local accounting standard (via local independent standard setting body)
- ( ) Other - please describe
- ( ) None of the above
- ( ) N/A - Our company is pre-revenue

Points Earned: 0.77 of 0.77

Reviewed / Audited Financials

What type of individual or entity conducted the review of your company's financials?

- ( ) Locally-accredited auditing firm or CPA/CFA
- (●) Internationally-accredited auditing firm or CPA/CFA
- ( ) None, finances were neither audited nor reviewed

Points Earned: 0.19 of 0.19

Financial Controls

Does your company maintain any of the following financial controls?

Please check all that apply.

- [x] 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
- [x] Fraud risk assessment is conducted at least annually, with any identified internal control deficiencies communicated to Board of Directors and senior management
- [x] Lines of financial reporting, responsibilities, and limits for the authorization, approval, and verification of disbursements are all documented in writing
- [x] 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: 0.39 of 0.39

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
- [x] 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: 0.10 of 0.39

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
- [x] Our company discloses all financial information (except salary info) at least yearly
- [x] Our company discloses all financial information (except salary info) at least quarterly
- [x] 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: 0.29 of 0.39

OPERATIONS

Governance Metrics

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? 31 Dec 2022

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

Points Available: 0.00

Revenue Last Year

Total Earned Revenue

From the last fiscal year

This question will be used for scored calculation questions later in the assessment. Please complete for accurate scoring. If your company has not yet completed its first fiscal year, please put $0

From the last fiscal year

Sensitive

Points Available: 0.00

Net Income Last Year

Net Income

From the last fiscal year

If your company has not yet completed its first fiscal year, please put $0

From the last fiscal year

Sensitive

Points Available: 0.00

Net Income Year Before Last

Net Income

From the fiscal year before last

From the fiscal year before last

Sensitive

Points Available: 0.00

Payments to Government

Payments to government in the last fiscal year

Select N/A if company is pre-revenue.

Payments to government in the last fiscal year

Sensitive

Points Available: 0.00

IMPACT BUSINESS MODELS

Mission Locked - Impact Business Model

7.5

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

OPERATIONS

Workers Impact Area Introduction

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.

- [x] 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)
- [x] 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: 769

- [ ] 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: 759

- [ ] 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: 0

- [ ] 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 0

☐ 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 11

☐ 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 22

☐ We do not track this

Points Available: 0.00

OPERATIONS

Financial Security

9.1

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

Points Available: 0.00

% of Employees Paid Individual Living Wage

What percentage of employees on an FTE (Full Time Equivalent) basis are paid at least the equivalent of a living wage for an individual?

Please exclude students and interns in this calculation.

- ○ <75%
- ○ 75-89%
- ○ 90-99%
- ◉ 100%
- ○ N/A

Points Earned: 2.52 of 2.52

% of Employees Paid Family Living Wage

What percentage of employees on an FTE (Full Time Equivalent) basis are paid at least the equivalent of a living wage for a family?

Please exclude students and interns in this calculation.

- ○ <75%
- ○ 75-89%
- ○ 90-99%
- ◉ 100%
- ○ N/A

Points Earned: 2.52 of 2.52

% Above the Minimum Wage

What percentage above the legal minimum wage does your lowest-paid hourly employee earn?

Please answer this question ONLY taking into account hourly workers. If you do not have hourly workers, select N/A.

- ○ 0% - Lowest wage is equivalent to minimum wage
- ○ 1-9%
- ○ 10-29%
- ○ 30-49%
- ○ 50-75%
- ○ 75%+
- ◉ N/A - We do not employ hourly workers

Points Available: 1.26

Initiatives To Increase Wages and Benefits

If it is not possible to verify a living wage in your country, has your company participated in any leadership initiatives/agreements to increase wages or benefits to workers provided in your country or industry?

Examples include commissioning a living wage calculation. Select N/A if living wage already exists.

- ○ Yes
- ○ No
- ◉ N/A - Living wage already exists

Points Available: 1.26

Compensation Policies and Practices

Does your company offer any of the following additional financial benefits to non-executive workers?

Your answers determine which future questions in the assessment are applicable to your company.

- [ ] Cost of living adjustments that match inflation rates of the country
- [x] Bonuses or profit-sharing
- [x] Employee ownership opportunities
- [ ] None of the above

Points Earned: 0.84 of 1.26

Employees Receiving a Bonus

What percentage of full-time and part-time employees, excluding founders and executives, received a monetary bonus in the last fiscal year?

- ○ 0%
- ○ 1-24%
- ○ 25-49%
- ○ 50-74%
- ◉ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.94 of 1.26

Significance of Bonuses

What was the equivalent percentage of profits that were distributed as bonuses to non-executive workers in the last fiscal year?

- ○ No bonus payout, or no bonus plan
- ◉ 5% or less
- ○ 5-10%
- ○ 10-15%
- ○ 15-20%
- ○ >20%
- ○ Bonuses were paid to non-executive workers, despite the company not earning a profit

Points Earned: 0.16 of 1.26

% Participation in Employee Ownership

What percentage of all full-time employees have been granted stock, stock options, or stock equivalents (including participation in an ESOP or other qualified ownership plans) in the company?

Select N/A if your company is a consumer/shared services cooperative, a producer cooperative or a nonprofit.

- ○ 0%
- ◉ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.31 of 1.26

% of Company Owned by Non-Executive Employees

What percentage of the company is owned by workers who are not executives or founders?

- ○ 0%
- ◉ 1-4%
- ○ 5-24%
- ○ 25-49%
- ○ 50%+
- ○ N/A
- ○ Don't Know

Points Earned: 0.63 of 2.52

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: 1.26 of 1.26

Financial Services for Employees

What financial products, programs, or services does your company provide that help to meet financial health needs of hourly employees?

Please answer this question ONLY taking into account hourly workers. If you do not have hourly workers, select N/A.

- ☐ Direct deposit
- ☐ Access to free or affordable banking services or payroll cards (e.g. free ATM debit card)
- ☐ Financial management tools or coaching
- ☐ Emergency or short-term savings programs
- ☐ Low-interest or interest-free loans
- ☐ Debt management, refinancing, or loan payment contributions
- ☐ Employer match for deposits into savings accounts
- ☐ Paychecks issued off-schedule on a need basis
- ☐ Tax preparation services
- ☐ Other - please describe
- ☐ None of the above
- ☑ N/A - We do not employ hourly workers

Points Available: 0.63

OPERATIONS

Health, Wellness, & Safety

8.5

Government Provision Of Healthcare

How is healthcare provided in the country where the majority of employees reside?

- ○ Universal Provision of Basic Healthcare Services (e.g. United Kingdom)
- ◉ Government-mandated or -provided health insurance programs (e.g. Switzerland)
- ○ None of the Above

Points Available: 0.00

Healthcare Coverage

What percentage of workers receive healthcare coverage either through a government plan or paid by the company?

If healthcare is covered through the company, only consider workers for which the company pays the majority of healthcare costs.

- ○ <75%
- ○ 75-84%
- ○ 85-94%
- ◉ 95%+

Points Earned: 1.11 of 1.11

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
- ☑ Extension of health benefits to spouse and children
- ☐ Access to local medical services or clinic (on-site or subsidized)
- ☐ Other - please describe
- ☐ None of the above

Points Earned: 1.11 of 1.11

Supplementary Health Benefits Eligibility for Part-Time Workers

When do part-time workers become eligible to participate in the supplementary benefits offered by your company?

If applicable, please select one answer indicating tenure requirements (answers 1-2), and one answer indicating weekly hour requirements (answers 3-4).

- ☐ Part-time workers are not eligible at time of hire, but become eligible to participate within their first 6 months of employment
- ☐ Part-time workers are eligible to participate at time of hire
- ☐ Part-time workers are only eligible if they work more than 20 hours a week
- ☐ Part-time workers are eligible even if they work less than 20 hours a week
- ☐ We do not offer supplementary health benefits to part-time workers
- ☑ N/A - We don't have part-time employees

Points Available: 1.11

Worker Safety Practices

What are your company's occupational health and safety policies?

- ☑ We have written policies and practices to minimize on-the-job employee accidents and injuries
- ☑ Data on injury, accident, lost, or absentee days are recorded and made transparent for all workers
- ☑ A worker health and safety committee helps monitor and advise on health and safety programs
- ☐ None of the above

Points Earned: 1.11 of 1.11

Health and Safety Program

What is required in your company's formal safety and health program?

- [x] Annual safety and health training for all workers, including at least one emergency drill per year
- [x] Data on injury, accident, lost, or absentee days are recorded and made transparent for all workers
- [x] Formal safety reporting system for employees to submit their safety concerns
- [ ] A safety position, safety committee, or safety program representative who reports to a senior level position (e.g. Vice President or higher)
- [x] A documented standard procedure for investigating the root causes of accidents and major incidents
- [x] Implementation of corrective actions after an incident is investigated
- [x] An annual evaluation of the safety and health system and includes senior management in the evaluation
- [ ] We have no formal safety and health program

Points Earned: 2.22 of 2.22

Handling Hazardous Materials

What are your company policies around hazardous or dangerous materials on-site?

Hazardous materials include chemicals, gasoline or fuel, fertilizer, pesticides, etc.

- [x] All workers who are in contact with hazardous materials receive initial and on-going (at least twice yearly) training for proper storage, handling, and disposal of materials
- [x] All workers who handle hazardous materials are required to wear protective gear, including clothing, eye and foot protection
- [x] All workers are made aware of all health risks associated with handling hazardous materials
- [x] We monitor the health of all workers who work with hazardous materials and provide them with annual health check-ups
- [ ] Other - please describe
- [ ] None of the above
- [ ] N/A - No hazardous or dangerous materials used on-site

Points Earned: 1.11 of 1.11

Machinery Practices

What are your company practices regarding equipment or machinery used by workers?

This includes machinery, vehicles, etc. Check all that apply. Select N/A only if the company has no equipment.

- [x] All workers who use equipment receive initial and ongoing training on proper operation and emergency shut-off of the machinery
- [x] All workers are required to wear appropriate protective gear, including clothing, eye, and foot protection, when working with machinery
- [x] We regularly inspect whether our workers are using appropriate protective gear and operating machinery correctly
- [x] Our machinery is checked at least once per year for necessary maintenance issues
- [x] Signs regarding hazards and proper use of equipment are posted on or near equipment in the local language
- [ ] Other - please describe
- [ ] None of the above
- [ ] N/A

Points Earned: 1.11 of 1.11

Indoor Air Quality Audits

What is included in your company's annual indoor air quality audit of all company facilities?

Select all options that apply.

- [x] No smoking within 25 feet of building entrances
- [ ] Indoor ventilation rates compliant with ASHRAE Standard 62.1 or EN 16798-1
- [ ] Minimum air intake separation distance compliant with ASHRAE Standard 62.1 or EN 16798-3
- [ ] Operations and maintenance manual for ventilation equipment compliant with ASHRAE Standard 62.1
- [x] HVAC filters compliant with ASHRAE Standard 52.2 or ISO 16890
- [ ] Temperature and relative humidity levels (PMV and PPD) in compliance with ASHRAE Standard 55 EN-16798 or ISO 7730
- [ ] Written IAQ complaint response policy
- [ ] None of the above

Points Earned: 0.74 of 1.11

OPERATIONS

Career Development

2.9

Formal Employment

What percentage of individuals working for the company are formally employed on the payroll of the company?

- ○ 0%
- ○ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75-99%
- ◉ 100%

Points Earned: 0.50 of 0.50

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.

- [x] We have a formal onboarding process for new employees
- [x] We offered ongoing training on core job responsibilities to employees within the last year
- [x] We have a policy to encourage internal promotions and hiring for advanced positions (e.g. posting job openings internally first)
- [x] We provide cross-skills training for career advancements or transitions (e.g. management training for non-managers)
- [x] We provide non-career-specific life-skill training (e.g. financial literacy, English as a Second Language)
- [x] 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: 0.50 of 0.50

Amount of Training for New Hires

What was the average amount of training that a newly hired worker received in the past twelve months?

Use average of both full-time and part-time employees.

- ○ No training
- ○ On-the-job training (one day to one week)
- ◉ On-the-job training (one week to one month)
- ○ Apprenticeship or technical training (over one month)
- ○ N/A - No new hires during the last 12 months

Points Earned: 0.33 of 0.50

Employee Review Process

Which of the following is included or applies to your company's formal process for providing performance feedback to employees?

Check all that apply.

- ☑ Process has a regular schedule and is conducted at least annually
- ☐ Peer and subordinate input
- ☑ Written guidance for career development
- ☑ Social and environmental goals
- ☑ Clearly-identified and achievable goals
- ☐ A 360-degree feedback process
- ☑ All tenured employees receive feedback
- ☐ None of the above

Points Earned: 1.00 of 1.00

Internal Promotions

What percentage of employees has been internally promoted within the last 12 months?

Exclude material owners in your calculation.

- ○ 0%
- ◉ 1-5%
- ○ 6-15%
- ○ 15%+

Points Earned: 0.17 of 0.50

Intern Hiring Practices

How does your company manage the hiring and treatment of interns?

Check all that apply. If there is no third party living wage calculated for your country of operations, please do not select "payment of a living wage."

- ☑ We have a formalized policy or program outlining the objectives of internships or internship programs for participants
- ☑ We partner with education institutions to provide internship opportunities or work-study programs
- ☑ We pay interns a living wage
- ☑ Our interns receive formal performance reviews
- ☑ Our interns have a formal opportunity to provide feedback on experience
- ☑ We have hired interns on as full-time permanent employees in the past two years
- ☑ Intern tenures are restricted to not exceed one year if interns are not currently enrolled in school
- ☐ None of the above
- ☐ N/A - Our company does not employ interns

Points Earned: 0.50 of 0.50

Career Development (Salaried)

OPERATIONS
0.7

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: 0.30 of 0.30

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: 0.15 of 0.30

Life Skill Training Participation

Excluding newly hired workers, what % of full-time and part-time workers received the following types of formal training during the last 12 months?

Training on life skills for personal development (e.g. literacy, personal financial planning)

- ○ 0%
- ○ 1-24%
- ◉ 25-49%
- ○ 50-74%
- ○ 75%+
- ○ Don't know

Points Earned: 0.15 of 0.30

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: 0.15 of 0.60

Engagement & Satisfaction

OPERATIONS
3.7

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: 0.25 of 0.25

Non-Discrimination Policy

What is covered in your company's written non-discrimination policy on hiring and the workplace?

Please check all that apply.

- ☑ Gender
- ☑ Race
- ☑ Color
- ☑ Disability
- ☑ Political opinion
- ☑ Sexual orientation
- ☑ Age
- ☑ Religion
- ☑ HIV status
- ☐ We have no written non-discrimination policy

Points Earned: 0.25 of 0.25

Paid Secondary Caregiver Leave

What secondary parental leave policies are available to your workers, either through your company or a government program?

Select all that apply, but only select one answer indicating the total amount of paid time equivalent (answers 2-4). See "Learn 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
- [x] Workers receive greater than 5 weeks (or full pay equivalent) paid leave
- [x] 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: 0.50 of 0.50

Supplementary Benefits

What supplementary benefits are provided to a majority of non-managerial workers?

Including full time and part time employees. Please check all that apply.

- [x] Free transportation or transit subsidy
- [x] Free or subsidized meals
- [ ] On-site or subsidized childcare
- [ ] Free or subsidized housing
- [x] Other - please describe
- [ ] None of the above

Points Earned: 1.00 of 1.00

Worker Empowerment

How does your company engage and empower workers?

- [x] 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
- [x] Employee complaint / input mechanisms are reviewed at least every other year, with input from employees themselves into the process
- [x] 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: 0.38 of 0.50

Worker / Management Conflict Mediation

Has your company identified one of the following designated agents to mediate complaints or issues between workers or workers and management?

- [ ] An informally-designated worker who passes information to other workers
- [ ] Union representative
- [x] Human Resources-designated representative
- [ ] Employee Representative who has been mutually-designated by company management and employees
- [ ] Third-party ombudsman
- [x] Other - please describe
- [ ] None of the above

Points Earned: 0.38 of 0.50

Surveying and Benchmarking Engagement and Attrition

Does your company monitor and evaluate your worker satisfaction and engagement in any of the following ways?

Your answers determine which future questions in the assessment are applicable to your company.

- [x] We calculate employee attrition rate
- [ ] We benchmark employee attrition rate to relevant benchmarks
- [x] We regularly (at least once a year) conduct employee satisfaction or engagement surveys
- [ ] We benchmark employee satisfaction to relevant industry benchmarks
- [x] 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: 0.50 of 0.50

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

Points Available: 0.00

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: 0.50 of 1.00

Labor Practices Review

Have your company's labor practices been certified or reviewed by an independent third party in the last twelve months?

- ○ Yes
- ◉ No

Points Available: 0.50

OPERATIONS

Engagement & Satisfaction (Salaried)

1.5

Number of Paid Days Off

What is the annual minimum number of paid days off (including holidays) for full-time employees?

- ○ 0-15 work days
- ○ 16-22 work days
- ○ 23-29 work days
- ◉ 30-35 work days
- ○ 36+ work days

Points Earned: 0.90 of 1.00

Paid Primary Caregiver Leave for Salary Workers

Which of the following describe the primary parental leave policies for salaried workers, either through the company or government program?

If applicable, please select one answer indicating total time off (answers 1-3), and one answer indicating fully paid time off (answers 4-7).

- ☐ Primary caregivers receive 4-12 weeks of time off for parental leave (including unpaid and paid leave)
- ☑ Primary caregivers receive 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: 0.60 of 1.00

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

Points Available: 1.00

Community

OPERATIONS

Community Impact Area Introduction

0.0

This section identifies whether your company is designed to deliver a specific, material, positive impact for its community, and if so, opens the Community Impact Business Model section that is most applicable.

Community Oriented Impact Business Model

Does your company's business model create a specific positive benefit for stakeholders such as charitable partners, vendors or suppliers in need, or your local community?

Your answers determine which future questions in the assessment are applicable to your company.

- ○ Yes
- ◉ No

Points Available: 0.00

Diversity, Equity, & Inclusion

Inclusive Hiring Practices

How does your company create an inclusive recruiting and hiring process?

- [x] We include a statement in all our job postings with a commitment to diversity, equity, and inclusion
- [x] 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
- [x] We actively recruit through organizations or services that serve individuals from underrepresented populations
- [x] We conduct analyses of our job description language and requirements to ensure they are inclusive and equitable
- [ ] None of the above

Points Earned: 0.61 of 0.61

Diverse Ownership and Leadership

Is your company majority-owned or -led by individuals from any of the following underrepresented groups?

Please select all that apply.

- [ ] Led by a woman
- [ ] Led by an individual from an underrepresented racial or ethnic minority
- [ ] Led by another underrepresented individual (veterans, LGBT, etc.)
- [ ] Majority owned by women
- [ ] Majority owned by individuals from underrepresented racial or ethnic minorities
- [ ] Majority owned by other underrepresented individuals (veterans, LGBT, etc.)
- [x] None of the above

Points Available: 0.61

Inclusive Work Environments

How does your company create an equitable and inclusive workplace for employees?

- [x] We have designated an individual or group explicitly responsible for diversity, equity, and inclusion (i.e. a Diversity Manager or Inclusion Committee)
- [x] We offer trainings for all employees on topics related to diversity, equity, and inclusion
- [ ] We have voluntary employee resource or affinity groups
- [x] Our facilities are designed to meet accessibility requirements for individuals with physical disabilities
- [x] 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: 0.48 of 0.61

Management of Diversity, Equity, and Inclusion

How does your company manage and improve your workplace diversity and inclusivity?

- [ ] We anonymously survey employees on gender identity, race/ethnicity, disability status, and other demographic factors to track the diversity of our workforce
- [x] We have set specific, measurable diversity improvement goals that are reviewed by senior executives or our Board of Directors
- [x] 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: 0.30 of 0.61

Measurement of Diversity

What attributes of a diverse workforce does your company track, either through anonymous surveys or other methods legal in your jurisdiction?

If collecting this type of demographic data is not legal in your jurisdiction, select None of the Above.

- [x] Socioeconomic status (as determined by low income residence, education level, etc.)
- [x] Race or ethnicity
- [x] Gender
- [x] Age
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.61 of 0.61

Low Income Workers

What percentage of your workforce lives in poor/very poor or low-income areas or does not have college degree?

- ○ 0%
- ○ 1-9%
- ○ 10-19%
- ◉ 20-29%
- ○ 30%+
- ○ Don't Know

Points Earned: 0.45 of 0.61

Workers from Ethnic or Racial Minorities

What percentage of your workforce identifies as being from a racial or ethnic minority?

- ○ 0%
- ◉ 1-9%
- ○ 10-19%
- ○ 20-29%
- ○ 30%+
- ○ Don't Know

Points Earned: 0.10 of 0.61

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: 0.61 of 0.61

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: 0.30 of 0.61

High to Low Pay Ratio

What multiple is the highest compensated individual paid, inclusive of bonus, as compared to the lowest paid full-time worker?

- ◉ >20x
- ○ 16-20x
- ○ 11-15x
- ○ 6-10x
- ○ 1-5x

Points Available: 0.61

Female Management

How many of your company managers identify as women?

- ○ 0%
- ○ 1-9%
- ○ 10-24%
- ○ 25-39%
- ○ 40-49%
- ◉ 50%+
- ○ Don't know
- ○ N/A

Points Earned: 0.61 of 0.61

Management from Underrepresented Populations

How many of your company managers identify as from another underrepresented social group?

If collecting this type of demographic data is not legal in your jurisdiction, select Don't Know.

- ○ 0%
- ○ 1-9%
- ○ 10-19%
- ○ 20-29%
- ○ 30%+
- ◉ Don't know

Points Available: 0.61

Supplier Diversity Policies or Programs

Does your company have any of the following policies or programs in place to promote diversity within your supply chain?

- ☑ We track diversity of ownership among our suppliers
- ☐ We have a policy to give preferences to suppliers with ownership from underrepresented populations
- ☑ We have formal targets to make a specific percentage of purchases from suppliers with diverse ownership
- ☐ We have a formal program to purchase and provide support to suppliers with diverse ownership
- ☐ None of the above
- ☐ N/A - Collecting supplier data or having preferential treatment policies is illegal in my country of operations

Points Earned: 0.15 of 0.30

Supplier Ownership Diversity

What percentage of your purchases were from companies that are majority-owned by women or individuals from underrepresented populations?

- ○ 0%
- ◉ 1-9%
- ○ 10-24%
- ○ 25-39%
- ○ 40-49%
- ○ 50%+
- ○ Don't Know

Points Earned: 0.08 of 0.61

OPERATIONS

Economic Impact

2.5

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.

HQ in Makati City, Metro Manila, Philippine, HO Chi Ming City and Hanoi, Vietnam, and offices in Indonesia, Singapore and Thailand. Production sites in industrial zone in the periphery of Ho Chi Minh City in Vietnam.

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

Points Available: 0.00

Job Growth Rate

What was your company's net job growth rate for full-time and part-time positions over the last 12 months? ONLY include newly created jobs that are paid a living wage.

If there is no living wage data available for your country of operations, include new jobs that pay 10% or more above a minimum wage.

- ○ 0% (no growth on a net basis)
- ◉ 1-14%
- ○ 15-24%
- ○ 25%+

Points Earned: 0.78 of 2.35

Non-accredited Investor Ownership

What percentage of the company is owned by individuals who would qualify as non-accredited investors?

- ◉ 0%
- ○ 1-4%
- ○ 5-14%
- ○ 15-24%
- ○ 25%+
- ○ Don't know

Points Available: 1.18

Local Ownership

Is the majority (over 50%) of the company's ownership located locally to the majority of the company's workforce?

"Local" is defined as being part of the same community. While the size and distance of a community may vary by context, they should generally be based on a small-scale economically and culturally connected area like a metropolitan area or a city/town.

- ○ Yes
- ◉ No
- ○ Don't know

Points Available: 1.18

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.

- [x] Written preference at each facility to purchase from local suppliers
- [x] Formal targets or goals for the amount of local purchasing
- [ ] Ready-to-use lists of preferred local suppliers and vendors for specific facilities
- [ ] Written preference for hiring and recruiting local managers with equitable compensation
- [ ] Preference for hiring and recruiting local staff (management and non-management) with training for employees
- [ ] Incentives for staff to live within 40 km of local company facility
- [ ] Other - please describe
- [ ] No written local purchasing or hiring policies in place

Points Earned: 0.59 of 0.59

National Sourcing

What percentage of your company's Cost of Goods Sold (including value-adding activities) was spent within the country of operations, from in-country registered companies or national citizens?

- ○ 0%
- ○ 1-19%
- ○ 20-39%
- ○ 40-59%
- ◉ 60-79%
- ○ 80%+

Points Earned: 0.88 of 1.18

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: 1.18

Focus on Local Customers

Do a majority of your customers live locally to your company's headquarters or production facilities?

“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

Points Available: 1.18

In Country Management

What percentage of senior management is native to the country of operations?

Native individuals are born and/or raised in the country.

- ○ <49%
- ◉ 50-74%
- ○ 75-94%
- ○ 95%+

Points Earned: 0.29 of 1.18

Civic Engagement & Giving

OPERATIONS
4.6

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: 0.53 of 0.53

Civic Memberships and Partnerships

Does your company have membership or a civic partnership with any of the following types of organizations?

Check all that apply.

- ☑ Business or trade association
- ☑ Chamber of Commerce
- ☑ Governmental institution
- ☐ Local academic institution
- ☐ Cooperative
- ☐ Other - please describe
- ☐ None

Points Earned: 0.27 of 0.27

Community Service Policies and Practices

How does your company manage employee community service?

- [x] 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: 0.13 of 0.53

% of Employees Volunteer Service

What percentage of employees took paid time off for volunteer service last year?

- ○ 0%
- ○ 1-24%
- ○ 25-49%
- ○ 50-74%
- ◉ 75%+
- ○ Don't know

Points Earned: 1.07 of 1.07

Total Amount of Volunteer Service Hours

Number of hours volunteered by full-time and part-time employees of the organization during the last fiscal year

This should include both paid and unpaid time spent volunteering during traditional work hours, either for company-organized events or for employee-initiated activities.

Number of hours volunteered by full-time and part-time employees of the organization during the last fiscal year 7866

- [ ] We do not track this

Points Available: 0.00

Volunteer Service Per Capita

What was the percentage of per capita worker time donated as volunteer, community service, or pro bono time in the reporting period?

Calculate by total volunteer hours / total hours worked, generally 2000 hours per FTE.

- ○ 0%
- ◉ 0.1-0.5% of time
- ○ 0.6-1% of time
- ○ 1.1-2% of time
- ○ 2%+ of time
- ○ Don't know

Points Earned: 0.36 of 1.07

Charitable Giving and Community Investment Policies and Practices

What are your company's practices regarding donations or community investments?

- [x] 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
- [x] We have screening practices for charitable contributions or impact measurement mechanisms for our community investments
- [ ] None of the above

Points Earned: 0.27 of 0.53

Relative Input for Community Investments

If you use an independent methodology to measure total commitment to community investment, what is the equivalent % of revenue contributed in the form of community investment?

- ○ None
- ○ Less than 0.1% of revenues
- ◉ 0.1-0.4% of revenues
- ○ 0.5-0.9% of revenues
- ○ 1-1.9% of revenues
- ○ >2%

Points Earned: 0.40 of 1.07

% of Revenue Donated

What was the equivalent percentage of revenue donated to charity during the last fiscal year?

Please include tax deductible in-kind donations but do not include pro bono time.

- ○ No donations last fiscal year
- ○ Less than 0.1% of revenue
- ◉ 0.1-0.4% of revenue
- ○ 0.5-0.9% of revenue
- ○ 1-1.9% of revenue
- ○ 2%+ of revenue
- ○ Don't know

Points Earned: 0.85 of 2.13

Total Amount of Charitable Donations

Total amount (in currency terms) donated to registered charities in the last fiscal year

Report with the currency specified in "Reporting currency" for this metric.

Total amount (in currency terms) donated to registered charities in the last fiscal year

Sensitive

Points Available: 0.00

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?

- [x] Yes, company has offered support in name and/or signed petitions
- [x] Yes, company has provided active staff time or financial support
- [x] Yes, company has directly introduced, testified, made recommendations or provided expertise to advance standards
- [x] Yes, and efforts resulted in a specific institutional, industry or regulatory reform
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.53 of 0.53

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
- [x] We have provided data or contributed to academic research on social or environmental topics
- [x] We participate in panel presentations or other public forums on social or environmental topics
- [ ] We provide public resources for other businesses or stakeholders on improving social or environmental performance
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.27 of 0.27

OPERATIONS

Supply Chain Management

8.5

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).

- [x] Product Manufacturers
- [ ] Professional Service Firms (Consulting, Legal, Accounting)
- [ ] Independent Contractors
- [x] 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).

- [x] Compliance with all local laws and regulations, including those related to social and environmental performance
- [x] Good governance, including policies related to ethics and corruption
- [x] 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: 0.75 of 0.75

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
- [x] 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
- [x] Other (please describe)
- [ ] None of the above

Points Earned: 0.45 of 0.75

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

Outsourced Staffing Screening Topics

Does your company review or set requirements regarding the labor practices of its outsourced staffing service providers that includes the following topics?

Your answers determine which future questions in the assessment are applicable to your company.

- [x] Compliance with all local laws and regulations
- [x] Compliance with international human rights and labor standards (for employees and contractors)
- [ ] Payment at or above industry benchmarks
- [ ] Payment of a living wage (for employees and contractors)
- [ ] Employee benefits provided
- [ ] Professional development opportunities
- [ ] Other labor practices
- [ ] None of the above
- [ ] N/A

Points Earned: 0.15 of 0.38

% of Outsourced Services Accountable to Code of Conduct?

What % of your outsourced staffing services (on a currency basis) are accountable to the formalized code of conduct or requirements described in the previous question?

- ○ 0%
- ○ 1-20%
- ○ 21-49%
- ○ 50-74%
- ○ 75-99%
- ◉ 100%
- ○ N/A

Points Earned: 1.50 of 1.50

Screening / Monitoring for Services

Which of the following methods are used to evaluate the social or environmental impact of your outsourced staffing services?

Your answers determine which future questions in the assessment are applicable to your company.

- ☐ Company shares policies or rules with subcontractors but does not have a verification process in place
- ☑ Company requires subcontractors complete self-designed assessment
- ☑ Company utilizes third party risk or impact assessment tools (BIA)
- ☐ Company conducts routine audits/reviews of subcontractors at least every two years
- ☐ Company has third parties conduct routine audits/reviews of subcontractors at least every two year
- ☐ Other
- ☐ None of the above

Points Earned: 0.28 of 0.38

% of Outsourced Staffing Services Screened / Monitored

What % of your outsourced staffing services (on a currency basis) are evaluated based on the methods selected in the previous question?

- ○ 0%
- ○ 1-20%
- ○ 21-49%
- ○ 50-74%
- ○ 75-99%
- ◉ 100%
- ○ N/A

Points Earned: 1.50 of 1.50

Supplier Code of Conduct

Is there a formal written Supplier Code of Conduct policy that specifically holds your company's suppliers accountable for social and environmental performance?

Your answers determine which future questions in the assessment are applicable to your company.

- ◉ Yes
- ○ No

Points Earned: 0.75 of 0.75

Supplier Code of Conduct Topics

What areas of social and environmental performance are specifically included in your company's Supplier Code of Conduct policy?

- [x] Bribery, corruption, and fraud
- [x] Working hours
- [x] Freely chosen employment
- [x] Compensation
- [x] Child labor
- [x] Freedom of association
- [x] Health and safety
- [ ] Use of materials
- [x] Product's environmental impact
- [ ] Information on how the Code will be monitored and reviewed (e.g. self-audits, site visits)
- [ ] N/A - No Supplier Code of Conduct

Points Earned: 0.38 of 0.38

Support for Improved Supply Chain Social or Environmental Performance

How does your company encourage improved social and environmental performance among your suppliers?

- [ ] We provide incentives for suppliers with strong social and environmental performance
- [x] We set goals and expectations with suppliers to improve their social and environmental performance
- [x] We provide resources to suppliers to improve their social and environmental performance
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.75 of 0.75

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?

- [x] 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
- [x] Company provides training and/or resources on improving social or environmental performance to suppliers, either from the company itself or through a third party
- [x] 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
- [x] 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 Earned: 0.25 of 0.38

% of Suppliers with Programs to Improve Impact

For what % of your suppliers (on a currency basis) do the policies and programs selected in the previous question apply?

- ○ 0%
- ○ 1-20%
- ○ 21-49%
- ◉ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.94 of 1.50

Length of Supplier Relationships

What is the average tenure of your company's relationships with suppliers?

- ○ Average tenure of supplier relationships is less than 12 months.
- ○ Average tenure of supplier relationships is greater than 12 months.
- ◉ Average tenure of supplier relationships is greater than 36 months.
- ○ Average tenure of supplier relationships is greater than 60 months.
- ○ Our company has had a relationship with a majority of our suppliers (on a currency basis) since our first year of operations.
- ○ Don't Know

Points Earned: 0.50 of 0.75

Support for In Need Suppliers

Does your company do any of the following to support small scale or other in-need suppliers?

- ☐ We review suppliers for potential training needs
- ☐ We have a formal education or support program for selected suppliers
- ☑ We provide small scale suppliers the same contracts, prices, and payment terms (such as days payable outstanding) as other suppliers
- ☐ We pay 30 days payable outstanding to small scale suppliers
- ☐ A formal mechanism is in place for suppliers to provide us feedback (e.g. supplier satisfaction surveys)
- ☐ We have a formal grievance mechanism to address complaints and resolve disputes
- ☑ Other (please describe)
- ☐ None of the above

Points Earned: 0.40 of 0.75

Supplier Certifications

During the last fiscal year, what percentage of your Significant Suppliers (on currency basis) had internationally-recognized product certifications?

Select 0% if you do not know whether your Significant Suppliers are certified.

- ◉ 0%
- ○ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75%+
- ○ Don't know

Points Available: 0.75

Environment

OPERATIONS

Environment Impact Area Introduction

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.

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
- [x] None of the above

Points Available: 0.00

OPERATIONS

Environmental Management

3.1

Facility Environmental Efficiency

What environmental efficiency practices are in place in a majority of your company's offices and plant facilities?

- [x] Buildings employ energy saving strategies (e.g. energy use monitoring, efficient appliances and lighting, renewable energy use)
- [x] Buildings use systems for increasing water efficiency (e.g. water efficient appliances, fixtures, and landscaping)
- [x] Buildings use systems to monitor and improve air quality (e.g. increased ventilation)
- [ ] Building construction or operations make use of sustainable materials (e.g. reclaimed products)
- [ ] New building sites are chosen based on sustainability considerations (e.g. minimizing impact on ecosystems and waterways)
- [ ] Buildings are LEED certified or LEED equivalent certified
- [ ] Other - please describe
- [ ] None of the above
- [ ] N/A - No offices or plant facilities

Points Earned: 0.63 of 1.05

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 3-6 can only be selected if Checkbox 2 applies.

- [x] Policy statement documenting our organization's commitment to the environment
- [x] Assessment undertaken of the environmental impact of our organization's business activities
- [x] Stated objectives and quantifiable targets for environmental aspects of our organization's operations
- [x] Programming designed, with allocated resources, to achieve these targets
- [x] Periodic compliance reviews and auditing to evaluate programs conducted
- [ ] Third-party auditing and certification of EMS
- [ ] We have no environmental management system

Points Earned: 1.75 of 2.11

Environmentally Certified Products

During the last fiscal year, what percentage of your products sold had a product certification that assesses the environmental impacts of the product or its production process?

Select N/A only if there is no physical product being sold.

- (●) 0%
- ( ) 1-24%
- ( ) 25-49%
- ( ) 50-74%
- ( ) 75%+
- ( ) N/A

Points Available: 1.05

Type of Footprint Assessments

Has the company's footprint assessments included any of the following?

- [ ] Assessment conducted for upstream supply chain only
- [ ] Assessment conducted for only a portion of value chain (other than or in addition to upstream supply chain)
- [x] Formal life cycle assessments conducted internally
- [x] Formal life cycle assessments conducted or verified by a third party
- [x] Use of third party frameworks or methodologies (such as Ellen Macarthur Foundation Circularity Indicators, Product Environmental Profiles, GHG Protocol or Carbon Disclosure Project)
- [ ] Company has a life cycle based certification or equivalent (Cradle to Cradle)
- [ ] Other
- [ ] None of the above

Points Earned: 0.53 of 0.53

% of Products with Type of Footprint Assessment

What % of your products have undergone the specific type(s) of environmental footprint assesesment selected in the previous question?

- ( ) 0%
- (●) 1-20%
- ( ) 21-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) N/A

Points Earned: 0.26 of 2.11

Assessment Conducted of Environmental Footprint of Value Chain

Have you conducted a formal assessment to measure the environmental footprint of your value chain (including supply chain, product usage, and end-of-life) that covers the following topics?

- [ ] Impacts on biodiversity
- [ ] Impacts on climate (Scope 3 Carbon Emissions)
- [ ] Toxin or hazardous material impact
- [ ] Land preservation (including material extraction)
- [ ] Water supply
- [ ] Other
- [x] None of the above

Points Available: 1.05

Management of Material Environmental Impact in Value Chain

How has your company utilized the results of your environmental footprint assessment to manage and minimize your overall impact?

- [ ] Company has used assessments to develop specific strategies to reduce impacts for at least most material impacts identified across value chain and product lines
- [ ] Company has set public targets or commitments to reduce material value chain and product impacts over time
- [ ] Company has met incremental targets in the last two years and/or can demonstrate being on target to achieve long term goals
- [ ] Other
- [x] None of the above (No EIA conducted)

Points Available: 1.05

Impact of Product Usage

Which of the following are true regarding practices in place to manage and minimize the impact of product usage?

- [ ] Company has conducted studies of consumer behavior and/or disposal to understand impact of product usage
- [ ] Company has conducted analysis of product lifetime and usability and it materially exceeds (>5%) lifetime of related competitive products
- [ ] Company has created partnerships and/or marketing campaigns to engage customers or other post production value chain users to minimize environmental footprint of usage
- [ ] Other
- [x] None of the above

Points Available: 1.05

Air & Climate

OPERATIONS
5.3

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
- [x] 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: 0.49 of 0.65

Total Energy Use

Total energy used (Gigajoules) during the last 12 months:

Total energy used (Gigajoules) during the last 12 months: 77834.8

☐ 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: 1591.8

☐ We do not track this

Points Available: 0.00

Electricity Sources

From what sources does your company get its electricity?

Please check all that apply.

- ☐ Diesel-generators
- ☑ Municipal power grid (sources unknown or not renewable)
- ☐ Municipal power grid (at least 10% of municipal power is generated from renewable sources such as solar, wind or small-scale hydropower)
- ☐ Bio-fuel or other clean or renewable-based generators
- ☐ Renewable energy sources (including on-site renewable)
- ☐ Other - please describe

Points Available: 0.65

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: 0.04 of 0.33

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: 0.26 of 1.30

Environmentally Efficient Equipment

What % of new equipment purchased (by total cost) during the last 24 months was energy efficient or otherwise environmentally-preferred?

Select N/A if no capital expenditures were made during the last 24 months.

- ◉ 0% (no equipment)
- ○ <50% (some equipment)
- ○ 50%+ (majority of equipment)
- ○ 100% (all equipment)
- ○ N/A - No new equipment purchased

Points Available: 0.33

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: 0.26 of 1.30

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: 0.49 of 0.65

Total Scope 1 GHGs

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:

Scope 1:

Scope 1: 2054.14

☐ 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: 8587

☐ 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, not including the use of carbon credits or offsets?

Please measure intensity in metric tons of CO2/$million of revenue. Please use USD to accurately evaluate the answer option.

- ○ Manufacturing: >950 / Utilities: >6,000
- ○ Manufacturing: 751-950 / Utilities: 5,001-6,000
- ○ Manufacturing: 601-750 / Utilities: 4,001-5,000
- ○ Manufacturing: 451-600 / Utilities: 3,001-4,000
- ○ Manufacturing: 301-450 / Utilities: 2,001-3,000
- ○ Manufacturing: 151-300 / Utilities: 1,001-2,000
- ◉ Manufacturing: 0-150 / Utilities: 0-1,000
- ○ Don't know

Points Earned: 0.65 of 0.65

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.

- ○ Manufacturing: >950 / Utilities: >6,000
- ○ Manufacturing: 751-950 / Utilities: 5,001-6,000
- ○ Manufacturing: 601-750 / Utilities: 4,001-5,000
- ○ Manufacturing: 451-600 / Utilities: 3,001-4,000
- ○ Manufacturing: 301-450 / Utilities: 2,001-3,000
- ○ Manufacturing: 151-300 / Utilities: 1,001-2,000
- ◉ Manufacturing: 1-150 / Utilities: 1-1,000
- ○ Manufacturing: 0 / Utilities: 0
- ○ Don't know

Points Earned: 1.30 of 1.30

Greenhouse Gas Emissions Reduced

What percentage of Scope 1 and 2 GHG emissions has been saved due to efficiency improvements implemented by your company?

- ◉ 0%
- ○ 1-4%
- ○ 5-9%
- ○ 10-14%
- ○ 15-20%
- ○ 20%+
- ○ Don't Know

Points Available: 1.30

Shipping Policies

Has your company implemented an environmentally-efficient shipping or distribution policy?

- ◉ Yes
- ○ No

Points Earned: 0.33 of 0.33

Supply Chain GHG Management

Has your company taken action to track and manage the greenhouse emissions produced through your supply chain? (absolute reduction)

Only select practices if you track and manage greenhouse emissions produced for at least 50% of your company suppliers (on a cost basis).

- ☑ We don't track or evaluate greenhouse emissions from our supply chain
- ☐ We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risk contributions of greenhouse gas emissions
- ☐ We have purchased certified carbon credits to offset some or all of the greenhouse gas emissions from our supply chain
- ☐ We set targets for reducing greenhouse gas emissions through our supply chain
- ☐ We have seen a reduction in GHG emissions in our supply chain in the last twelve months
- ☐ We have achieved a carbon-neutral supply chain

Points Available: 0.65

Offsetting Supplier GHG Emissions

What % of your company's Scope 3 greenhouse gas emissions were offset by certified carbon credits?

- (●) 0
- ( ) 1-24%
- ( ) 25-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) Don't know

Points Available: 1.30

Supply Chain GHG Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce the greenhouse gas emissions produced through your supply chain?

- [ ] We collaborate with or require suppliers to collect data and report on greenhouse gas emissions
- [ ] We screen suppliers to reduce greenhouse gas emissions (e.g. performance of suppliers, selection of materials, source locations)
- [ ] We provide support or resources for our supply chain in adopting greenhouse gas minimized operations (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 0.65

Sourcing % of COGS from Local Suppliers

What % of the following was spent with suppliers located within 200 miles (or 322 km) of where the end product was used during the last fiscal year?

Sourcing of COGS Local to Customers

- ( ) 0%
- ( ) 1-9%
- ( ) 10-19%
- (●) 20-29%
- ( ) 30%+
- ( ) Don't know

Points Earned: 0.98 of 1.30

Sourcing % raw materials from Local Suppliers

What % of the following was spent with suppliers located within 200 miles (or 322 km) of where the end product was used during the last fiscal year?

Raw materials (in currency terms) grown or harvested

By company or local independent suppliers.

- ( ) 0%
- (●) 1-9%
- ( ) 10-19%
- ( ) 20-29%
- ( ) 30%+
- ( ) Don't know

Points Earned: 0.33 of 1.30

Managing Impact of Transportation

Has your company adopted any of the following techniques for minimizing the transportation-related environmental impact of its distribution and supply chain?

Please check all that apply.

- [ ] Utilize clean or low-emission vehicles (e.g. hybrid, LPG, electric) to transport and distribute product
- [ ] Utilize strategic planning software to minimize fuel usage and shipping footprint
- [ ] Train drivers and handlers in fuel efficient techniques
- [x] Utilize freight or shipping methods with lower environmental impacts (e.g. avoiding air shipment)
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.22 of 0.65

Types of Carbon Credits Purchased

Has your company purchased any of the following types of carbon credits during the last fiscal year?

- [ ] Voluntary Carbon Credits
- [ ] Certified Carbon Credits
- [x] None

Points Available: 0.33

OPERATIONS

Water

1.9

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
- [x] We monitor and record water usage and have set specific reduction targets relative to previous performance (e.g. a 5% reduction of water usage from baseline year)
- [ ] We regularly monitor and record emissions and have set science-based targets necessary to achieve sustainable usage linked to our local watershed
- [ ] We have met specific reduction targets set during this reporting period

Points Earned: 0.53 of 1.07

Total Water Use

Total water use (liters) during the last 12 months

Total water use (liters) during the last 12 months: 123189

- [ ] 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.

- [x] Low-flow faucets, taps, toilets, urinals, or showerheads
- [ ] Grey-water usage for irrigation
- [ ] Low-volume irrigation
- [ ] Harvest rainwater
- [x] Other - please describe
- [ ] None of the above
- [ ] N/A - Our company has a virtual office

Points Earned: 0.57 of 1.07

Water Harvested On-Site or From Recycled Sources

What % of water used by the company is harvested on site or is from recycled sources?

- (●) 0
- ( ) 1-24%
- ( ) 25-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) Don't Know

Points Available: 2.13

Monitoring Toxic Wastewater

Which of the following describes how the company monitors hazardous and toxic wastewater?

Monitoring hazardous and toxic wastewater may involve either monitoring the volume and/or the level of contamination.

- ( ) Company does not currently monitor and record emissions
- (●) Company monitors and records emissions (no reduction targets)
- ( ) Company monitors emissions and has specific reduction targets
- ( ) Company monitors emissions and has met specific reduction targets during the last fiscal year
- ( ) Eliminated emissions of this by-product entirely
- ( ) N/A

Points Earned: 0.27 of 1.07

Wastewater Disposal

How does your company dispose of non-hazardous wastewater?

Please check all that apply.

- [ ] We have no water treatment system, or are unsure of disposal
- [ ] Through municipal/public sewer systems
- [x] Off-site water treatment
- [x] Through on-site partial-reclamation
- [ ] Through reuse or recycling of wastewater in company's own operations
- [ ] On-site watershed management
- [ ] Other - please describe

Points Earned: 0.53 of 0.53

Supply Chain Water Management

How does your company track and manage the water footprint of your supply chain?

Only select practices if you track and manage the water footprint for at least 50% of your company suppliers (on a cost basis).

- [x] We do not track the water footprint of our supply chain
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material areas of water usage
- [ ] We have targets for reducing water footprint through our supply chain
- [ ] We have seen a reduction of our water footprint in our supply chain in the past twelve months
- [ ] We have verified that all water use in supply chain is science-based and sustainable

Points Available: 1.07

Supply Chain Water Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce the water footprint of your supply chain?

- [ ] We collaborate with or require suppliers to collect data and report on water footprint
- [ ] We screen suppliers to fit good water management practices (e.g. individual supplier practices, materials and ingredients, locations in context of water scarcity)
- [ ] We provide support or resources for supply chain in adopting water management (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 1.07

OPERATIONS

Land & Life

4.3

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
- [x] 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: 0.32 of 0.65

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: 283.8

- [ ] 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 505.4

☐ 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 136.4

☐ We do not track this

Points Available: 0.00

Recycling Programs

Does the majority of your facilities on a square foot basis have a facility wide recycling program that has ongoing collection of at least all standard materials in your area?

◉ Yes

○ No

Points Earned: 0.65 of 0.65

Recycling Programs

Does your company have any of the following recycle/reduce/reuse programs in 80% of the facilities?

☑ We recycle and reuse materials on-site with clearly-marked bins for use

☑ We have a written recycle/reduce/reuse policy that is posted at plant facilities with clearly-marked bins

☐ Other - please describe

☐ None of the above

Points Earned: 0.65 of 0.65

Waste Reduction Programs

Does your company have a formal program to evaluate how to reduce its generation of hazardous, universal, and/or non-hazardous waste?

◉ Yes

○ No

○ Already maximized - we have achieved Zero Waste

Points Earned: 0.65 of 0.65

Supply Chain Waste Management

How does your company track and manage waste in your supply chain?

Only select practices if you track and manage waste for at least 50% of your company suppliers (on a cost basis).

- [x] We don't track the solid waste impacts of our supply chain
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material areas of waste production
- [ ] We have set targets for reducing solid waste in the supply chain
- [ ] We have seen a reduction of waste produced in our value chain in the past twelve months
- [ ] We have achieved zero waste or a closed-loop supply chain

Points Available: 0.65

Supply Chain Waste Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce waste in your supply chain?

- [ ] We collaborate with or require suppliers to collect data and report on waste production
- [ ] We screen or require suppliers to meet standards related to solid waste production
- [ ] We have implemented initiatives to reduce waste at the source or divert waste from landfills or incineration in the supply chain
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 0.65

Environment Impact Packaging

How does your company minimize the environmental impact of the packaging of your products?

Select all practices that apply and are verifiable, regardless of the % of product/packaging the practice applies to.

- [x] We have conducted a formal assessment of our packaging design and materials to identify opportunities to minimize environmental impact
- [x] We have source-reduced packaging within the last two years
- [ ] Our packaging materials are certified to meet independent standards for environmental impact
- [ ] Our packaging is recyclable and provides instructions on how to recycle it correctly
- [x] Our packaging is non-toxic
- [ ] Our packaging materials are designed to have less overall environmental impact than common alternatives
- [ ] None of the above
- [ ] N/A - Our products do not have packaging materials

Points Earned: 0.39 of 0.65

% of Recyclable/Biodegradable Materials

What % of material (by weight or volume) is made of recyclable (and labeled as such) or biodegradable materials in the areas where they are sold (product + packaging)?

- (●) <20%
- ( ) 20-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) Don't Know
- ( ) N/A

Points Available: 0.65

Controlling Community Exposure to Emissions

Has your company conducted an assessment of local communities' exposure to hazardous emissions from your manufacturing facilities and taken appropriate steps to mitigate?

- ○ We have not conducted an assessment
- ○ Assessment indicates some exposure, but we have taken no action to date
- ○ Assessment indicates some exposure, and we have implemented a mitigation and control strategy
- ◉ Assessment indicates no exposure

Points Earned: 0.32 of 0.32

% of Environmentally Preferred Input Materials

What % of material (by weight or volume) comes from recycled materials, reused components, and/or certified sustainably sourced materials?

- ◉ <20%
- ○ 20-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ Don't Know
- ○ N/A - We do not sell a physical product

Points Available: 1.30

Programs to Reduce End of Life Waste

Which of the following practices are in place to reduce waste to landfill after the usage of your product and/or its packaging?

- ☐ Company has a product/packaging reclamation and recycling program designed and implemented by the company or a third party
- ☐ Company has a product/packaging reclamation and reuse program designed and implemented by the company or a third party
- ☐ Company takes back similar products or packaging from other companies as part of its reclamation program
- ☐ Company includes information about their reclamation programs on product labels / packaging
- ☐ Company includes information about their reclamation programs in advertising campaigns
- ☐ Company has achieved circularity (no waste created) in its products and packaging
- ☐ Other
- ☑ None of the above

Points Available: 0.65

Monitoring Hazardous Waste

How does your company monitor and manage your hazardous waste production?

- ☐ Company does not currently monitor and record emissions
- ☐ Company monitors and records emissions (no reduction targets)
- ☑ Company monitors emissions and has specific reduction targets
- ☐ We regularly monitor and record emissions and have set a zero hazardous waste target
- ☐ Company has met specific reduction targets during the reporting period
- ☐ Eliminated emissions of this by-product entirely

Points Earned: 0.32 of 0.65

Total Hazardous Waste Produced

Waste Produced: Hazardous Waste (metric tonnes) during the last 12 months

Waste Produced: Hazardous Waste (metric tonnes) during the last 12 months 276.154

- [ ] We do not track this

Points Available: 0.00

Reducing Waste

Optional unweighted metrics: Approximately by what % has your company reduced solid and hazardous waste generation (normalized for revenue changes) over the following periods?

The past two years

The past two years 15

- [ ] We do not track this

Points Available: 0.00

Hazardous Waste Disposal

Can your company verify that your hazardous waste is always disposed of responsibly?

This includes batteries, paint, electronic equipment, etc.

- (●) Yes
- ( ) No
- ( ) N/A - We have eliminated hazardous waste

Points Earned: 0.65 of 0.65

Hazardous Materials On-Site

If your company uses any hazardous materials on site, check all of the procedures that your company follows.

Hazardous materials include chemicals, pesticides, and fertilizer. Select N/A if you use no hazardous materials and chemicals.

- [x] Written procedures for safe storage, use and disposal of each hazardous material available in the national language(s) of work
- [ ] All hazardous materials are kept in sealed containers in a locked storeroom located in a separate area from regular business activities
- [x] All containers with hazardous materials are labeled, with instructions for proper storage, use and disposal
- [ ] None of these procedures
- [ ] N/A

Points Earned: 0.43 of 0.65

Supply Chain Chemical Management

How does your company track and manage toxins or hazardous waste in your supply chain?

Only select practices if you track and manage toxins or hazardous waste for at least 50% of your company suppliers (on a cost basis).

- [x] We don't track toxins or hazardous waste in our supply chain
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risks of toxins and/or production of hazardous waste
- [ ] We have set targets for reducing toxins and hazardous waste in our supply chain
- [ ] We have verified that there are no harmful toxins or hazardous waste in our supply chain

Points Available: 0.65

Supply Chain Chemical Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce toxins or hazardous waste in your supply chain?

- [ ] We collaborate with or require suppliers to collect data and report on chemicals
- [ ] We screen or require suppliers to meet standards related to toxins or hazardous waste
- [ ] We provide support or resources to reduce toxins in the supply chain (e.g.online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 0.65

Supply Chain Biodiversity Management

How does your company track and manage your supply chain's impact on biodiversity?

Only select practices if you track and manage the impact on biodiversity for at least 50% of your company suppliers (on a cost basis).

- [x] We don't evaluate our supply chain impact on biodiversity
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risks to biodiversity
- [ ] We set targets for reducing impact on biodiversity through our supply chain
- [ ] We have verified that our supply chain creates no (or positive) biodiversity impact

Points Available: 0.65

Supply Chain Biodiversity Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce your supply chain's impact on biodiversity?

- [ ] We collaborate with or require suppliers to collect data and report on biodiversity impact
- [ ] We screen suppliers to fit good biodiversity practices
- [ ] We provide support or resources for our supply chain in adopting biodiversity-friendly operations (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 0.65

Customers

Customers Impact Area Introduction

OPERATIONS
0.0

This section identifies whether your company's product/service is designed to deliver a specific, material, positive impact for its customers (beyond the value normally provided from goods or services), and if so, opens the Customer Impact Business Model section that is most applicable.

Customer Impact Business Model Introduction

Do any of your company's products/services address a social or economic problem for your customers and/or their beneficiaries?

Your answers determine which future questions in the assessment are applicable to your company.

- (●) Yes
- ( ) No

Points Available: 0.00

Customer 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?

Sanofi Consumer Healthcare has a variety of medicines in its global portfolio to treat a range of diseases including allergies, cough and cold, pain and inflammation, digestive disorders, oral care, scalp care, dermatoses including ezcema and psoriasis and many more. In addition, we also market nutritional supplements that help support optimal physiological processes. As a health journey partner, we leverage the best in science, together with our world-class pharmaceutical quality standards to deliver consumer-driven innovative medicines and products across. A few facts related to our diverse portfolio are presented below: In the US, 240 million people use over the counter medicines. If treatments were not available, an estimated 60 million of these would not seek medical treatment. In the space of 12 months in the United States, almost 85% of the population will experience a cold. Globally, between 10 and 30% of the population suffer from hay fever and this goes up to over 50% in parts of Africa and in urban areas. Between 22% and 52% of people in major countries suffer from constipation symptoms and 70% of those who frequently suffer experience it at least once a month. Across the world, 77% of people have used nutritionals in the last 12 months to maintain their general health, provide immune system support or to supplement in areas of vitamin deficiency. 9 out of 10 people will experience pain at some point.

Points Available: 0.00

Beneficial Product Type

Which of the following most closely matches the outcome and/or problem solved for your customers as defined above?

Only select 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)
- [x] 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: 34882

☐ We do not track this

Points Available: 0.00

Total Customer Individuals

Total Number of Customers

Individuals served in the last 12 months:

Individuals served in the last 12 months: 13600000

☐ We do not track this

Points Available: 0.00

Customer Stewardship

OPERATIONS

3.7

Managing Customer Stewardship

Does your company do any of the following to manage the impact and value created for your customers or consumers?

- [x] We offer product / service guarantees, warranties, or protection policies
- [x] We have third party quality certifications or accreditations
- [x] We have formal quality control mechanisms
- [x] We have feedback / customer service feedback or complaint mechanisms
- [x] 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
- [x] We manage the privacy and security of client / customer data
- [ ] None of the above

Points Earned: 0.45 of 0.45

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: 0.45 of 0.45

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: 0.91 of 0.91

Quality Assurance

Do you use an established third party methodology to manage quality assurance for your products or services?

Examples include PDSA, Six Sigma, DMAIC, TQM, Zero Defects, etc

- ◉ Yes
- ○ No

Points Earned: 0.45 of 0.45

Feedback and Complaint Channels

Are any of the following true regarding mechanisms for customers to provide feedback, ask questions, or file complaints?

- [x] Products and/or websites feature customer service contact information
- [ ] Product / service reviews are made available in their entirety to public
- [x] Company responds to all direct inquiries or complaints within a month of receipt
- [x] Company offers live time support to customers
- [ ] Other
- [ ] None of the above

Points Earned: 0.34 of 0.45

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
- [x] None of the above

Points Available: 0.45

Managing Product Impacts

Does the company do any of the following with regards to managing the potential impact their products have on customers / beneficiaries?

- [x] Company regularly monitors customer outcomes and well-being
- [x] Company has formal program to incorporate customer testing and feedback into product design
- [x] 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: 0.45 of 0.45

Data Usage and Privacy

Does your company have any of the following to address data usage and privacy issues?

- [x] Company has a formal publicly available data and privacy policy
- [x] 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
- [x] Other
- [ ] None of the above
- [ ] N/A - Company does not collect sensitive data

Points Earned: 0.27 of 0.45

Data Security Management

Does the company have any of the following practices to ensure security of private data?

- [x] Data privacy is included in company wide risk management compliance processes
- [x] All employees with access to data are trained on data privacy policies
- [x] Company has a formal code of conduct that defines unauthorized uses of data
- [x] Internal audits of data security
- [x] External audits of data security
- [x] Simulated hacks on data security
- [ ] Other
- [ ] None of the above
- [ ] N/A - Company does not collect sensitive data

Points Earned: 0.45 of 0.45

IMPACT BUSINESS MODELS

Health & Wellness Improvement - Impact Business Model

3.5

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? **Approx. 83.53%**

- [ ] We do not track this

Points Available: 0.00

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

- [x] Individuals
- [ ] Households
- [ ] Communities
- [x] 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

- [x] We do not track this

Points Available: 0.00

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

- [x] We do not track this

Points Available: 0.00

Client Tracking Methods

Please provide a brief description of how you track your customer/client/beneficiary figures.

SCHC tracks beneficiaries in different ways including: 1. SCHC engages in syndicated and third party pre-purchased research data 2. SCHC does custom research data: brands commission an organisation for market research 3. SCHC receives Ratings and Reviews via e-commerce and other tools

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.

- [x] We have formally defined the outcomes sought by our product or service and have developed a theory of change for them
- [x] We have based our impactful product or service business model on established secondary research that demonstrates potential impact
- [x] We have directly and formally engaged stakeholders in understanding their desires and needs when developing, refining, and or delivering our products or services
- [x] We are verified to meet third-party standards for impact (e.g. we have impact-related product certifications)
- [x] 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
- [x] We have identified and measure and manage the unintentional or potential negative impacts of the product or service in addition to intentional positive effects
- [x] 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"?

- [x] We surveyed beneficiaries to understand outcomes created
- [x] We used non-randomized control groups to compare performance
- [x] We used randomized control groups to determine the level of causality of our product or service
- [x] We used aggregated third-party data to benchmark and compare impact performance
- [x] Our selected methods determined that the product or service contributed to the outcome
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 1.25 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: 1.09 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?

Yes. As a world class innovative consumer healthcare company, Sanofi CHC has a proven track record of launching safe and effective medicines that are truly first in class in the consumer/OTC setting. In addition to the hundreds of medicines sold across the globe, an example of truly game changing products are prescription to OTC switches such as the Allegra and Xyzal range of products, which were made available to consumers in an over the counter setting for the first time due to Sanofi CHCs commitment of enabling consumers to live fuller, healthier lives. These medicines are used to relieve problematic disease states in over 60 million consumers. As allergies rise due to the effects of climate change, pollution and the destruction of natural habitats, it is vital and indeed a central pillar of Sanofi CHCs vision to provide consumer with the cutting edge care that they need

Points Available: 0.00

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 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 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 Bottled Water

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Bottled water

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Animal Products or Services

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Animal-based products or services (including seafood)

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Monoculture Agriculture

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Monoculture agriculture

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Genetically Modified Organisms

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Genetically modified organisms

Please also select "Yes" if your company serves clients in this industry

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Biodiversity Impacts

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Industries with a large potential biodiversity impact (including logging or logging equipment, agriculture, etc.)

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Energy and Emissions Intensive Industries

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Energy- and emissions-intensive industries

- (●) Yes
- ( ) No

Points Available: 0.00

Disclosure Water Intensive Industries

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Water-intensive industries

- (●) Yes
- ( ) No

Points Available: 0.00

Disclosure Chemicals

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Chemicals, including those reliant on chemicals that meet the Substances of Very High Concern (SVHC) criteria under REACH

REACH is the European Union's chemical regulation, currently the world's most stringent chemical regulation. See help text for list of industries.

- (●) Yes
- ( ) No

Points Available: 0.00

Disclosure Illegal Products or Subject to Phase Out

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Products or activities that are illegal under country laws or regulations where they have operated, banned in international conventions or agreements, or subject to international phase-out or regulation

- ( ) Yes
- (●) No

Points Available: 0.00

Disclosure Industries at Risk of Human Rights Violations

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Industries reliant upon materials at high risk of human rights infringements (e.g. conflict minerals)

- ( ) Yes
- (●) No

Points Available: 0.00

Other Disclosure Industries

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Other industries that may cause social or environmental harm or are subject to stakeholder criticism or concern

- (●) Yes
- ( ) No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" to any of the "Disclosure Industries" listed above, please provide a detailed explanation of the company's involvement for each affirmative response:

If this does not apply to you, please enter "Does not apply" in the text area below.

Sanofi CHC produces medicinal products and is therefore part of the pharmaceutical industry. That is why we have ticked Yes to this disclosure topic

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

Does not transparently report corporate financials to government

Please indicate if your company engages in any of the following practices:

Company withholds corporate financials from government

- ( ) 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

Animal Testing

Please indicate if your company engages in any of the following practices:

Company's products are tested on animals

- ◉ 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

Workers not Provided Clean Drinking Water ot Toilets

Please indicate if your company engages in any of the following practices:

Company does not provide clean drinking water and clean toilets to employees during shifts

- ○ Yes
- ◉ No

Points Available: 0.00

Workers paid below minimum wage

Please indicate if your company engages in any of the following practices:

A portion of workers, contractors, subcontractors or day-workers are paid below minimum wage

- ○ Yes
- ◉ No

Points Available: 0.00

No signed employment contracts for all workers

Please indicate if your company engages in any of the following practices:

Company does not have a signed contract of employment with each worker in a language they understand

- ○ Yes
- ◉ No

Points Available: 0.00

Payslips not provided to show wage calculation and deductions

Please indicate if your company engages in any of the following practices:

Company does not provide payslips or equivalent to all workers to show how wages are calculated and any deductions made

- ○ Yes
- ◉ No

Points Available: 0.00

Activities against freedom of association/collective bargaining

Please indicate if your company engages in any of the following practices:

Company has taken a public stance against unionization, has engaged in activities that may be perceived as taking a stance against union organizing, or prohibits workers from freely associating and bargaining collectively for the terms of one's employment

- ○ Yes
- ◉ No

Points Available: 0.00

Workers cannot leave site during non-working hours

Please indicate if your company engages in any of the following practices:

Company prohibits workers from freely leaving the site during non-working hours or at the end of their shift

This includes workers who live on site.

- ○ Yes
- ◉ No

Points Available: 0.00

ID Cards Withheld or Penalties for Resignation

Please indicate if your company engages in any of the following practices:

Company keeps workers' original ID cards or passports and/or does not allow workers to resign freely without penalty, even if advance notice is given

- ○ Yes
- ◉ No

Points Available: 0.00

Workers Under Bond

Please indicate if your company engages in any of the following practices:

Company hires workers that are under bond, debt, or other obligation to the company or to labor brokers

- ○ Yes
- ◉ No

Points Available: 0.00

Confirmation of Right to Work

Please indicate if your company engages in any of the following practices:

Company does not confirm that workers have the legal right to work in jurisdiction of operations, or company does not keep personnel records that include evidence of the date of birth of each worker

- ○ Yes
- ◉ No

Points Available: 0.00

Employs Individuals on Zero-Hour Contracts

Please indicate if your company engages in any of the following practices:

Company employs individuals on zero-hour contracts

- ○ Yes
- ◉ No

Points Available: 0.00

Company workers are prisoners

Please indicate if your company engages in any of the following practices:

Company uses workers who are prisoners

- ○ Yes
- ◉ No

Points Available: 0.00

Company Employs Workers Under Age 15 (Or Other ILO Minimum Age)

Please indicate if your company engages in any of the following practices:

Company employs workers under the age of 15 (or other minimum work age covered by the International Labour Organization Convention No. 138) and/or company does not keep personnel records that include evidence of the date of birth of each

- ○ Yes
- ◉ No

Points Available: 0.00

Overtime For Hourly Workers Is Compulsory

Please indicate if your company engages in any of the following practices:

Overtime work is compulsory and exceeds 48 hours in a week

- ○ Yes
- ◉ No

Points Available: 0.00

Other Disclosure Practices

Please indicate if your company engages in any of the following practices:

Other sensitive practices that may cause social or environmental harm, or are subject to stakeholder concern

- ○ Yes
- ◉ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" to any of the "Disclosure Practices" listed above, please provide a detailed explanation of the company's engagement in each practice marked in the affirmative:

If this does not apply to you, please enter "Does not apply" in the text area below.

Does not apply

Points Available: 0.00

Disclosure Outcomes & Penalties

Disclosure questions concerning litigation, relocation of communities, accidents, and on-the-job fatality.

On-Site Fatality

Please indicate if your company has experienced any of the following in the past 5 years:

Company has had an operational or on-the-job fatality

- ○ Yes
- ◉ No

Points Available: 0.00

Litigation or Arbitration

Please indicate if your company has experienced any of the following in the past 5 years:

Litigation or arbitration against company either ongoing, settled, or found against the company

- ○ Yes
- ◉ No

Points Available: 0.00

Company has filed for bankruptcy

Please indicate if your company has experienced any of the following in the past 5 years:

Company has filed for bankruptcy

- ○ Yes
- ◉ No

Points Available: 0.00

Bribery, Fraud, or Corruption

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Bribery, fraud, or corruption

- ○ Yes
- ◉ No

Points Available: 0.00

Anti-Competitive Behavior

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Anti-competitive behavior

- ○ Yes
- ◉ No

Points Available: 0.00

Financial Reporting, Taxes, Investments, or Loans

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Financial reporting, tax payments, investments, or loans

- ○ Yes
- ◉ No

Points Available: 0.00

Political Contributions or International Affairs

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Political contributions or international affairs

- ○ Yes
- ◉ No

Points Available: 0.00

Labor Issues

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Labor issues (including safety and discrimination)

- ○ Yes
- ◉ No

Points Available: 0.00

Recalls

Please indicate if your company has experienced any of the following in the past 5 years:

Recalls due to quality control issues

- ◉ Yes
- ○ No

Points Available: 0.00

Breaches of Confidential Information

Please indicate if your company has experienced any of the following in the past 5 years:

Breaches of individual privacy and/or losses of individual confidential data

- ○ Yes
- ◉ No

Points Available: 0.00

Consumer Protection

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Consumer protection (including product safety and marketing claims)

- ○ Yes
- ◉ No

Points Available: 0.00

Significant Layoffs

Please indicate if your company has experienced any of the following in the past 5 years:

Company has had layoffs of more than 20% of the workforce

- ○ Yes
- ◉ No

Points Available: 0.00

Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)

Please indicate if your company has experienced any of the following in the past 5 years:

Company sites have experienced accidental discharges to air, land or water of hazardous substances

- ○ Yes
- ◉ No

Points Available: 0.00

Large Scale Land Conversion, Acquisition, or Relocation

Please indicate if your company has experienced any of the following in the past 5 years:

Construction or operation of company involved large scale land acquisition, convergence, or degradation (including the construction or refurbishment of dams), or resulted in the resettlement or economic displacement of 5,000 or more people

- ○ Yes
- ◉ No

Points Available: 0.00

Penalties Assessed For Environmental Issues

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Environmental management penalties, including animal welfare

- ○ Yes
- ◉ No

Points Available: 0.00

Violation of Indigenous Peoples Rights

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Infringing on indigenous people's rights, for instance by utilizing lands owned or used by indigenous peoples without full documented consent of such peoples

- ○ Yes
- ◉ No

Points Available: 0.00

Other Disclosure Outcomes & Penalties

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Other penalties, complaints, or grievances filed or levied against the company for negative impacts on local communities, human rights, or other stakeholder concerns

- ○ Yes
- ◉ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" to any of the "Disclosure Outcomes & Penalties" listed above, please provide a detailed explanation of the company's experience related to each affirmative response:

If this does not apply to you, please enter "Does not apply" in the text area below.

> Topic: Recall Vietnam: Phosphalugel voluntary recalled in 2022. Thailand Case 1: Bisolvan 8mg/5ml Syrup 60mL batch no. 20020121. Recalls due to out of specification. Case 2: Bisolvon 8mg/5ml Syrup, 60mL batch no. 21020087. Recalls due to out of specification.

Points Available: 0.00

Supply Chain Disclosure

Disclosure questions concerning the significant suppliers of the company

Supplier Child Labor, Prison Labor, or Forced Labor

Please indicate if any of the following statements are true regarding your company's suppliers:

Employment of workers under the age of 15, use of workers who are currently prisoners, or other practices that are relevant to risk of forced labor

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

Suppliers in Conflict Zones

Please indicate if any of the following statements are true regarding your company's suppliers:

Operation in conflict zones

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

Suppliers Negative Social Impact

Please indicate if any of the following statements are true regarding your company's suppliers:

Practices or outcomes that produced substantial negative impacts regarding human rights, labor conditions, or local communities

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

Suppliers Negative Environmental Impact

Please indicate if any of the following statements are true regarding your company's suppliers:

Practices or outcomes that produced substantial negative environmental impact

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

B Impact Assessment™

Opella Central & Eastern Europe
2024 Aggregated Full B Impact Assessment

As a company generating >1B$ USD, Opella and all of Opella's independently certified subsidiary regions as listed here, are required to make its full B Impact Assessment transparent. The PDF contains all completed B Impact Assessments that have been reviewed by B Lab with **Opella Central & Eastern Europe: Opella Central & Eastern Europe (HUN-POL) and Opella Central & Eastern Europe (CZ-SLK-ROM-UKR)** as part of their certification as a B Corporation. All answers reported refer to each of the respective subsidiaries' practices and performance except for topics managed at Corporate level **(Opella)**. In those cases, Corporate answers have been reported in the respective wholly owned subsidiaries' Assessments having made sure that they are fully implemented as such at **Opella**. Answers to questions that would reveal sensitive information (e.g. that would advantage competitors or prejudice litigation) are highlighted with a "Sensitive" textbox:

Sensitive

To learn about the scoring methodology, see "Aggregated Scoring Methodology".

B Impact Assessment™

Opella Healthcare
2024 Aggregated Full B Impact Assessment

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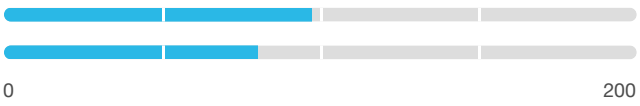
B Impact Assessment™

Overall B Impact Score

Opella Central & Eastern Europe (HUN-POL)

For Fiscal Year End Date: **31 Dec 2023**

97.1



	QUESTIONS ANSWERED	OVERALL SCORE
Governance	30/30	**14.9**
Workers	54/54	**32.0**
Community	51/51	**18.6**
Environment	63/63	**17.1**
Customers	24/24	**14.5**

Mission & Engagement

OPERATIONS
3.8

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: 0.21 of 0.29

Mission Statement

Please share the text of your formal mission statement here.

> We're building a healthier future by helping people, help themselves. We empower people to champion better self-care for themselves, their communities and our planet, through our consumer-inspired, science-based products and solutions. We elevate creativity and make health as simple as it should be, helping more people play an active role in their health. We all have our part to play. Health, it’s in our hands.

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.

- [x] 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
- [x] Performance reviews that formally incorporate social and environmental issues
- [x] Compensation and job descriptions of executive team members that include social and environmental performance
- [x] 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: 0.46 of 0.57

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
- [x] Specific, formal training is integrated into new employee and new manager training
- [x] Specific, formal training is integrated into ongoing employee and manager training
- [x] Workers articulate goals and achievements related to social and environmental metrics as an individual or part of a workplace team
- [x] All supervisors and managers receive training on how to communicate social and environmental goals to employees and implement accountability for results
- [ ] None of the above

Points Earned: 0.57 of 0.57

Social and Environmental Management Reviews

What percentage of full-time managers had a formal written performance evaluation in the last year that included social or environmental goals?

- ○ 0
- ○ 1-49%
- ○ 50-99%
- ◉ 100%

Points Earned: 0.57 of 0.57

Mission-driven Executive Compensation

Which of your executives have their compensation tied to achieving specific social and environmental metrics or objectives?

Please check all that apply.

- [ ] None
- [x] Our CEO or President
- [x] Senior managers reporting to the CEO or President

Points Earned: 0.57 of 0.57

Board Review of Social or Environmental Performance

Does the Board of Directors or equivalent governing body review your company's social or environmental performance on at least an annual basis?

- ( ) No, our Board doesn't review that
- ( ) Yes, the Board receives a general update on the company's social or environmental performance
- (•) Yes, the Board reviews key performance indicators (KPIs) on the company's social or environmental performance
- ( ) N/A - Our company has no Board of Directors or equivalent governing body

Points Earned: 0.57 of 0.57

Stakeholder Engagement

Has your company done any of the following to engage stakeholders about your social and environmental performance?

- [x] We have an advisory board that includes stakeholder representation
- [x] 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
- [x] We have formal and regular processes in place to gather information from stakeholders (focus groups, surveys, community meetings, etc.)
- [x] We have formal procedures to address results from stakeholder engagement, with a designated individual or team responsible for appropriate follow ups.
- [x] 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
- [x] We publicly report on stakeholder engagement mechanisms and results
- [ ] Other - please describe
- [ ] No formal stakeholder engagement

Points Earned: 0.29 of 0.29

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.

- [x] We track impact metrics that we've chosen based on company mission or executive decision
- [x] We have conducted a materiality assessment of our company using stakeholder engagement mechanisms or research
- [x] We have identified and measure metrics based on the results of the materiality assessment we conducted for the company
- [x] We have set performance targets for all identified material issues and measurements
- [x] We measure the material social and environmental outcomes produced by our performance on our KPIs over time
- [ ] None of the above

Points Earned: 0.57 of 0.57

Identification of Material Issues

Based on the processes you have highlighted, what are the material issues that have been identified?

Access to Healthcare, respect of human rights, health education, support to vulnerable communities, climate change & energy use, waste management & recycling, product eco design, product quality & safety, business ethics, responsible marketing

Points Available: 0.00

OPERATIONS

Ethics & Transparency

3.6

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: 0.10 of 0.39

Code of Ethics

What is required by your company's Code of Ethics?

- [x] Prohibition of bribes in any form, including kickbacks or gifts, on any portion of contract payments or soft dollar practices
- [x] Formal oversight policy covering direct or indirect political contributions, charitable donations, and sponsorships
- [x] 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: 0.39 of 0.39

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.

- [x] We instruct the Board of Directors on the Code at least annually
- [x] We instruct all newly hired workers on the Code
- [x] We instruct managers on the Code on an ongoing basis
- [x] We instruct all non-managerial workers on the Code on an ongoing basis
- [x] 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: 0.39 of 0.39

Breached Code of Ethics Breachment Policy

In cases where there are material breaches to your company's Code of Ethics, what actions are formally outlined for your company?

- [x] Breaches, including case details, are reported to Board of Directors
- [ ] Breaches, including case details, are reported publicly
- [ ] Reported breaches are investigated promptly via independent party
- [x] Employees are dismissed or disciplined if found in breach
- [x] Contracts with business partners in breach are terminated
- [x] Company makes improvements to anti-corruption program based on reported cases
- [ ] Other - please describe
- [ ] None of the above
- [ ] N/A - No Business Code of Conduct

Points Earned: 0.39 of 0.39

Anti-Corruption Practices

Which of the following anti-corruption reporting and prevention systems are in place?

- [x] Written employee whistle-blowing policy with confidentiality policy
- [x] Circulation of whistle-blowing policy to all employees and business partners
- [x] Communication of the anti-corruption system at least annually to the relevant internal and external stakeholders
- [x] Annual training on the anti-corruption system
- [ ] Providing supporting tools and guidance (e.g. self-assessment survey for high-risk departments)
- [x] Anonymous mechanisms to report concerns and grievances
- [x] 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: 0.39 of 0.39

Monitoring Ethics and Corruption

Does your company do any of the following with regard to monitoring and reporting on your anti-corruption programme?

- [x] Responsibility for the monitoring has been clearly assigned and resources have been made available
- [x] Mechanisms are in place for continuous monitoring (internal employee self-evaluations, automated controls monitoring)
- [x] The management of the company (e.g. Board of Directors, Audit Committee) review the results of internal and external reviews and ensure that required changes are implemented in an appropriate and prompt manner
- [ ] External independent assurance is conducted to provide further security to management and stakeholders regarding the effectiveness of the anti-corruption programme
- [ ] Regular reporting announcements about the program are made at least annually to relevant internal and external stakeholders (workshops, CEO announcement, newsletter)
- [ ] None of the above

Points Earned: 0.23 of 0.39

Financial Reporting Standards

Which financial reporting standards did your company comply with in the last fiscal year?

- (●) IFRS, the International Financial Reporting Standards (via the International Accounting Standards Board)
- ( ) GAAP, the Generally Accepted Accounting Principles (via independent U.S. standards body)
- ( ) Local accounting standard (via local independent standard setting body)
- ( ) Other - please describe
- ( ) None of the above
- ( ) N/A - Our company is pre-revenue

Points Earned: 0.77 of 0.77

Reviewed / Audited Financials

What type of individual or entity conducted the review of your company's financials?

- ( ) Locally-accredited auditing firm or CPA/CFA
- (●) Internationally-accredited auditing firm or CPA/CFA
- ( ) None, finances were neither audited nor reviewed

Points Earned: 0.19 of 0.19

Financial Controls

Does your company maintain any of the following financial controls?

Please check all that apply.

- [x] 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
- [x] Fraud risk assessment is conducted at least annually, with any identified internal control deficiencies communicated to Board of Directors and senior management
- [x] Lines of financial reporting, responsibilities, and limits for the authorization, approval, and verification of disbursements are all documented in writing
- [x] 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: 0.39 of 0.39

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
- [x] 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: 0.10 of 0.39

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
- [x] Our company discloses all financial information (except salary info) at least yearly
- [x] Our company discloses all financial information (except salary info) at least quarterly
- [x] 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: 0.29 of 0.39

OPERATIONS

Governance Metrics

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? 31 Dec 2023

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

Points Available: 0.00

Revenue Last Year

Total Earned Revenue

From the last fiscal year

This question will be used for scored calculation questions later in the assessment. Please complete for accurate scoring. If your company has not yet completed its first fiscal year, please put $0

From the last fiscal year

Sensitive

Points Available: 0.00

Net Income Last Year

Net Income

From the last fiscal year

If your company has not yet completed its first fiscal year, please put $0

From the last fiscal year

Sensitive

Points Available: 0.00

Net Income Year Before Last

Net Income

From the fiscal year before last

From the fiscal year before last

Sensitive

Points Available: 0.00

Payments to Government

Payments to government in the last fiscal year

Select N/A if company is pre-revenue.

Payments to government in the last fiscal year

Sensitive

Points Available: 0.00

IMPACT BUSINESS MODELS

Mission Locked - Impact Business Model

7.5

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

OPERATIONS

Workers Impact Area Introduction

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.

- [x] Yes, some of our labor is contracted to third party subcontractors that manage staff on our behalf
- [x] 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

Independent Contractor Instructions

For the remainder of the Workers section, you should consider individual independent contractors who work greater than 20 hours per week for your company over an indefinite period or longer than 6 months as "employees" or "workers"

- (●) Ok, I will consider all independent contractors that meet these specifications in my responses to the remaining questions in the Workers section.

Points Available: 0.00

Workers Impact Business Model Introduction

Is your company structured to benefit its employees in either of the following ways?

Your answers determine which future questions in the assessment are applicable to your company.

- [ ] Ownership structures that provide significant equity (>40%) and empowerment to all employees (e.g. employee-owned companies, cooperatives)
- [ ] Providing high quality jobs or professional development for individuals with chronic barriers to employment (workforce development programs)
- [x] 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: 924

- [ ] 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: 873

- [ ] 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: 7

- [ ] 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 2

☐ 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 38

☐ 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 34

☐ We do not track this

Points Available: 0.00

OPERATIONS

Financial Security

9.9

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

Points Available: 0.00

% of Employees Paid Individual Living Wage

What percentage of employees on an FTE (Full Time Equivalent) basis are paid at least the equivalent of a living wage for an individual?

Please exclude students and interns in this calculation.

- ○ <75%
- ○ 75-89%
- ○ 90-99%
- ◉ 100%
- ○ N/A

Points Earned: 2.52 of 2.52

% of Employees Paid Family Living Wage

What percentage of employees on an FTE (Full Time Equivalent) basis are paid at least the equivalent of a living wage for a family?

Please exclude students and interns in this calculation.

- ○ <75%
- ○ 75-89%
- ○ 90-99%
- ◉ 100%
- ○ N/A

Points Earned: 2.52 of 2.52

% Above the Minimum Wage

What percentage above the legal minimum wage does your lowest-paid hourly employee earn?

Please answer this question ONLY taking into account hourly workers. If you do not have hourly workers, select N/A.

- ○ 0% - Lowest wage is equivalent to minimum wage
- ○ 1-9%
- ○ 10-29%
- ○ 30-49%
- ○ 50-75%
- ○ 75%+
- ◉ N/A - We do not employ hourly workers

Points Available: 1.26

Initiatives To Increase Wages and Benefits

If it is not possible to verify a living wage in your country, has your company participated in any leadership initiatives/agreements to increase wages or benefits to workers provided in your country or industry?

Examples include commissioning a living wage calculation. Select N/A if living wage already exists.

- ○ Yes
- ○ No
- ◉ N/A - Living wage already exists

Points Available: 1.26

Compensation Policies and Practices

Does your company offer any of the following additional financial benefits to non-executive workers?

Your answers determine which future questions in the assessment are applicable to your company.

- ☑ Cost of living adjustments that match inflation rates of the country
- ☑ Bonuses or profit-sharing
- ☑ Employee ownership opportunities
- ☐ None of the above

Points Earned: 1.26 of 1.26

Employees Receiving a Bonus

What percentage of full-time and part-time employees, excluding founders and executives, received a monetary bonus in the last fiscal year?

- ○ 0%
- ○ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75-99%
- ◉ 100%
- ○ N/A

Points Earned: 1.26 of 1.26

Significance of Bonuses

What was the equivalent percentage of profits that were distributed as bonuses to non-executive workers in the last fiscal year?

- ○ No bonus payout, or no bonus plan
- ◉ 5% or less
- ○ 5-10%
- ○ 10-15%
- ○ 15-20%
- ○ >20%
- ○ Bonuses were paid to non-executive workers, despite the company not earning a profit

Points Earned: 0.16 of 1.26

% Participation in Employee Ownership

What percentage of all full-time employees have been granted stock, stock options, or stock equivalents (including participation in an ESOP or other qualified ownership plans) in the company?

Select N/A if your company is a consumer/shared services cooperative, a producer cooperative or a nonprofit.

- ○ 0%
- ◉ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.31 of 1.26

% of Company Owned by Non-Executive Employees

What percentage of the company is owned by workers who are not executives or founders?

- ○ 0%
- ◉ 1-4%
- ○ 5-24%
- ○ 25-49%
- ○ 50%+
- ○ N/A
- ○ Don't Know

Points Earned: 0.63 of 2.52

Retirement Programs

Do employees have access to any of the following savings programs for retirement?

- [x] Government-sponsored pension or superannuation plans
- [x] Private Pension or Provident Funds
- [ ] Plan that specifically includes Socially-Responsible Investing option
- [ ] None of the above

Points Earned: 1.26 of 1.26

Financial Services for Employees

What financial products, programs, or services does your company provide that help to meet financial health needs of hourly employees?

Please answer this question ONLY taking into account hourly workers. If you do not have hourly workers, select N/A.

- [ ] Direct deposit
- [ ] Access to free or affordable banking services or payroll cards (e.g. free ATM debit card)
- [ ] Financial management tools or coaching
- [ ] Emergency or short-term savings programs
- [ ] Low-interest or interest-free loans
- [ ] Debt management, refinancing, or loan payment contributions
- [ ] Employer match for deposits into savings accounts
- [ ] Paychecks issued off-schedule on a need basis
- [ ] Tax preparation services
- [ ] Other - please describe
- [ ] None of the above
- [x] N/A - We do not employ hourly workers

Points Available: 0.63

OPERATIONS

Health, Wellness, & Safety

9.2

Government Provision Of Healthcare

How is healthcare provided in the country where the majority of employees reside?

- ( ) Universal Provision of Basic Healthcare Services (e.g. United Kingdom)
- (•) Government-mandated or -provided health insurance programs (e.g. Switzerland)
- ( ) None of the Above

Points Available: 0.00

Healthcare Coverage

What percentage of workers receive healthcare coverage either through a government plan or paid by the company?

If healthcare is covered through the company, only consider workers for which the company pays the majority of healthcare costs.

- ○ <75%
- ○ 75-84%
- ○ 85-94%
- ◉ 95%+

Points Earned: 1.11 of 1.11

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
- ☐ Extension of health benefits to spouse and children
- ☑ Access to local medical services or clinic (on-site or subsidized)
- ☑ Other - please describe
- ☐ None of the above

Points Earned: 1.11 of 1.11

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: 1.11 of 1.11

Worker Safety Practices

What are your company's occupational health and safety policies?

- [x] We have written policies and practices to minimize on-the-job employee accidents and injuries
- [x] Data on injury, accident, lost, or absentee days are recorded and made transparent for all workers
- [x] A worker health and safety committee helps monitor and advise on health and safety programs
- [ ] None of the above

Points Earned: 1.11 of 1.11

Health and Safety Program

What is required in your company's formal safety and health program?

- [x] Annual safety and health training for all workers, including at least one emergency drill per year
- [x] Data on injury, accident, lost, or absentee days are recorded and made transparent for all workers
- [x] Formal safety reporting system for employees to submit their safety concerns
- [x] A safety position, safety committee, or safety program representative who reports to a senior level position (e.g. Vice President or higher)
- [x] A documented standard procedure for investigating the root causes of accidents and major incidents
- [x] Implementation of corrective actions after an incident is investigated
- [x] An annual evaluation of the safety and health system and includes senior management in the evaluation
- [ ] We have no formal safety and health program

Points Earned: 2.22 of 2.22

Handling Hazardous Materials

What are your company policies around hazardous or dangerous materials on-site?

Hazardous materials include chemicals, gasoline or fuel, fertilizer, pesticides, etc.

- [x] All workers who are in contact with hazardous materials receive initial and on-going (at least twice yearly) training for proper storage, handling, and disposal of materials
- [x] All workers who handle hazardous materials are required to wear protective gear, including clothing, eye and foot protection
- [x] All workers are made aware of all health risks associated with handling hazardous materials
- [x] We monitor the health of all workers who work with hazardous materials and provide them with annual health check-ups
- [ ] Other - please describe
- [ ] None of the above
- [ ] N/A - No hazardous or dangerous materials used on-site

Points Earned: 1.11 of 1.11

Machinery Practices

What are your company practices regarding equipment or machinery used by workers?

This includes machinery, vehicles, etc. Check all that apply. Select N/A only if the company has no equipment.

- [x] All workers who use equipment receive initial and ongoing training on proper operation and emergency shut-off of the machinery
- [x] All workers are required to wear appropriate protective gear, including clothing, eye, and foot protection, when working with machinery
- [x] We regularly inspect whether our workers are using appropriate protective gear and operating machinery correctly
- [x] Our machinery is checked at least once per year for necessary maintenance issues
- [x] Signs regarding hazards and proper use of equipment are posted on or near equipment in the local language
- [ ] Other - please describe
- [ ] None of the above
- [ ] N/A

Points Earned: 1.11 of 1.11

Indoor Air Quality Audits

What is included in your company's annual indoor air quality audit of all company facilities?

Select all options that apply.

- [x] No smoking within 25 feet of building entrances
- [ ] Indoor ventilation rates compliant with ASHRAE Standard 62.1 or EN 16798-1
- [ ] Minimum air intake separation distance compliant with ASHRAE Standard 62.1 or EN 16798-3
- [ ] Operations and maintenance manual for ventilation equipment compliant with ASHRAE Standard 62.1
- [ ] HVAC filters compliant with ASHRAE Standard 52.2 or ISO 16890
- [ ] Temperature and relative humidity levels (PMV and PPD) in compliance with ASHRAE Standard 55 EN-16798 or ISO 7730
- [ ] Written IAQ complaint response policy
- [ ] None of the above

Points Earned: 0.37 of 1.11

OPERATIONS

Career Development

3.1

Formal Employment

What percentage of individuals working for the company are formally employed on the payroll of the company?

- ○ 0%
- ○ 1-24%
- ○ 25-49%
- ○ 50-74%
- ◉ 75-99%
- ○ 100%

Points Earned: 0.44 of 0.50

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: 0.50 of 0.50

Amount of Training for New Hires

What was the average amount of training that a newly hired worker received in the past twelve months?

Use average of both full-time and part-time employees.

- ○ No training
- ○ On-the-job training (one day to one week)
- ◉ On-the-job training (one week to one month)
- ○ Apprenticeship or technical training (over one month)
- ○ N/A - No new hires during the last 12 months

Points Earned: 0.33 of 0.50

Employee Review Process

Which of the following is included or applies to your company's formal process for providing performance feedback to employees?

Check all that apply.

- [x] Process has a regular schedule and is conducted at least annually
- [x] Peer and subordinate input
- [x] Written guidance for career development
- [x] Social and environmental goals
- [x] Clearly-identified and achievable goals
- [ ] A 360-degree feedback process
- [ ] All tenured employees receive feedback
- [ ] None of the above

Points Earned: 1.00 of 1.00

Internal Promotions

What percentage of employees has been internally promoted within the last 12 months?

Exclude material owners in your calculation.

- ○ 0%
- ○ 1-5%
- ◉ 6-15%
- ○ 15%+

Points Earned: 0.33 of 0.50

Intern Hiring Practices

How does your company manage the hiring and treatment of interns?

Check all that apply. If there is no third party living wage calculated for your country of operations, please do not select "payment of a living wage."

- [x] We have a formalized policy or program outlining the objectives of internships or internship programs for participants
- [x] We partner with education institutions to provide internship opportunities or work-study programs
- [x] We pay interns a living wage
- [ ] Our interns receive formal performance reviews
- [x] Our interns have a formal opportunity to provide feedback on experience
- [x] 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: 0.50 of 0.50

Career Development (Salaried)

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: 0.30 of 0.30

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: 0.30 of 0.30

Life Skill Training Participation

Excluding newly hired workers, what % of full-time and part-time workers received the following types of formal training during the last 12 months?

Training on life skills for personal development (e.g. literacy, personal financial planning)

- ○ 0%
- ○ 1-24%
- ○ 25-49%
- ○ 50-74%
- ◉ 75%+
- ○ Don't know

Points Earned: 0.30 of 0.30

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: 0.30 of 0.60

Engagement & Satisfaction

OPERATIONS

3.8

Employee Handbook Information

What is included in your company's written and accessible employee handbook?

- [x] A non-discrimination statement
- [x] An anti-harassment policy with reporting mechanisms, processes, and disciplinary procedures
- [x] A statement on work hours
- [x] Policies on pay and performance issues
- [x] Policies on benefits, training and leave
- [x] Grievance resolution process
- [x] 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: 0.25 of 0.25

Non-Discrimination Policy

What is covered in your company's written non-discrimination policy on hiring and the workplace?

Please check all that apply.

- [x] Gender
- [x] Race
- [x] Color
- [x] Disability
- [x] Political opinion
- [x] Sexual orientation
- [x] Age
- [x] Religion
- [x] HIV status
- [ ] We have no written non-discrimination policy

Points Earned: 0.25 of 0.25

Paid Secondary Caregiver Leave

What secondary parental leave policies are available to your workers, either through your company or a government program?

Select all that apply, but only select one answer indicating the total amount of paid time equivalent (answers 2-4). See "Learn 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
- [x] Workers receive greater than 5 weeks (or full pay equivalent) paid leave
- [x] 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: 0.50 of 0.50

Supplementary Benefits

What supplementary benefits are provided to a majority of non-managerial workers?

Including full time and part time employees. Please check all that apply.

- [x] Free transportation or transit subsidy
- [x] Free or subsidized meals
- [x] On-site or subsidized childcare
- [ ] Free or subsidized housing
- [x] Other - please describe
- [ ] None of the above

Points Earned: 1.00 of 1.00

Worker Empowerment

How does your company engage and empower workers?

- [x] 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
- [x] Employee complaint / input mechanisms are reviewed at least every other year, with input from employees themselves into the process
- [x] 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: 0.38 of 0.50

Worker / Management Conflict Mediation

Has your company identified one of the following designated agents to mediate complaints or issues between workers or workers and management?

- [ ] An informally-designated worker who passes information to other workers
- [x] Union representative
- [x] Human Resources-designated representative
- [ ] Employee Representative who has been mutually-designated by company management and employees
- [ ] Third-party ombudsman
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.50 of 0.50

Surveying and Benchmarking Engagement and Attrition

Does your company monitor and evaluate your worker satisfaction and engagement in any of the following ways?

Your answers determine which future questions in the assessment are applicable to your company.

- [x] We calculate employee attrition rate
- [ ] We benchmark employee attrition rate to relevant benchmarks
- [x] We regularly (at least once a year) conduct employee satisfaction or engagement surveys
- [x] We benchmark employee satisfaction to relevant industry benchmarks
- [x] 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: 0.50 of 0.50

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

Points Available: 0.00

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: 0.50 of 1.00

Labor Practices Review

Have your company's labor practices been certified or reviewed by an independent third party in the last twelve months?

- ○ Yes
- ◉ No

Points Available: 0.50

OPERATIONS

Engagement & Satisfaction (Salaried)

2.1

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: 1.00 of 1.00

Paid Primary Caregiver Leave for Salary Workers

Which of the following describe the primary parental leave policies for salaried workers, either through the company or government program?

If applicable, please select one answer indicating total time off (answers 1-3), and one answer indicating fully paid time off (answers 4-7).

- [ ] Primary caregivers receive 4-12 weeks of time off for parental leave (including unpaid and paid leave)
- [ ] Primary caregivers receive 13 weeks to 6 months of time off for parental leave (including unpaid and paid leave)
- [x] 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
- [x] 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: 0.80 of 1.00

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

Points Earned: 0.33 of 1.00

Community

Community Impact Area Introduction

OPERATIONS
0.0

This section identifies whether your company is designed to deliver a specific, material, positive impact for its community, and if so, opens the Community Impact Business Model section that is most applicable.

Community Oriented Impact Business Model

Does your company's business model create a specific positive benefit for stakeholders such as charitable partners, vendors or suppliers in need, or your local community?

Your answers determine which future questions in the assessment are applicable to your company.

- ○ Yes
- ◉ No

Points Available: 0.00

OPERATIONS

Diversity, Equity, & Inclusion

5.2

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: 0.44 of 0.61

Diverse Ownership and Leadership

Is your company majority-owned or -led by individuals from any of the following underrepresented groups?

Please select all that apply.

- ☑ Led by a woman
- ☐ Led by an individual from an underrepresented racial or ethnic minority
- ☐ Led by another underrepresented individual (veterans, LGBT, etc.)
- ☐ Majority owned by women
- ☐ Majority owned by individuals from underrepresented racial or ethnic minorities
- ☐ Majority owned by other underrepresented individuals (veterans, LGBT, etc.)
- ☐ None of the above

Points Earned: 0.30 of 0.61

Inclusive Work Environments

How does your company create an equitable and inclusive workplace for employees?

- [x] We have designated an individual or group explicitly responsible for diversity, equity, and inclusion (i.e. a Diversity Manager or Inclusion Committee)
- [x] We offer trainings for all employees on topics related to diversity, equity, and inclusion
- [x] We have voluntary employee resource or affinity groups
- [x] 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
- [x] We accommodate learning or emotional disabilities in work processes and workplace policies
- [ ] None of the above

Points Earned: 0.61 of 0.61

Management of Diversity, Equity, and Inclusion

How does your company manage and improve your workplace diversity and inclusivity?

- [ ] We anonymously survey employees on gender identity, race/ethnicity, disability status, and other demographic factors to track the diversity of our workforce
- [x] We have set specific, measurable diversity improvement goals that are reviewed by senior executives or our Board of Directors
- [x] 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
- [x] 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 0.61

Measurement of Diversity

What attributes of a diverse workforce does your company track, either through anonymous surveys or other methods legal in your jurisdiction?

If collecting this type of demographic data is not legal in your jurisdiction, select None of the Above.

- [x] Socioeconomic status (as determined by low income residence, education level, etc.)
- [ ] Race or ethnicity
- [x] Gender
- [x] Age
- [x] Other - please describe
- [ ] None of the above

Points Earned: 0.61 of 0.61

Low Income Workers

What percentage of your workforce lives in poor/very poor or low-income areas or does not have college degree?

- ○ 0%
- ○ 1-9%
- ○ 10-19%
- ○ 20-29%
- ◉ 30%+
- ○ Don't Know

Points Earned: 0.61 of 0.61

Women Workers

How many of your non-managerial workers identify as women?

- ○ 0%
- ○ 1-9%
- ○ 10-24%
- ○ 25-39%
- ○ 40-49%
- ◉ 50%+
- ○ Don't know

Points Earned: 0.61 of 0.61

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: 0.61 of 0.61

Workers from Other Underrepresented Populations

What percentage of your workforce identifies as part of another underrepresented social group other than the demographics featured above (e.g. individuals with disabilities, LGBTQ+ individuals, individuals who have been incarcerated, etc.)?

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 Available: 0.61

High to Low Pay Ratio

What multiple is the highest compensated individual paid, inclusive of bonus, as compared to the lowest paid full-time worker?

- ○ >20x
- ◉ 16-20x
- ○ 11-15x
- ○ 6-10x
- ○ 1-5x

Points Earned: 0.15 of 0.61

Female Management

How many of your company managers identify as women?

- ○ 0%
- ○ 1-9%
- ○ 10-24%
- ○ 25-39%
- ○ 40-49%
- ◉ 50%+
- ○ Don't know
- ○ N/A

Points Earned: 0.61 of 0.61

Management from Underrepresented Populations

How many of your company managers identify as from another underrepresented social group?

If collecting this type of demographic data is not legal in your jurisdiction, select Don't Know.

- ○ 0%
- ○ 1-9%
- ○ 10-19%
- ○ 20-29%
- ○ 30%+
- ◉ Don't know

Points Available: 0.61

Supplier Diversity Policies or Programs

Does your company have any of the following policies or programs in place to promote diversity within your supply chain?

- ☑ We track diversity of ownership among our suppliers
- ☐ We have a policy to give preferences to suppliers with ownership from underrepresented populations
- ☑ We have formal targets to make a specific percentage of purchases from suppliers with diverse ownership
- ☐ We have a formal program to purchase and provide support to suppliers with diverse ownership
- ☐ None of the above
- ☐ N/A - Collecting supplier data or having preferential treatment policies is illegal in my country of operations

Points Earned: 0.15 of 0.30

Supplier Ownership Diversity

What percentage of your purchases were from companies that are majority-owned by women or individuals from underrepresented populations?

- ○ 0%
- ◉ 1-9%
- ○ 10-24%
- ○ 25-39%
- ○ 40-49%
- ○ 50%+
- ○ Don't Know

Points Earned: 0.08 of 0.61

OPERATIONS

Economic Impact

2.2

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.

Poland Headquaters in Warsaw - 131 employees (ext + int) Production plant in Rzeszów - 285 employees (ext + int) Hungary ""OH: Our legal entity represents the Industrial Site of the company located Veresegyház, cloed to the capital city. OCH: Our company consists of affiliates working at the office - mainly living in the capital city and its surroundings, as the company's premises are also located at the capital. We currently have two offices, one for the GBS organization and oner for the support functions and business unit, which will soon be moving alongside the GBS organization. Approx. 1/4 of the employees lives in different cities or villages among whole HUngary- their job responsibilities are directly linked with the location where they work as Sales representatives.

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

Points Available: 0.00

Job Growth Rate

What was your company’s net job growth rate for full-time and part-time positions over the last 12 months? ONLY include newly created jobs that are paid a living wage.

If there is no living wage data available for your country of operations, include new jobs that pay 10% or more above a minimum wage.

- ○ 0% (no growth on a net basis)
- ◉ 1-14%
- ○ 15-24%
- ○ 25%+

Points Earned: 0.78 of 2.35

Non-accredited Investor Ownership

What percentage of the company is owned by individuals who would qualify as non-accredited investors?

- (●) 0%
- ( ) 1-4%
- ( ) 5-14%
- ( ) 15-24%
- ( ) 25%+
- ( ) Don't know

Points Available: 1.18

Local Ownership

Is the majority (over 50%) of the company's ownership located locally to the majority of the company's workforce?

“Local" is defined as being part of the same community. While the size and distance of a community may vary by context, they should generally be based on a small-scale economically and culturally connected area like a metropolitan area or a city/town.

- ( ) Yes
- (●) No
- ( ) Don't know

Points Available: 1.18

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.

- [x] Written preference at each facility to purchase from local suppliers
- [ ] Formal targets or goals for the amount of local purchasing
- [ ] Ready-to-use lists of preferred local suppliers and vendors for specific facilities
- [ ] Written preference for hiring and recruiting local managers with equitable compensation
- [ ] Preference for hiring and recruiting local staff (management and non-management) with training for employees
- [ ] Incentives for staff to live within 40 km of local company facility
- [ ] Other - please describe
- [ ] No written local purchasing or hiring policies in place

Points Earned: 0.29 of 0.59

National Sourcing

What percentage of your company's Cost of Goods Sold (including value-adding activities) was spent within the country of operations, from in-country registered companies or national citizens?

- ○ 0%
- ○ 1-19%
- ◉ 20-39%
- ○ 40-59%
- ○ 60-79%
- ○ 80%+

Points Earned: 0.29 of 1.18

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: 1.18

Focus on Local Customers

Do a majority of your customers live locally to your company's headquarters or production facilities?

“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

Points Available: 1.18

In Country Management

What percentage of senior management is native to the country of operations?

Native individuals are born and/or raised in the country.

- ○ <49%
- ○ 50-74%
- ◉ 75-94%
- ○ 95%+

Points Earned: 0.88 of 1.18

Civic Engagement & Giving

OPERATIONS
3.9

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: 0.53 of 0.53

Civic Memberships and Partnerships

Does your company have membership or a civic partnership with any of the following types of organizations?

Check all that apply.

- [x] Business or trade association
- [x] Chamber of Commerce
- [ ] Governmental institution
- [x] Local academic institution
- [ ] Cooperative
- [x] Other - please describe
- [ ] None

Points Earned: 0.27 of 0.27

Community Service Policies and Practices

How does your company manage employee community service?

- [x] We have hosted or organized company service days in the last year
- [x] The company offers paid time off for community service
- [ ] 20 hours or more a year of paid time off
- [x] 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: 0.53 of 0.53

% of Employees Volunteer Service

What percentage of employees took paid time off for volunteer service last year?

- ○ 0%
- ○ 1-24%
- ◉ 25-49%
- ○ 50-74%
- ○ 75%+
- ○ Don't know

Points Earned: 0.53 of 1.07

Total Amount of Volunteer Service Hours

Number of hours volunteered by full-time and part-time employees of the organization during the last fiscal year

This should include both paid and unpaid time spent volunteering during traditional work hours, either for company-organized events or for employee-initiated activities.

Number of hours volunteered by full-time and part-time employees of the organization during the last fiscal year

3272

- [ ] We do not track this

Points Available: 0.00

Volunteer Service Per Capita

What was the percentage of per capita worker time donated as volunteer, community service, or pro bono time in the reporting period?

Calculate by total volunteer hours / total hours worked, generally 2000 hours per FTE.

- ○ 0%
- ◉ 0.1-0.5% of time
- ○ 0.6-1% of time
- ○ 1.1-2% of time
- ○ 2%+ of time
- ○ Don't know

Points Earned: 0.36 of 1.07

Charitable Giving and Community Investment Policies and Practices

What are your company’s practices regarding donations or community investments?

- [x] 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)
- [x] We match individual workers' charitable donations
- [x] We allow our workers or customers to select charities to receive our company's donations
- [x] We have screening practices for charitable contributions or impact measurement mechanisms for our community investments
- [ ] None of the above

Points Earned: 0.53 of 0.53

% of Revenue Donated

What was the equivalent percentage of revenue donated to charity during the last fiscal year?

Please include tax deductible in-kind donations but do not include pro bono time.

- ○ No donations last fiscal year
- ◉ Less than 0.1% of revenue
- ○ 0.1-0.4% of revenue
- ○ 0.5-0.9% of revenue
- ○ 1-1.9% of revenue
- ○ 2%+ of revenue
- ○ Don't know

Points Earned: 0.43 of 2.13

Total Amount of Charitable Donations

Total amount (in currency terms) donated to registered charities in the last fiscal year

Report with the currency specified in "Reporting currency" for this metric.

Total amount (in currency terms) donated to registered charities in the last fiscal year

Sensitive

Points Available: 0.00

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: 0.53 of 0.53

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?

- [x] 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
- [x] We participate in panel presentations or other public forums on social or environmental topics
- [ ] We provide public resources for other businesses or stakeholders on improving social or environmental performance
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.27 of 0.27

OPERATIONS

Supply Chain Management

7.1

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
- [x] Professional Service Firms (Consulting, Legal, Accounting)
- [ ] Independent Contractors
- [x] Marketing and advertising
- [ ] Office Supplies
- [ ] Benefits Providers
- [ ] Technology
- [x] Raw materials
- [ ] Farms
- [ ] Other - please describe

Points Available: 0.00

Social or Environmental Screening of Suppliers

Does your company screen or evaluate Significant Suppliers for social and environmental impact?

This question determines the set of supplier-focused questions your company will respond to.

- ( ) Yes
- (•) No

Points Available: 0.00

Outsourced Staffing Services

Does your company outsource support services (staffing) essential to the delivery of your services to other individuals or organizations?

Your answers determine which future questions in the assessment are applicable to your company.

- (●) Yes
- ( ) No

Points Available: 0.00

Outsourced Staffing Screening Topics

Does your company review or set requirements regarding the labor practices of its outsourced staffing service providers that includes the following topics?

Your answers determine which future questions in the assessment are applicable to your company.

- [x] Compliance with all local laws and regulations
- [x] Compliance with international human rights and labor standards (for employees and contractors)
- [ ] Payment at or above industry benchmarks
- [ ] Payment of a living wage (for employees and contractors)
- [ ] Employee benefits provided
- [ ] Professional development opportunities
- [ ] Other labor practices
- [ ] None of the above
- [ ] N/A

Points Earned: 0.15 of 0.38

% of Outsourced Services Accountable to Code of Conduct?

What % of your outsourced staffing services (on a currency basis) are accountable to the formalized code of conduct or requirements described in the previous question?

- ( ) 0%
- ( ) 1-20%
- ( ) 21-49%
- ( ) 50-74%
- (●) 75-99%
- ( ) 100%
- ( ) N/A

Points Earned: 1.31 of 1.50

Screening / Monitoring for Services

Which of the following methods are used to evaluate the social or environmental impact of your outsourced staffing services?

Your answers determine which future questions in the assessment are applicable to your company.

- [ ] Company shares policies or rules with subcontractors but does not have a verification process in place
- [ ] Company requires subcontractors complete self-designed assessment
- [x] Company utilizes third party risk or impact assessment tools (BIA)
- [ ] Company conducts routine audits/reviews of subcontractors at least every two years
- [ ] Company has third parties conduct routine audits/reviews of subcontractors at least every two year
- [ ] Other
- [ ] None of the above

Points Earned: 0.19 of 0.38

% of Outsourced Staffing Services Screened / Monitored

What % of your outsourced staffing services (on a currency basis) are evaluated based on the methods selected in the previous question?

- ( ) 0%
- ( ) 1-20%
- ( ) 21-49%
- ( ) 50-74%
- (•) 75-99%
- ( ) 100%
- ( ) N/A

Points Earned: 1.31 of 1.50

Supplier Code of Conduct

Is there a formal written Supplier Code of Conduct policy that specifically holds your company's suppliers accountable for social and environmental performance?

Your answers determine which future questions in the assessment are applicable to your company.

- (•) Yes
- ( ) No

Points Earned: 0.75 of 0.75

Supplier Code of Conduct Topics

What areas of social and environmental performance are specifically included in your company's Supplier Code of Conduct policy?

- [x] Bribery, corruption, and fraud
- [x] Working hours
- [x] Freely chosen employment
- [x] Compensation
- [x] Child labor
- [x] Freedom of association
- [x] Health and safety
- [ ] Use of materials
- [x] Product's environmental impact
- [ ] Information on how the Code will be monitored and reviewed (e.g. self-audits, site visits)
- [ ] N/A - No Supplier Code of Conduct

Points Earned: 0.38 of 0.38

Support for Improved Supply Chain Social or Environmental Performance

How does your company encourage improved social and environmental performance among your suppliers?

- [ ] We provide incentives for suppliers with strong social and environmental performance
- [x] We set goals and expectations with suppliers to improve their social and environmental performance
- [x] We provide resources to suppliers to improve their social and environmental performance
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.75 of 0.75

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?

- [x] 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
- [x] Company provides training and/or resources on improving social or environmental performance to suppliers, either from the company itself or through a third party
- [x] 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
- [x] 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 Earned: 0.25 of 0.38

% of Suppliers with Programs to Improve Impact

For what % of your suppliers (on a currency basis) do the policies and programs selected in the previous question apply?

- ○ 0%
- ○ 1-20%
- ○ 21-49%
- ◉ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.94 of 1.50

Length of Supplier Relationships

What is the average tenure of your company's relationships with suppliers?

- ○ Average tenure of supplier relationships is less than 12 months.
- ○ Average tenure of supplier relationships is greater than 12 months.
- ○ Average tenure of supplier relationships is greater than 36 months.
- ◉ Average tenure of supplier relationships is greater than 60 months.
- ○ Our company has had a relationship with a majority of our suppliers (on a currency basis) since our first year of operations.
- ○ Don't Know

Points Earned: 0.75 of 0.75

Support for In Need Suppliers

Does your company do any of the following to support small scale or other in-need suppliers?

- ☐ We review suppliers for potential training needs
- ☐ We have a formal education or support program for selected suppliers
- ☑ We provide small scale suppliers the same contracts, prices, and payment terms (such as days payable outstanding) as other suppliers
- ☐ We pay 30 days payable outstanding to small scale suppliers
- ☐ A formal mechanism is in place for suppliers to provide us feedback (e.g. supplier satisfaction surveys)
- ☐ We have a formal grievance mechanism to address complaints and resolve disputes
- ☑ Other (please describe)
- ☐ None of the above

Points Earned: 0.40 of 0.75

Supplier Certifications

During the last fiscal year, what percentage of your Significant Suppliers (on currency basis) had internationally-recognized product certifications?

Select 0% if you do not know whether your Significant Suppliers are certified.

- ○ 0%
- ○ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75%+
- ◉ Don't know

Points Available: 0.75

Environment

Environment Impact Area Introduction 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.

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
- [x] None of the above

Points Available: 0.00

Environmental Management

OPERATIONS
3.1

Facility Environmental Efficiency

What environmental efficiency practices are in place in a majority of your company's offices and plant facilities?

- [x] Buildings employ energy saving strategies (e.g. energy use monitoring, efficient appliances and lighting, renewable energy use)
- [x] Buildings use systems for increasing water efficiency (e.g. water efficient appliances, fixtures, and landscaping)
- [x] Buildings use systems to monitor and improve air quality (e.g. increased ventilation)
- [ ] Building construction or operations make use of sustainable materials (e.g. reclaimed products)
- [ ] New building sites are chosen based on sustainability considerations (e.g. minimizing impact on ecosystems and waterways)
- [ ] Buildings are LEED certified or LEED equivalent certified
- [ ] Other - please describe
- [ ] None of the above
- [ ] N/A - No offices or plant facilities

Points Earned: 0.63 of 1.05

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 3-6 can only be selected if Checkbox 2 applies.

- [x] Policy statement documenting our organization's commitment to the environment
- [x] Assessment undertaken of the environmental impact of our organization's business activities
- [x] Stated objectives and quantifiable targets for environmental aspects of our organization's operations
- [x] Programming designed, with allocated resources, to achieve these targets
- [x] Periodic compliance reviews and auditing to evaluate programs conducted
- [x] Third-party auditing and certification of EMS
- [ ] We have no environmental management system

Points Earned: 2.11 of 2.11

Environmentally Certified Products

During the last fiscal year, what percentage of your products sold had a product certification that assesses the environmental impacts of the product or its production process?

Select N/A only if there is no physical product being sold.

- (●) 0%
- ( ) 1-24%
- ( ) 25-49%
- ( ) 50-74%
- ( ) 75%+
- ( ) N/A

Points Available: 1.05

Type of Footprint Assessments

Has the company's footprint assessments included any of the following?

- [ ] Assessment conducted for upstream supply chain only
- [ ] Assessment conducted for only a portion of value chain (other than or in addition to upstream supply chain)
- [x] Formal life cycle assessments conducted internally
- [ ] Formal life cycle assessments conducted or verified by a third party
- [ ] Use of third party frameworks or methodologies (such as Ellen Macarthur Foundation Circularity Indicators, Product Environmental Profiles, GHG Protocol or Carbon Disclosure Project)
- [ ] Company has a life cycle based certification or equivalent (Cradle to Cradle)
- [ ] Other
- [ ] None of the above

Points Earned: 0.13 of 0.53

% of Products with Type of Footprint Assessment

What % of your products have undergone the specific type(s) of environmental footprint assesesment selected in the previous question?

- ○ 0%
- ◉ 1-20%
- ○ 21-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.26 of 2.11

Assessment Conducted of Environmental Footprint of Value Chain

Have you conducted a formal assessment to measure the environmental footprint of your value chain (including supply chain, product usage, and end-of-life) that covers the following topics?

- ☐ Impacts on biodiversity
- ☐ Impacts on climate (Scope 3 Carbon Emissions)
- ☐ Toxin or hazardous material impact
- ☐ Land preservation (including material extraction)
- ☐ Water supply
- ☐ Other
- ☑ None of the above

Points Available: 1.05

Management of Material Environmental Impact in Value Chain

How has your company utilized the results of your environmental footprint assessment to manage and minimize your overall impact?

- ☐ Company has used assessments to develop specific strategies to reduce impacts for at least most material impacts identified across value chain and product lines
- ☐ Company has set public targets or commitments to reduce material value chain and product impacts over time
- ☐ Company has met incremental targets in the last two years and/or can demonstrate being on target to achieve long term goals
- ☐ Other
- ☑ None of the above (No EIA conducted)

Points Available: 1.05

Impact of Product Usage

Which of the following are true regarding practices in place to manage and minimize the impact of product usage?

- [ ] Company has conducted studies of consumer behavior and/or disposal to understand impact of product usage
- [ ] Company has conducted analysis of product lifetime and usability and it materially exceeds (>5%) lifetime of related competitive products
- [ ] Company has created partnerships and/or marketing campaigns to engage customers or other post production value chain users to minimize environmental footprint of usage
- [ ] Other
- [x] None of the above

Points Available: 1.05

OPERATIONS

Air & Climate

6.9

Monitoring Energy Usage

Does your company monitor, record, or report its energy usage?

Include electricity and other energy consumption from heating, hot water, etc. Your answers determine which future questions in the assessment are applicable to your company.

- [ ] We do not currently monitor and record usage
- [ ] We monitor and record usage but have set no reduction targets
- [x] We monitor usage and have set intensity targets (e.g. relative to dollars of revenue, volume produced, etc.) that are being monitored
- [x] 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: 0.65 of 0.65

Total Energy Use

Total energy used (Gigajoules) during the last 12 months:

Total energy used (Gigajoules) during the last 12 months: 127257.876

- [ ] 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: 73410.73

- [ ] We do not track this

Points Available: 0.00

Electricity Sources

From what sources does your company get its electricity?

Please check all that apply.

- [ ] Diesel-generators
- [ ] Municipal power grid (sources unknown or not renewable)
- [ ] Municipal power grid (at least 10% of municipal power is generated from renewable sources such as solar, wind or small-scale hydropower)
- [ ] Bio-fuel or other clean or renewable-based generators
- [x] Renewable energy sources (including on-site renewable)
- [ ] Other - please describe

Points Earned: 0.65 of 0.65

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: 0.33 of 0.33

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: 0.52 of 1.30

Environmentally Efficient Equipment

What % of new equipment purchased (by total cost) during the last 24 months was energy efficient or otherwise environmentally-preferred?

Select N/A if no capital expenditures were made during the last 24 months.

- ○ 0% (no equipment)
- ○ <50% (some equipment)
- ◉ 50%+ (majority of equipment)
- ○ 100% (all equipment)
- ○ N/A - No new equipment purchased

Points Earned: 0.22 of 0.33

Energy Use Reductions

Have conservation and efficiency improvements led to energy savings for your facilities? If so, by how much?

Please calculate based on changes from last year or annualized from a base year, referring to electricity use and other energy consumption from heating, hot water, etc.

- ◉ 0%
- ○ 1-4%
- ○ 5-9%
- ○ 10-14%
- ○ 15-20%
- ○ >20%
- ○ Don't know

Points Available: 1.30

Monitoring Greenhouse Gas Emissions

How does your company manage its greenhouse gas emissions for at least Scope 1 and 2?

Your answers determine which future questions in the assessment are applicable to your company.

- [ ] We do not currently monitor and record emissions
- [ ] We regularly monitor and record emissions but have not set any reduction targets
- [ ] We regularly monitor and record emissions and have set specific reduction targets relative to previous performance (e.g. a 5% reduction of GHGs from baseline year)
- [x] 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: 0.49 of 0.65

Total Scope 1 GHGs

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:

Scope 1:

Scope 1: 9635

- [ ] 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: 424

- [ ] 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:

- [x] We do not track this

Points Available: 0.00

Carbon Intensity

What is your current Carbon Intensity for Scopes 1 and 2, not including the use of carbon credits or offsets?

Please measure intensity in metric tons of CO2/$million of revenue. Please use USD to accurately evaluate the answer option.

- ○ Manufacturing: >950 / Utilities: >6,000
- ○ Manufacturing: 751-950 / Utilities: 5,001-6,000
- ○ Manufacturing: 601-750 / Utilities: 4,001-5,000
- ○ Manufacturing: 451-600 / Utilities: 3,001-4,000
- ○ Manufacturing: 301-450 / Utilities: 2,001-3,000
- ○ Manufacturing: 151-300 / Utilities: 1,001-2,000
- ◉ Manufacturing: 0-150 / Utilities: 0-1,000
- ○ Don't know

Points Earned: 0.65 of 0.65

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.

- ○ Manufacturing: >950 / Utilities: >6,000
- ○ Manufacturing: 751-950 / Utilities: 5,001-6,000
- ○ Manufacturing: 601-750 / Utilities: 4,001-5,000
- ○ Manufacturing: 451-600 / Utilities: 3,001-4,000
- ○ Manufacturing: 301-450 / Utilities: 2,001-3,000
- ○ Manufacturing: 151-300 / Utilities: 1,001-2,000
- ◉ Manufacturing: 1-150 / Utilities: 1-1,000
- ○ Manufacturing: 0 / Utilities: 0
- ○ Don't know

Points Earned: 1.30 of 1.30

Greenhouse Gas Emissions Reduced

What percentage of Scope 1 and 2 GHG emissions has been saved due to efficiency improvements implemented by your company?

- (●) 0%
- ( ) 1-4%
- ( ) 5-9%
- ( ) 10-14%
- ( ) 15-20%
- ( ) 20%+
- ( ) Don't Know

Points Available: 1.30

Shipping Policies

Has your company implemented an environmentally-efficient shipping or distribution policy?

- (●) Yes
- ( ) No

Points Earned: 0.33 of 0.33

Supply Chain GHG Management

Has your company taken action to track and manage the greenhouse emissions produced through your supply chain? (absolute reduction)

Only select practices if you track and manage greenhouse emissions produced for at least 50% of your company suppliers (on a cost basis).

- [ ] We don't track or evaluate greenhouse emissions from our supply chain
- [x] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risk contributions of greenhouse gas emissions
- [ ] We have purchased certified carbon credits to offset some or all of the greenhouse gas emissions from our supply chain
- [x] We set targets for reducing greenhouse gas emissions through our supply chain
- [ ] We have seen a reduction in GHG emissions in our supply chain in the last twelve months
- [ ] We have achieved a carbon-neutral supply chain

Points Earned: 0.33 of 0.65

Offsetting Supplier GHG Emissions

What % of your company's Scope 3 greenhouse gas emissions were offset by certified carbon credits?

- (●) 0
- ( ) 1-24%
- ( ) 25-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) Don't know

Points Available: 1.30

Supply Chain GHG Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce the greenhouse gas emissions produced through your supply chain?

- [x] We collaborate with or require suppliers to collect data and report on greenhouse gas emissions
- [x] We screen suppliers to reduce greenhouse gas emissions (e.g. performance of suppliers, selection of materials, source locations)
- [x] We provide support or resources for our supply chain in adopting greenhouse gas minimized operations (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [ ] None of the above

Points Earned: 0.49 of 0.65

Sourcing % of COGS from Local Suppliers

What % of the following was spent with suppliers located within 200 miles (or 322 km) of where the end product was used during the last fiscal year?

Sourcing of COGS Local to Customers

- ( ) 0%
- (●) 1-9%
- ( ) 10-19%
- ( ) 20-29%
- ( ) 30%+
- ( ) Don't know

Points Earned: 0.33 of 1.30

Sourcing % raw materials from Local Suppliers

What % of the following was spent with suppliers located within 200 miles (or 322 km) of where the end product was used during the last fiscal year?

Raw materials (in currency terms) grown or harvested

By company or local independent suppliers.

- ○ 0%
- ◉ 1-9%
- ○ 10-19%
- ○ 20-29%
- ○ 30%+
- ○ Don't know

Points Earned: 0.33 of 1.30

Managing Impact of Transportation

Has your company adopted any of the following techniques for minimizing the transportation-related environmental impact of its distribution and supply chain?

Please check all that apply.

- ☐ Utilize clean or low-emission vehicles (e.g. hybrid, LPG, electric) to transport and distribute product
- ☐ Utilize strategic planning software to minimize fuel usage and shipping footprint
- ☐ Train drivers and handlers in fuel efficient techniques
- ☑ Utilize freight or shipping methods with lower environmental impacts (e.g. avoiding air shipment)
- ☑ Other - please describe
- ☐ None of the above

Points Earned: 0.38 of 0.65

Types of Carbon Credits Purchased

Has your company purchased any of the following types of carbon credits during the last fiscal year?

- ☐ Voluntary Carbon Credits
- ☐ Certified Carbon Credits
- ☑ None

Points Available: 0.33

OPERATIONS

Water

2.1

Monitoring and Managing Water Use

Does your company monitor and manage your water usage?

Your answers determine which future questions in the assessment are applicable to your company.

- [ ] We do not currently monitor and record water usage
- [ ] We regularly monitor and record water usage but have not set any reduction targets
- [x] We monitor and record water usage and have set specific reduction targets relative to previous performance (e.g. a 5% reduction of water usage from baseline year)
- [ ] We regularly monitor and record emissions and have set science-based targets necessary to achieve sustainable usage linked to our local watershed
- [ ] We have met specific reduction targets set during this reporting period

Points Earned: 0.53 of 1.07

Total Water Use

Total water use (liters) during the last 12 months

Total water use (liters) during the last 12 months: 59639000

- [ ] 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.

- [x] Low-flow faucets, taps, toilets, urinals, or showerheads
- [ ] Grey-water usage for irrigation
- [x] Low-volume irrigation
- [ ] Harvest rainwater
- [x] Other - please describe
- [ ] None of the above
- [ ] N/A - Our company has a virtual office

Points Earned: 0.92 of 1.07

Water Harvested On-Site or From Recycled Sources

What % of water used by the company is harvested on site or is from recycled sources?

- (●) 0
- ( ) 1-24%
- ( ) 25-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) Don't Know

Points Available: 2.13

Monitoring Toxic Wastewater

Which of the following describes how the company monitors hazardous and toxic wastewater?

Monitoring hazardous and toxic wastewater may involve either monitoring the volume and/or the level of contamination.

- ( ) Company does not currently monitor and record emissions
- (●) Company monitors and records emissions (no reduction targets)
- ( ) Company monitors emissions and has specific reduction targets
- ( ) Company monitors emissions and has met specific reduction targets during the last fiscal year
- ( ) Eliminated emissions of this by-product entirely
- ( ) N/A

Points Earned: 0.27 of 1.07

Wastewater Disposal

How does your company dispose of non-hazardous wastewater?

Please check all that apply.

- [ ] We have no water treatment system, or are unsure of disposal
- [x] Through municipal/public sewer systems
- [x] Off-site water treatment
- [ ] Through on-site partial-reclamation
- [ ] Through reuse or recycling of wastewater in company's own operations
- [ ] On-site watershed management
- [ ] Other - please describe

Points Earned: 0.40 of 0.53

Supply Chain Water Management

How does your company track and manage the water footprint of your supply chain?

Only select practices if you track and manage the water footprint for at least 50% of your company suppliers (on a cost basis).

- [x] We do not track the water footprint of our supply chain
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material areas of water usage
- [ ] We have targets for reducing water footprint through our supply chain
- [ ] We have seen a reduction of our water footprint in our supply chain in the past twelve months
- [ ] We have verified that all water use in supply chain is science-based and sustainable

Points Available: 1.07

Supply Chain Water Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce the water footprint of your supply chain?

- [ ] We collaborate with or require suppliers to collect data and report on water footprint
- [ ] We screen suppliers to fit good water management practices (e.g. individual supplier practices, materials and ingredients, locations in context of water scarcity)
- [ ] We provide support or resources for supply chain in adopting water management (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 1.07

Land & Life

OPERATIONS

4.8

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
- [x] 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: 0.32 of 0.65

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: 995405

- [ ] 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: 945803

- [ ] 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: 503771

- [ ] We do not track this

Points Available: 0.00

Recycling Programs

Does the majority of your facilities on a square foot basis have a facility wide recycling program that has ongoing collection of at least all standard materials in your area?

- (●) Yes
- ( ) No

Points Earned: 0.65 of 0.65

Recycling Programs

Does your company have any of the following recycle/reduce/reuse programs in 80% of the facilities?

- [x] We recycle and reuse materials on-site with clearly-marked bins for use
- [x] We have a written recycle/reduce/reuse policy that is posted at plant facilities with clearly-marked bins
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.65 of 0.65

Waste Reduction Programs

Does your company have a formal program to evaluate how to reduce its generation of hazardous, universal, and/or non-hazardous waste?

- (●) Yes
- ( ) No
- ( ) Already maximized - we have achieved Zero Waste

Points Earned: 0.65 of 0.65

Supply Chain Waste Management

How does your company track and manage waste in your supply chain?

Only select practices if you track and manage waste for at least 50% of your company suppliers (on a cost basis).

- [x] We don't track the solid waste impacts of our supply chain
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material areas of waste production
- [ ] We have set targets for reducing solid waste in the supply chain
- [ ] We have seen a reduction of waste produced in our value chain in the past twelve months
- [ ] We have achieved zero waste or a closed-loop supply chain

Points Available: 0.65

Supply Chain Waste Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce waste in your supply chain?

- [ ] We collaborate with or require suppliers to collect data and report on waste production
- [ ] We screen or require suppliers to meet standards related to solid waste production
- [ ] We have implemented initiatives to reduce waste at the source or divert waste from landfills or incineration in the supply chain
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 0.65

Environment Impact Packaging

How does your company minimize the environmental impact of the packaging of your products?

Select all practices that apply and are verifiable, regardless of the % of product/packaging the practice applies to.

- [x] We have conducted a formal assessment of our packaging design and materials to identify opportunities to minimize environmental impact
- [ ] We have source-reduced packaging within the last two years
- [ ] Our packaging materials are certified to meet independent standards for environmental impact
- [ ] Our packaging is recyclable and provides instructions on how to recycle it correctly
- [x] Our packaging is non-toxic
- [ ] Our packaging materials are designed to have less overall environmental impact than common alternatives
- [ ] None of the above
- [ ] N/A - Our products do not have packaging materials

Points Earned: 0.26 of 0.65

% of Recyclable/Biodegradable Materials

What % of material (by weight or volume) is made of recyclable (and labeled as such) or biodegradable materials in the areas where they are sold (product + packaging)?

- (●) <20%
- ( ) 20-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) Don't Know
- ( ) N/A

Points Available: 0.65

Controlling Community Exposure to Emissions

Has your company conducted an assessment of local communities' exposure to hazardous emissions from your manufacturing facilities and taken appropriate steps to mitigate?

- ○ We have not conducted an assessment
- ○ Assessment indicates some exposure, but we have taken no action to date
- ○ Assessment indicates some exposure, and we have implemented a mitigation and control strategy
- ◉ Assessment indicates no exposure

Points Earned: 0.32 of 0.32

% of Environmentally Preferred Input Materials

What % of material (by weight or volume) comes from recycled materials, reused components, and/or certified sustainably sourced materials?

- ◉ <20%
- ○ 20-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ Don't Know
- ○ N/A - We do not sell a physical product

Points Available: 1.30

Programs to Reduce End of Life Waste

Which of the following practices are in place to reduce waste to landfill after the usage of your product and/or its packaging?

- ☐ Company has a product/packaging reclamation and recycling program designed and implemented by the company or a third party
- ☐ Company has a product/packaging reclamation and reuse program designed and implemented by the company or a third party
- ☐ Company takes back similar products or packaging from other companies as part of its reclamation program
- ☐ Company includes information about their reclamation programs on product labels / packaging
- ☐ Company includes information about their reclamation programs in advertising campaigns
- ☐ Company has achieved circularity (no waste created) in its products and packaging
- ☑ Other
- ☐ None of the above

Points Earned: 0.06 of 0.65

Monitoring Hazardous Waste

How does your company monitor and manage your hazardous waste production?

- [ ] Company does not currently monitor and record emissions
- [ ] Company monitors and records emissions (no reduction targets)
- [x] Company monitors emissions and has specific reduction targets
- [x] We regularly monitor and record emissions and have set a zero hazardous waste target
- [ ] Company has met specific reduction targets during the reporting period
- [ ] Eliminated emissions of this by-product entirely

Points Earned: 0.65 of 0.65

Total Hazardous Waste Produced

Waste Produced: Hazardous Waste (metric tonnes) during the last 12 months

Waste Produced: Hazardous Waste (metric tonnes) during the last 12 months: 291.431

- [ ] We do not track this

Points Available: 0.00

Reducing Waste

Optional unweighted metrics: Approximately by what % has your company reduced solid and hazardous waste generation (normalized for revenue changes) over the following periods?

The past two years

The past two years:

- [x] We do not track this

Points Available: 0.00

Hazardous Waste Disposal

Can your company verify that your hazardous waste is always disposed of responsibly?

This includes batteries, paint, electronic equipment, etc.

- (●) Yes
- ( ) No
- ( ) N/A - We have eliminated hazardous waste

Points Earned: 0.65 of 0.65

Hazardous Materials On-Site

If your company uses any hazardous materials on site, check all of the procedures that your company follows.

Hazardous materials include chemicals, pesticides, and fertilizer. Select N/A if you use no hazardous materials and chemicals.

- [x] Written procedures for safe storage, use and disposal of each hazardous material available in the national language(s) of work
- [x] All hazardous materials are kept in sealed containers in a locked storeroom located in a separate area from regular business activities
- [x] All containers with hazardous materials are labeled, with instructions for proper storage, use and disposal
- [ ] None of these procedures
- [ ] N/A

Points Earned: 0.65 of 0.65

Supply Chain Chemical Management

How does your company track and manage toxins or hazardous waste in your supply chain?

Only select practices if you track and manage toxins or hazardous waste for at least 50% of your company suppliers (on a cost basis).

- [x] We don't track toxins or hazardous waste in our supply chain
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risks of toxins and/or production of hazardous waste
- [ ] We have set targets for reducing toxins and hazardous waste in our supply chain
- [ ] We have verified that there are no harmful toxins or hazardous waste in our supply chain

Points Available: 0.65

Supply Chain Chemical Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce toxins or hazardous waste in your supply chain?

- [ ] We collaborate with or require suppliers to collect data and report on chemicals
- [ ] We screen or require suppliers to meet standards related to toxins or hazardous waste
- [ ] We provide support or resources to reduce toxins in the supply chain (e.g.online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 0.65

Supply Chain Biodiversity Management

How does your company track and manage your supply chain's impact on biodiversity?

Only select practices if you track and manage the impact on biodiversity for at least 50% of your company suppliers (on a cost basis).

- [x] We don't evaluate our supply chain impact on biodiversity
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risks to biodiversity
- [ ] We set targets for reducing impact on biodiversity through our supply chain
- [ ] We have verified that our supply chain creates no (or positive) biodiversity impact

Points Available: 0.65

Supply Chain Biodiversity Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce your supply chain's impact on biodiversity?

- [ ] We collaborate with or require suppliers to collect data and report on biodiversity impact
- [ ] We screen suppliers to fit good biodiversity practices
- [ ] We provide support or resources for our supply chain in adopting biodiversity-friendly operations (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 0.65

Customers

Customers Impact Area Introduction

OPERATIONS
0.0

This section identifies whether your company's product/service is designed to deliver a specific, material, positive impact for its customers (beyond the value normally provided from goods or services), and if so, opens the Customer Impact Business Model section that is most applicable.

Customer Impact Business Model Introduction

Do any of your company's products/services address a social or economic problem for your customers and/or their beneficiaries?

Your answers determine which future questions in the assessment are applicable to your company.

- (●) Yes
- ( ) No

Points Available: 0.00

Customer 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?

Sanofi Consumer Healthcare has a variety of medicines in its global portfolio to treat a range of diseases including allergies, cough and cold, pain and inflammation, digestive disorders, oral care, scalp care, dermatoses including ezcema and psoriasis and many more. In addition, we also market nutritional supplements that help support optimal physiological processes. As a health journey partner, we leverage the best in science, together with our world-class pharmaceutical quality standards to deliver consumer-driven innovative medicines and products across. A few facts related to our diverse portfolio are presented below: In the US, 240 million people use over the counter medicines. If treatments were not available, an estimated 60 million of these would not seek medical treatment. In the space of 12 months in the United States, almost 85% of the population will experience a cold. Globally, between 10 and 30% of the population suffer from hay fever and this goes up to over 50% in parts of Africa and in urban areas. Between 22% and 52% of people in major countries suffer from constipation symptoms and 70% of those who frequently suffer experience it at least once a month. Across the world, 77% of people have used nutritionals in the last 12 months to maintain their general health, provide immune system support or to supplement in areas of vitamin deficiency. 9 out of 10 people will experience pain at some point

Points Available: 0.00

Beneficial Product Type

Which of the following most closely matches the outcome and/or problem solved for your customers as defined above?

Only select 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)
- [x] 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: 11681

☐ We do not track this

Points Available: 0.00

Total Customer Individuals

Total Number of Customers

Individuals served in the last 12 months:

Individuals served in the last 12 months:

☑ We do not track this

Points Available: 0.00

OPERATIONS

Customer Stewardship

3.3

Managing Customer Stewardship

Does your company do any of the following to manage the impact and value created for your customers or consumers?

- [ ] We offer product / service guarantees, warranties, or protection policies
- [x] We have third party quality certifications or accreditations
- [x] We have formal quality control mechanisms
- [x] 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
- [x] We manage the privacy and security of client / customer data
- [ ] None of the above

Points Earned: 0.30 of 0.45

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: 0.91 of 0.91

Quality Assurance

Do you use an established third party methodology to manage quality assurance for your products or services?

Examples include PDSA, Six Sigma, DMAIC, TQM, Zero Defects, etc

- ◉ Yes
- ○ No

Points Earned: 0.45 of 0.45

Feedback and Complaint Channels

Are any of the following true regarding mechanisms for customers to provide feedback, ask questions, or file complaints?

- [x] Products and/or websites feature customer service contact information
- [ ] Product / service reviews are made available in their entirety to public
- [x] Company responds to all direct inquiries or complaints within a month of receipt
- [ ] Company offers live time support to customers
- [x] Other
- [ ] None of the above

Points Earned: 0.27 of 0.45

Managing Product Impacts

Does the company do any of the following with regards to managing the potential impact their products have on customers / beneficiaries?

- [x] Company regularly monitors customer outcomes and well-being
- [x] Company has formal program to incorporate customer testing and feedback into product design
- [x] 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: 0.45 of 0.45

Data Usage and Privacy

Does your company have any of the following to address data usage and privacy issues?

- [x] Company has a formal publicly available data and privacy policy
- [x] 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)
- [x] All customers have option to decide how their data can be used
- [x] Company's all email list building and email marketing strategies are GDPR compliant
- [x] Other
- [ ] None of the above
- [ ] N/A - Company does not collect sensitive data

Points Earned: 0.45 of 0.45

Data Security Management

Does the company have any of the following practices to ensure security of private data?

- [x] Data privacy is included in company wide risk management compliance processes
- [x] All employees with access to data are trained on data privacy policies
- [x] Company has a formal code of conduct that defines unauthorized uses of data
- [x] Internal audits of data security
- [x] External audits of data security
- [x] Simulated hacks on data security
- [ ] Other
- [ ] None of the above
- [ ] N/A - Company does not collect sensitive data

Points Earned: 0.45 of 0.45

Health & Wellness Improvement - Impact Business Model

IMPACT BUSINESS MODELS

3.5

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? **Approx. 92.29%**

- [ ] We do not track this

Points Available: 0.00

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
- [x] None of the above

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.

- [x] We have formally defined the outcomes sought by our product or service and have developed a theory of change for them
- [x] We have based our impactful product or service business model on established secondary research that demonstrates potential impact
- [x] We have directly and formally engaged stakeholders in understanding their desires and needs when developing, refining, and or delivering our products or services
- [x] We are verified to meet third-party standards for impact (e.g. we have impact-related product certifications)
- [x] 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
- [x] We have identified and measure and manage the unintentional or potential negative impacts of the product or service in addition to intentional positive effects
- [x] 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"?

- [x] We surveyed beneficiaries to understand outcomes created
- [ ] We used non-randomized control groups to compare performance
- [x] We used randomized control groups to determine the level of causality of our product or service
- [x] We used aggregated third-party data to benchmark and compare impact performance
- [x] Our selected methods determined that the product or service contributed to the outcome
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 1.25 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: 1.09 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?

> Yes. As a world class innovative consumer healthcare company, Sanofi CHC has a proven track record of launching safe and effective medicines that are truly first in class in the consumer/OTC setting. In addition to the hundreds of medicines sold across the globe, an example of truly game changing products are prescription to OTC switches such as the Allegra and Xyzal range of products, which were made available to consumers in an over the counter setting for the first time due to Sanofi CHCs commitment of enabling consumers to live fuller, healthier lives. These medicines are used to relieve problematic disease states in over 60 million consumers. As allergies rise due to the effects of climate change, pollution and the destruction of natural habitats, it is vital and indeed a central pillar of Sanofi CHCs vision to provide consumer with the cutting edge care that they need

Points Available: 0.00

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 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 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 Bottled Water

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Bottled water

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Animal Products or Services

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Animal-based products or services (including seafood)

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Monoculture Agriculture

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Monoculture agriculture

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Genetically Modified Organisms

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Genetically modified organisms

Please also select "Yes" if your company serves clients in this industry

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Biodiversity Impacts

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Industries with a large potential biodiversity impact (including logging or logging equipment, agriculture, etc.)

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Energy and Emissions Intensive Industries

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Energy- and emissions-intensive industries

- ◉ Yes
- ○ No

Points Available: 0.00

Disclosure Water Intensive Industries

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Water-intensive industries

- (●) Yes
- ( ) No

Points Available: 0.00

Disclosure Chemicals

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Chemicals, including those reliant on chemicals that meet the Substances of Very High Concern (SVHC) criteria under REACH

REACH is the European Union's chemical regulation, currently the world's most stringent chemical regulation. See help text for list of industries.

- (●) Yes
- ( ) No

Points Available: 0.00

Disclosure Illegal Products or Subject to Phase Out

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Products or activities that are illegal under country laws or regulations where they have operated, banned in international conventions or agreements, or subject to international phase-out or regulation

- ( ) Yes
- (●) No

Points Available: 0.00

Disclosure Industries at Risk of Human Rights Violations

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Industries reliant upon materials at high risk of human rights infringements (e.g. conflict minerals)

- ○ Yes
- ◉ No

Points Available: 0.00

Other Disclosure Industries

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Other industries that may cause social or environmental harm or are subject to stakeholder criticism or concern

- ◉ Yes
- ○ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" to any of the "Disclosure Industries" listed above, please provide a detailed explanation of the company's involvement for each affirmative response:

If this does not apply to you, please enter "Does not apply" in the text area below.

> Sanofi CHC produces medicinal products and is therefore part of the pharmaceutical industry. That is why we have ticked Yes to this disclosure topic.

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

Does not transparently report corporate financials to government

Please indicate if your company engages in any of the following practices:

Company withholds corporate financials from government

- ○ 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

Animal Testing

Please indicate if your company engages in any of the following practices:

Company's products are tested on animals

- ◉ 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

Workers not Provided Clean Drinking Water ot Toilets

Please indicate if your company engages in any of the following practices:

Company does not provide clean drinking water and clean toilets to employees during shifts

- ○ Yes
- ◉ No

Points Available: 0.00

Workers paid below minimum wage

Please indicate if your company engages in any of the following practices:

A portion of workers, contractors, subcontractors or day-workers are paid below minimum wage

- ○ Yes
- ◉ No

Points Available: 0.00

No signed employment contracts for all workers

Please indicate if your company engages in any of the following practices:

Company does not have a signed contract of employment with each worker in a language they understand

- ○ Yes
- ◉ No

Points Available: 0.00

Payslips not provided to show wage calculation and deductions

Please indicate if your company engages in any of the following practices:

Company does not provide payslips or equivalent to all workers to show how wages are calculated and any deductions made

- ○ Yes
- ◉ No

Points Available: 0.00

Activities against freedom of association/collective bargaining

Please indicate if your company engages in any of the following practices:

Company has taken a public stance against unionization, has engaged in activities that may be perceived as taking a stance against union organizing, or prohibits workers from freely associating and bargaining collectively for the terms of one's employment

- ○ Yes
- ◉ No

Points Available: 0.00

Workers cannot leave site during non-working hours

Please indicate if your company engages in any of the following practices:

Company prohibits workers from freely leaving the site during non-working hours or at the end of their shift

This includes workers who live on site.

- ○ Yes
- ◉ No

Points Available: 0.00

ID Cards Withheld or Penalties for Resignation

Please indicate if your company engages in any of the following practices:

Company keeps workers' original ID cards or passports and/or does not allow workers to resign freely without penalty, even if advance notice is given

- ○ Yes
- ◉ No

Points Available: 0.00

Workers Under Bond

Please indicate if your company engages in any of the following practices:

Company hires workers that are under bond, debt, or other obligation to the company or to labor brokers

- ○ Yes
- ◉ No

Points Available: 0.00

Confirmation of Right to Work

Please indicate if your company engages in any of the following practices:

Company does not confirm that workers have the legal right to work in jurisdiction of operations, or company does not keep personnel records that include evidence of the date of birth of each worker

- ○ Yes
- ◉ No

Points Available: 0.00

Employs Individuals on Zero-Hour Contracts

Please indicate if your company engages in any of the following practices:

Company employs individuals on zero-hour contracts

- ○ Yes
- ◉ No

Points Available: 0.00

Company workers are prisoners

Please indicate if your company engages in any of the following practices:

Company uses workers who are prisoners

- ○ Yes
- ◉ No

Points Available: 0.00

Company Employs Workers Under Age 15 (Or Other ILO Minimum Age)

Please indicate if your company engages in any of the following practices:

Company employs workers under the age of 15 (or other minimum work age covered by the International Labour Organization Convention No. 138) and/or company does not keep personnel records that include evidence of the date of birth of each

- ○ Yes
- ◉ No

Points Available: 0.00

Overtime For Hourly Workers Is Compulsory

Please indicate if your company engages in any of the following practices:

Overtime work is compulsory and exceeds 48 hours in a week

- ○ Yes
- ◉ No

Points Available: 0.00

Other Disclosure Practices

Please indicate if your company engages in any of the following practices:

Other sensitive practices that may cause social or environmental harm, or are subject to stakeholder concern

- ○ Yes
- ◉ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" to any of the "Disclosure Practices" listed above, please provide a detailed explanation of the company's engagement in each practice marked in the affirmative:

If this does not apply to you, please enter "Does not apply" in the text area below.

ANIMAL TESTING: see document attached

Points Available: 0.00

Disclosure Outcomes & Penalties

Disclosure questions concerning litigation, relocation of communities, accidents, and on-the-job fatality.

On-Site Fatality

Please indicate if your company has experienced any of the following in the past 5 years:

Company has had an operational or on-the-job fatality

- ○ Yes
- ◉ No

Points Available: 0.00

Litigation or Arbitration

Please indicate if your company has experienced any of the following in the past 5 years:

Litigation or arbitration against company either ongoing, settled, or found against the company

- ○ Yes
- ◉ No

Points Available: 0.00

Company has filed for bankruptcy

Please indicate if your company has experienced any of the following in the past 5 years:

Company has filed for bankruptcy

- ○ Yes
- ◉ No

Points Available: 0.00

Bribery, Fraud, or Corruption

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Bribery, fraud, or corruption

- ○ Yes
- ◉ No

Points Available: 0.00

Anti-Competitive Behavior

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Anti-competitive behavior

- ○ Yes
- ◉ No

Points Available: 0.00

Financial Reporting, Taxes, Investments, or Loans

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Financial reporting, tax payments, investments, or loans

- ○ Yes
- ◉ No

Points Available: 0.00

Political Contributions or International Affairs

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Political contributions or international affairs

- ○ Yes
- ◉ No

Points Available: 0.00

Labor Issues

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Labor issues (including safety and discrimination)

- ○ Yes
- ◉ No

Points Available: 0.00

Recalls

Please indicate if your company has experienced any of the following in the past 5 years:

Recalls due to quality control issues

- ○ Yes
- ◉ No

Points Available: 0.00

Breaches of Confidential Information

Please indicate if your company has experienced any of the following in the past 5 years:

Breaches of individual privacy and/or losses of individual confidential data

- ○ Yes
- ◉ No

Points Available: 0.00

Consumer Protection

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Consumer protection (including product safety and marketing claims)

- ○ Yes
- ◉ No

Points Available: 0.00

Significant Layoffs

Please indicate if your company has experienced any of the following in the past 5 years:

Company has had layoffs of more than 20% of the workforce

- ○ Yes
- ◉ No

Points Available: 0.00

Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)

Please indicate if your company has experienced any of the following in the past 5 years:

Company sites have experienced accidental discharges to air, land or water of hazardous substances

- ○ Yes
- ◉ No

Points Available: 0.00

Large Scale Land Conversion, Acquisition, or Relocation

Please indicate if your company has experienced any of the following in the past 5 years:

Construction or operation of company involved large scale land acquisition, convergence, or degradation (including the construction or refurbishment of dams), or resulted in the resettlement or economic displacement of 5,000 or more people

- ○ Yes
- ◉ No

Points Available: 0.00

Penalties Assessed For Environmental Issues

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Environmental management penalties, including animal welfare

- ○ Yes
- ◉ No

Points Available: 0.00

Violation of Indigenous Peoples Rights

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Infringing on indigenous people's rights, for instance by utilizing lands owned or used by indigenous peoples without full documented consent of such peoples

- ○ Yes
- ◉ No

Points Available: 0.00

Other Disclosure Outcomes & Penalties

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Other penalties, complaints, or grievances filed or levied against the company for negative impacts on local communities, human rights, or other stakeholder concerns

- ○ Yes
- ◉ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" to any of the "Disclosure Outcomes & Penalties" listed above, please provide a detailed explanation of the company's experience related to each affirmative response:

If this does not apply to you, please enter "Does not apply" in the text area below.

Does not apply

Points Available: 0.00

Supply Chain Disclosure

Disclosure questions concerning the significant suppliers of the company

Supplier Child Labor, Prison Labor, or Forced Labor

Please indicate if any of the following statements are true regarding your company's suppliers:

Employment of workers under the age of 15, use of workers who are currently prisoners, or other practices that are relevant to risk of forced labor

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

Suppliers in Conflict Zones

Please indicate if any of the following statements are true regarding your company's suppliers:

Operation in conflict zones

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

Suppliers Negative Social Impact

Please indicate if any of the following statements are true regarding your company's suppliers:

Practices or outcomes that produced substantial negative impacts regarding human rights, labor conditions, or local communities

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

Suppliers Negative Environmental Impact

Please indicate if any of the following statements are true regarding your company's suppliers:

Practices or outcomes that produced substantial negative environmental impact

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

Help us reach more businesses by keeping the B Impact Assessment free. Donate today.

B Impact Assessment™

Overall B Impact Score

Opella Central & Eastern Europe (CZ-SLK-ROM-UKR)

For Fiscal Year End Date: **31 Dec 2023**

82.9



	QUESTIONS ANSWERED	OVERALL SCORE
Governance	30/30	**9.4**
Workers	54/54	**28.6**
Community	52/52	**17.5**
Environment	53/53	**12.0**
Customers	24/24	**15.1**

Mission & Engagement

OPERATIONS
3.3

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: 0.21 of 0.29

Mission Statement

Please share the text of your formal mission statement here.

> We're building a healthier future by helping people, help themselves. We empower people to champion better self-care for themselves, their communities and our planet, through our consumer-inspired, science-based products and solutions. We elevate creativity and make health as simple as it should be, helping more people play an active role in their health. We all have our part to play. Health, it’s in our hands.

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.

- [x] Employee training that includes social or environmental issues material to our company or its mission
- [x] Manager roles with job descriptions that explicitly incorporate social and environmental performance
- [x] Performance reviews that formally incorporate social and environmental issues
- [x] Compensation and job descriptions of executive team members that include social and environmental performance
- [x] 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: 0.57 of 0.57

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
- [x] Specific, formal training is integrated into new employee and new manager training
- [x] Specific, formal training is integrated into ongoing employee and manager training
- [x] Workers articulate goals and achievements related to social and environmental metrics as an individual or part of a workplace team
- [x] All supervisors and managers receive training on how to communicate social and environmental goals to employees and implement accountability for results
- [ ] None of the above

Points Earned: 0.57 of 0.57

Social and Environmental Management Reviews

What percentage of full-time managers had a formal written performance evaluation in the last year that included social or environmental goals?

- ○ 0
- ○ 1-49%
- ○ 50-99%
- ◉ 100%

Points Earned: 0.57 of 0.57

Mission-driven Executive Compensation

Which of your executives have their compensation tied to achieving specific social and environmental metrics or objectives?

Please check all that apply.

- [x] None
- [ ] Our CEO or President
- [ ] Senior managers reporting to the CEO or President

Points Available: 0.57

Board Review of Social or Environmental Performance

Does the Board of Directors or equivalent governing body review your company's social or environmental performance on at least an annual basis?

- ( ) No, our Board doesn't review that
- ( ) Yes, the Board receives a general update on the company's social or environmental performance
- (•) Yes, the Board reviews key performance indicators (KPIs) on the company's social or environmental performance
- ( ) N/A - Our company has no Board of Directors or equivalent governing body

Points Earned: 0.57 of 0.57

Stakeholder Engagement

Has your company done any of the following to engage stakeholders about your social and environmental performance?

- [x] We have an advisory board that includes stakeholder representation
- [x] 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
- [x] We have formal and regular processes in place to gather information from stakeholders (focus groups, surveys, community meetings, etc.)
- [x] We have formal procedures to address results from stakeholder engagement, with a designated individual or team responsible for appropriate follow ups.
- [x] 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
- [x] We publicly report on stakeholder engagement mechanisms and results
- [ ] Other - please describe
- [ ] No formal stakeholder engagement

Points Earned: 0.29 of 0.29

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.

- [x] We track impact metrics that we've chosen based on company mission or executive decision
- [x] We have conducted a materiality assessment of our company using stakeholder engagement mechanisms or research
- [x] We have identified and measure metrics based on the results of the materiality assessment we conducted for the company
- [x] We have set performance targets for all identified material issues and measurements
- [x] We measure the material social and environmental outcomes produced by our performance on our KPIs over time
- [ ] None of the above

Points Earned: 0.57 of 0.57

Identification of Material Issues

Based on the processes you have highlighted, what are the material issues that have been identified?

Access to Healthcare, respect of human rights, health education, support to vulnerable communities, climate change & energy use, waste management & recycling, product eco design, product quality & safety, business ethics, responsible marketing

Points Available: 0.00

OPERATIONS

Ethics & Transparency

3.6

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: 0.10 of 0.39

Code of Ethics

What is required by your company's Code of Ethics?

- [x] Prohibition of bribes in any form, including kickbacks or gifts, on any portion of contract payments or soft dollar practices
- [x] Formal oversight policy covering direct or indirect political contributions, charitable donations, and sponsorships
- [x] 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: 0.39 of 0.39

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.

- [x] We instruct the Board of Directors on the Code at least annually
- [x] We instruct all newly hired workers on the Code
- [x] We instruct managers on the Code on an ongoing basis
- [x] We instruct all non-managerial workers on the Code on an ongoing basis
- [x] 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: 0.39 of 0.39

Breached Code of Ethics Breachment Policy

In cases where there are material breaches to your company's Code of Ethics, what actions are formally outlined for your company?

- [x] Breaches, including case details, are reported to Board of Directors
- [ ] Breaches, including case details, are reported publicly
- [ ] Reported breaches are investigated promptly via independent party
- [x] Employees are dismissed or disciplined if found in breach
- [x] Contracts with business partners in breach are terminated
- [x] Company makes improvements to anti-corruption program based on reported cases
- [x] Other - please describe
- [ ] None of the above
- [ ] N/A - No Business Code of Conduct

Points Earned: 0.39 of 0.39

Anti-Corruption Practices

Which of the following anti-corruption reporting and prevention systems are in place?

- [x] Written employee whistle-blowing policy with confidentiality policy
- [x] Circulation of whistle-blowing policy to all employees and business partners
- [x] Communication of the anti-corruption system at least annually to the relevant internal and external stakeholders
- [x] Annual training on the anti-corruption system
- [ ] Providing supporting tools and guidance (e.g. self-assessment survey for high-risk departments)
- [x] Anonymous mechanisms to report concerns and grievances
- [x] 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: 0.39 of 0.39

Monitoring Ethics and Corruption

Does your company do any of the following with regard to monitoring and reporting on your anti-corruption programme?

- [x] Responsibility for the monitoring has been clearly assigned and resources have been made available
- [x] Mechanisms are in place for continuous monitoring (internal employee self-evaluations, automated controls monitoring)
- [x] The management of the company (e.g. Board of Directors, Audit Committee) review the results of internal and external reviews and ensure that required changes are implemented in an appropriate and prompt manner
- [ ] External independent assurance is conducted to provide further security to management and stakeholders regarding the effectiveness of the anti-corruption programme
- [ ] Regular reporting announcements about the program are made at least annually to relevant internal and external stakeholders (workshops, CEO announcement, newsletter)
- [ ] None of the above

Points Earned: 0.23 of 0.39

Financial Reporting Standards

Which financial reporting standards did your company comply with in the last fiscal year?

- (●) IFRS, the International Financial Reporting Standards (via the International Accounting Standards Board)
- ( ) GAAP, the Generally Accepted Accounting Principles (via independent U.S. standards body)
- ( ) Local accounting standard (via local independent standard setting body)
- ( ) Other - please describe
- ( ) None of the above
- ( ) N/A - Our company is pre-revenue

Points Earned: 0.77 of 0.77

Reviewed / Audited Financials

What type of individual or entity conducted the review of your company's financials?

- ( ) Locally-accredited auditing firm or CPA/CFA
- (●) Internationally-accredited auditing firm or CPA/CFA
- ( ) None, finances were neither audited nor reviewed

Points Earned: 0.19 of 0.19

Financial Controls

Does your company maintain any of the following financial controls?

Please check all that apply.

- [x] 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
- [x] Fraud risk assessment is conducted at least annually, with any identified internal control deficiencies communicated to Board of Directors and senior management
- [x] Lines of financial reporting, responsibilities, and limits for the authorization, approval, and verification of disbursements are all documented in writing
- [x] 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: 0.39 of 0.39

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
- [x] 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: 0.10 of 0.39

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
- [x] Our company discloses all financial information (except salary info) at least yearly
- [x] Our company discloses all financial information (except salary info) at least quarterly
- [x] 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: 0.29 of 0.39

OPERATIONS

Governance Metrics

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? 31 Dec 2023

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

Points Available: 0.00

Revenue Last Year

Total Earned Revenue

From the last fiscal year

This question will be used for scored calculation questions later in the assessment. Please complete for accurate scoring. If your company has not yet completed its first fiscal year, please put $0

From the last fiscal year

Sensitive

Points Available: 0.00

Net Income Last Year

Net Income

From the last fiscal year

If your company has not yet completed its first fiscal year, please put $0

From the last fiscal year

Sensitive

Points Available: 0.00

Net Income Year Before Last

Net Income

From the fiscal year before last

From the fiscal year before last

Sensitive

Points Available: 0.00

Payments to Government

Payments to government in the last fiscal year

Select N/A if company is pre-revenue.

Payments to government in the last fiscal year

Sensitive

Points Available: 0.00

IMPACT BUSINESS MODELS

Mission Locked - Impact Business Model

2.5

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: 2.50 of 10.00

Workers

OPERATIONS

Workers Impact Area Introduction

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.

- [x] Yes, some of our labor is contracted to third party subcontractors that manage staff on our behalf
- [x] 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

Independent Contractor Instructions

For the remainder of the Workers section, you should consider individual independent contractors who work greater than 20 hours per week for your company over an indefinite period or longer than 6 months as "employees" or "workers"

- (●) Ok, I will consider all independent contractors that meet these specifications in my responses to the remaining questions in the Workers section.

Points Available: 0.00

Workers Impact Business Model Introduction

Is your company structured to benefit its employees in either of the following ways?

Your answers determine which future questions in the assessment are applicable to your company.

- [ ] Ownership structures that provide significant equity (>40%) and empowerment to all employees (e.g. employee-owned companies, cooperatives)
- [ ] Providing high quality jobs or professional development for individuals with chronic barriers to employment (workforce development programs)
- [x] 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 265

- [ ] 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 288

- [ ] 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 9

- [ ] 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 0

☐ 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 10

☐ 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 11

☐ We do not track this

Points Available: 0.00

OPERATIONS

Financial Security

8.8

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

Points Available: 0.00

% of Employees Paid Individual Living Wage

What percentage of employees on an FTE (Full Time Equivalent) basis are paid at least the equivalent of a living wage for an individual?

Please exclude students and interns in this calculation.

- ○ <75%
- ○ 75-89%
- ○ 90-99%
- ◉ 100%
- ○ N/A

Points Earned: 2.52 of 2.52

% of Employees Paid Family Living Wage

What percentage of employees on an FTE (Full Time Equivalent) basis are paid at least the equivalent of a living wage for a family?

Please exclude students and interns in this calculation.

- ○ <75%
- ○ 75-89%
- ○ 90-99%
- ◉ 100%
- ○ N/A

Points Earned: 2.52 of 2.52

% Above the Minimum Wage

What percentage above the legal minimum wage does your lowest-paid hourly employee earn?

Please answer this question ONLY taking into account hourly workers. If you do not have hourly workers, select N/A.

- ○ 0% - Lowest wage is equivalent to minimum wage
- ○ 1-9%
- ○ 10-29%
- ○ 30-49%
- ○ 50-75%
- ○ 75%+
- ◉ N/A - We do not employ hourly workers

Points Available: 1.26

Initiatives To Increase Wages and Benefits

If it is not possible to verify a living wage in your country, has your company participated in any leadership initiatives/agreements to increase wages or benefits to workers provided in your country or industry?

Examples include commissioning a living wage calculation. Select N/A if living wage already exists.

- ○ Yes
- ○ No
- ◉ N/A - Living wage already exists

Points Available: 1.26

Compensation Policies and Practices

Does your company offer any of the following additional financial benefits to non-executive workers?

Your answers determine which future questions in the assessment are applicable to your company.

- ☐ Cost of living adjustments that match inflation rates of the country
- ☑ Bonuses or profit-sharing
- ☑ Employee ownership opportunities
- ☐ None of the above

Points Earned: 0.84 of 1.26

Employees Receiving a Bonus

What percentage of full-time and part-time employees, excluding founders and executives, received a monetary bonus in the last fiscal year?

- ○ 0%
- ○ 1-24%
- ○ 25-49%
- ○ 50-74%
- ◉ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.94 of 1.26

Significance of Bonuses

What was the equivalent percentage of profits that were distributed as bonuses to non-executive workers in the last fiscal year?

- ○ No bonus payout, or no bonus plan
- ◉ 5% or less
- ○ 5-10%
- ○ 10-15%
- ○ 15-20%
- ○ >20%
- ○ Bonuses were paid to non-executive workers, despite the company not earning a profit

Points Earned: 0.16 of 1.26

% Participation in Employee Ownership

What percentage of all full-time employees have been granted stock, stock options, or stock equivalents (including participation in an ESOP or other qualified ownership plans) in the company?

Select N/A if your company is a consumer/shared services cooperative, a producer cooperative or a nonprofit.

- ○ 0%
- ◉ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.31 of 1.26

% of Company Owned by Non-Executive Employees

What percentage of the company is owned by workers who are not executives or founders?

- ○ 0%
- ◉ 1-4%
- ○ 5-24%
- ○ 25-49%
- ○ 50%+
- ○ N/A
- ○ Don't Know

Points Earned: 0.63 of 2.52

Retirement Programs

Do employees have access to any of the following savings programs for retirement?

- [x] Government-sponsored pension or superannuation plans
- [ ] Private Pension or Provident Funds
- [ ] Plan that specifically includes Socially-Responsible Investing option
- [ ] None of the above

Points Earned: 0.94 of 1.26

Financial Services for Employees

What financial products, programs, or services does your company provide that help to meet financial health needs of hourly employees?

Please answer this question ONLY taking into account hourly workers. If you do not have hourly workers, select N/A.

- [ ] Direct deposit
- [ ] Access to free or affordable banking services or payroll cards (e.g. free ATM debit card)
- [ ] Financial management tools or coaching
- [ ] Emergency or short-term savings programs
- [ ] Low-interest or interest-free loans
- [ ] Debt management, refinancing, or loan payment contributions
- [ ] Employer match for deposits into savings accounts
- [ ] Paychecks issued off-schedule on a need basis
- [ ] Tax preparation services
- [ ] Other - please describe
- [ ] None of the above
- [x] N/A - We do not employ hourly workers

Points Available: 0.63

OPERATIONS

Health, Wellness, & Safety

7.3

Government Provision Of Healthcare

How is healthcare provided in the country where the majority of employees reside?

- (●) Universal Provision of Basic Healthcare Services (e.g. United Kingdom)
- ( ) Government-mandated or -provided health insurance programs (e.g. Switzerland)
- ( ) None of the Above

Points Available: 0.00

Healthcare Coverage

What percentage of workers receive healthcare coverage either through a government plan or paid by the company?

If healthcare is covered through the company, only consider workers for which the company pays the majority of healthcare costs.

- ○ <75%
- ○ 75-84%
- ○ 85-94%
- ◉ 95%+

Points Earned: 1.11 of 1.11

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
- ☐ Extension of health benefits to spouse and children
- ☐ Access to local medical services or clinic (on-site or subsidized)
- ☑ Other - please describe
- ☐ None of the above

Points Earned: 0.67 of 1.11

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: 1.11 of 1.11

Worker Safety Practices

What are your company's occupational health and safety policies?

- [x] We have written policies and practices to minimize on-the-job employee accidents and injuries
- [x] Data on injury, accident, lost, or absentee days are recorded and made transparent for all workers
- [x] A worker health and safety committee helps monitor and advise on health and safety programs
- [ ] None of the above

Points Earned: 1.11 of 1.11

Health and Safety Program

What is required in your company's formal safety and health program?

- [x] Annual safety and health training for all workers, including at least one emergency drill per year
- [x] Data on injury, accident, lost, or absentee days are recorded and made transparent for all workers
- [x] Formal safety reporting system for employees to submit their safety concerns
- [x] A safety position, safety committee, or safety program representative who reports to a senior level position (e.g. Vice President or higher)
- [x] A documented standard procedure for investigating the root causes of accidents and major incidents
- [x] Implementation of corrective actions after an incident is investigated
- [x] An annual evaluation of the safety and health system and includes senior management in the evaluation
- [ ] We have no formal safety and health program

Points Earned: 2.22 of 2.22

Handling Hazardous Materials

What are your company policies around hazardous or dangerous materials on-site?

Hazardous materials include chemicals, gasoline or fuel, fertilizer, pesticides, etc.

- [ ] All workers who are in contact with hazardous materials receive initial and on-going (at least twice yearly) training for proper storage, handling, and disposal of materials
- [ ] All workers who handle hazardous materials are required to wear protective gear, including clothing, eye and foot protection
- [ ] All workers are made aware of all health risks associated with handling hazardous materials
- [ ] We monitor the health of all workers who work with hazardous materials and provide them with annual health check-ups
- [ ] Other - please describe
- [ ] None of the above
- [x] N/A - No hazardous or dangerous materials used on-site

Points Available: 1.11

Machinery Practices

What are your company practices regarding equipment or machinery used by workers?

This includes machinery, vehicles, etc. Check all that apply. Select N/A only if the company has no equipment.

- [ ] All workers who use equipment receive initial and ongoing training on proper operation and emergency shut-off of the machinery
- [ ] All workers are required to wear appropriate protective gear, including clothing, eye, and foot protection, when working with machinery
- [ ] We regularly inspect whether our workers are using appropriate protective gear and operating machinery correctly
- [ ] Our machinery is checked at least once per year for necessary maintenance issues
- [ ] Signs regarding hazards and proper use of equipment are posted on or near equipment in the local language
- [ ] Other - please describe
- [ ] None of the above
- [x] N/A

Points Available: 1.11

Indoor Air Quality Audits

What is included in your company's annual indoor air quality audit of all company facilities?

Select all options that apply.

- [x] No smoking within 25 feet of building entrances
- [x] Indoor ventilation rates compliant with ASHRAE Standard 62.1 or EN 16798-1
- [x] Minimum air intake separation distance compliant with ASHRAE Standard 62.1 or EN 16798-3
- [x] Operations and maintenance manual for ventilation equipment compliant with ASHRAE Standard 62.1
- [x] HVAC filters compliant with ASHRAE Standard 52.2 or ISO 16890
- [x] Temperature and relative humidity levels (PMV and PPD) in compliance with ASHRAE Standard 55 EN-16798 or ISO 7730
- [x] Written IAQ complaint response policy
- [ ] None of the above

Points Earned: 1.11 of 1.11

OPERATIONS

Career Development

2.9

Formal Employment

What percentage of individuals working for the company are formally employed on the payroll of the company?

- ○ 0%
- ○ 1-24%
- ○ 25-49%
- ○ 50-74%
- ◉ 75-99%
- ○ 100%

Points Earned: 0.44 of 0.50

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: 0.50 of 0.50

Amount of Training for New Hires

What was the average amount of training that a newly hired worker received in the past twelve months?

Use average of both full-time and part-time employees.

- ○ No training
- ○ On-the-job training (one day to one week)
- ◉ On-the-job training (one week to one month)
- ○ Apprenticeship or technical training (over one month)
- ○ N/A - No new hires during the last 12 months

Points Earned: 0.33 of 0.50

Employee Review Process

Which of the following is included or applies to your company's formal process for providing performance feedback to employees?

Check all that apply.

- [x] Process has a regular schedule and is conducted at least annually
- [x] Peer and subordinate input
- [x] Written guidance for career development
- [x] Social and environmental goals
- [x] Clearly-identified and achievable goals
- [ ] A 360-degree feedback process
- [ ] All tenured employees receive feedback
- [ ] None of the above

Points Earned: 1.00 of 1.00

Internal Promotions

What percentage of employees has been internally promoted within the last 12 months?

Exclude material owners in your calculation.

- ○ 0%
- ◉ 1-5%
- ○ 6-15%
- ○ 15%+

Points Earned: 0.17 of 0.50

Intern Hiring Practices

How does your company manage the hiring and treatment of interns?

Check all that apply. If there is no third party living wage calculated for your country of operations, please do not select "payment of a living wage."

- [x] 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
- [x] We pay interns a living wage
- [ ] Our interns receive formal performance reviews
- [x] 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: 0.50 of 0.50

Career Development (Salaried)

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: 0.30 of 0.30

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: 0.30 of 0.30

Life Skill Training Participation

Excluding newly hired workers, what % of full-time and part-time workers received the following types of formal training during the last 12 months?

Training on life skills for personal development (e.g. literacy, personal financial planning)

- ○ 0%
- ◉ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75%+
- ○ Don't know

Points Earned: 0.08 of 0.30

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: 0.30 of 0.60

Engagement & Satisfaction

OPERATIONS

3.0

Employee Handbook Information

What is included in your company's written and accessible employee handbook?

- [x] A non-discrimination statement
- [x] An anti-harassment policy with reporting mechanisms, processes, and disciplinary procedures
- [x] A statement on work hours
- [x] Policies on pay and performance issues
- [x] Policies on benefits, training and leave
- [x] Grievance resolution process
- [x] 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: 0.25 of 0.25

Non-Discrimination Policy

What is covered in your company's written non-discrimination policy on hiring and the workplace?

Please check all that apply.

- [x] Gender
- [x] Race
- [x] Color
- [x] Disability
- [x] Political opinion
- [x] Sexual orientation
- [x] Age
- [x] Religion
- [x] HIV status
- [ ] We have no written non-discrimination policy

Points Earned: 0.25 of 0.25

Paid Secondary Caregiver Leave

What secondary parental leave policies are available to your workers, either through your company or a government program?

Select all that apply, but only select one answer indicating the total amount of paid time equivalent (answers 2-4). See "Learn 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
- [x] Workers receive greater than 5 weeks (or full pay equivalent) paid leave
- [x] 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: 0.50 of 0.50

Supplementary Benefits

What supplementary benefits are provided to a majority of non-managerial workers?

Including full time and part time employees. Please check all that apply.

- [ ] Free transportation or transit subsidy
- [x] Free or subsidized meals
- [ ] On-site or subsidized childcare
- [ ] Free or subsidized housing
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.40 of 1.00

Worker Empowerment

How does your company engage and empower workers?

- [x] 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
- [x] Employee complaint / input mechanisms are reviewed at least every other year, with input from employees themselves into the process
- [x] 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: 0.38 of 0.50

Worker / Management Conflict Mediation

Has your company identified one of the following designated agents to mediate complaints or issues between workers or workers and management?

- [ ] An informally-designated worker who passes information to other workers
- [ ] Union representative
- [ ] Human Resources-designated representative
- [ ] Employee Representative who has been mutually-designated by company management and employees
- [ ] Third-party ombudsman
- [ ] Other - please describe
- [x] None of the above

Points Available: 0.50

Surveying and Benchmarking Engagement and Attrition

Does your company monitor and evaluate your worker satisfaction and engagement in any of the following ways?

Your answers determine which future questions in the assessment are applicable to your company.

- [x] We calculate employee attrition rate
- [ ] We benchmark employee attrition rate to relevant benchmarks
- [x] We regularly (at least once a year) conduct employee satisfaction or engagement surveys
- [x] We benchmark employee satisfaction to relevant industry benchmarks
- [x] 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: 0.50 of 0.50

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

Points Available: 0.00

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: 0.75 of 1.00

Labor Practices Review

Have your company's labor practices been certified or reviewed by an independent third party in the last twelve months?

- ○ Yes
- ◉ No

Points Available: 0.50

OPERATIONS

Engagement & Satisfaction (Salaried)

1.7

Number of Paid Days Off

What is the annual minimum number of paid days off (including holidays) for full-time employees?

- ○ 0-15 work days
- ○ 16-22 work days
- ○ 23-29 work days
- ○ 30-35 work days
- ◉ 36+ work days

Points Earned: 1.00 of 1.00

Paid Primary Caregiver Leave for Salary Workers

Which of the following describe the primary parental leave policies for salaried workers, either through the company or government program?

If applicable, please select one answer indicating total time off (answers 1-3), and one answer indicating fully paid time off (answers 4-7).

- [ ] Primary caregivers receive 4-12 weeks of time off for parental leave (including unpaid and paid leave)
- [ ] Primary caregivers receive 13 weeks to 6 months of time off for parental leave (including unpaid and paid leave)
- [x] 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
- [x] 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: 0.70 of 1.00

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.

- (●) >10%
- ( ) 5-10%
- ( ) 2.5-4.9%
- ( ) 0-2.4%

Points Available: 1.00

Community

Community Impact Area Introduction

OPERATIONS
0.0

This section identifies whether your company is designed to deliver a specific, material, positive impact for its community, and if so, opens the Community Impact Business Model section that is most applicable.

Community Oriented Impact Business Model

Does your company's business model create a specific positive benefit for stakeholders such as charitable partners, vendors or suppliers in need, or your local community?

Your answers determine which future questions in the assessment are applicable to your company.

- ○ Yes
- ◉ No

Points Available: 0.00

Diversity, Equity, & Inclusion

OPERATIONS
5.0

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: 0.44 of 0.61

Diverse Ownership and Leadership

Is your company majority-owned or -led by individuals from any of the following underrepresented groups?

Please select all that apply.

- ☑ Led by a woman
- ☐ Led by an individual from an underrepresented racial or ethnic minority
- ☐ Led by another underrepresented individual (veterans, LGBT, etc.)
- ☐ Majority owned by women
- ☐ Majority owned by individuals from underrepresented racial or ethnic minorities
- ☐ Majority owned by other underrepresented individuals (veterans, LGBT, etc.)
- ☐ None of the above

Points Earned: 0.30 of 0.61

Inclusive Work Environments

How does your company create an equitable and inclusive workplace for employees?

- [x] We have designated an individual or group explicitly responsible for diversity, equity, and inclusion (i.e. a Diversity Manager or Inclusion Committee)
- [x] We offer trainings for all employees on topics related to diversity, equity, and inclusion
- [x] We have voluntary employee resource or affinity groups
- [x] 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
- [x] We accommodate learning or emotional disabilities in work processes and workplace policies
- [ ] None of the above

Points Earned: 0.61 of 0.61

Management of Diversity, Equity, and Inclusion

How does your company manage and improve your workplace diversity and inclusivity?

- [ ] We anonymously survey employees on gender identity, race/ethnicity, disability status, and other demographic factors to track the diversity of our workforce
- [x] We have set specific, measurable diversity improvement goals that are reviewed by senior executives or our Board of Directors
- [x] 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
- [x] 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 0.61

Measurement of Diversity

What attributes of a diverse workforce does your company track, either through anonymous surveys or other methods legal in your jurisdiction?

If collecting this type of demographic data is not legal in your jurisdiction, select None of the Above.

- [x] Socioeconomic status (as determined by low income residence, education level, etc.)
- [ ] Race or ethnicity
- [x] Gender
- [x] Age
- [x] Other - please describe
- [ ] None of the above

Points Earned: 0.61 of 0.61

Low Income Workers

What percentage of your workforce lives in poor/very poor or low-income areas or does not have college degree?

- ○ 0%
- ○ 1-9%
- ○ 10-19%
- ◉ 20-29%
- ○ 30%+
- ○ Don't Know

Points Earned: 0.45 of 0.61

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: 0.61 of 0.61

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: 0.30 of 0.61

Workers from Other Underrepresented Populations

What percentage of your workforce identifies as part of another underrepresented social group other than the demographics featured above (e.g. individuals with disabilities, LGBTQ+ individuals, individuals who have been incarcerated, etc.)?

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 Available: 0.61

High to Low Pay Ratio

What multiple is the highest compensated individual paid, inclusive of bonus, as compared to the lowest paid full-time worker?

- ○ >20x
- ○ 16-20x
- ◉ 11-15x
- ○ 6-10x
- ○ 1-5x

Points Earned: 0.30 of 0.61

Female Management

How many of your company managers identify as women?

- ○ 0%
- ○ 1-9%
- ○ 10-24%
- ○ 25-39%
- ○ 40-49%
- ◉ 50%+
- ○ Don't know
- ○ N/A

Points Earned: 0.61 of 0.61

Management from Underrepresented Populations

How many of your company managers identify as from another underrepresented social group?

If collecting this type of demographic data is not legal in your jurisdiction, select Don't Know.

- ○ 0%
- ○ 1-9%
- ○ 10-19%
- ○ 20-29%
- ○ 30%+
- ◉ Don't know

Points Available: 0.61

Supplier Diversity Policies or Programs

Does your company have any of the following policies or programs in place to promote diversity within your supply chain?

- ☑ We track diversity of ownership among our suppliers
- ☐ We have a policy to give preferences to suppliers with ownership from underrepresented populations
- ☑ We have formal targets to make a specific percentage of purchases from suppliers with diverse ownership
- ☐ We have a formal program to purchase and provide support to suppliers with diverse ownership
- ☐ None of the above
- ☐ N/A - Collecting supplier data or having preferential treatment policies is illegal in my country of operations

Points Earned: 0.15 of 0.30

Supplier Ownership Diversity

What percentage of your purchases were from companies that are majority-owned by women or individuals from underrepresented populations?

- ○ 0%
- ○ 1-9%
- ◉ 10-24%
- ○ 25-39%
- ○ 40-49%
- ○ 50%+
- ○ Don't Know

Points Earned: 0.23 of 0.61

OPERATIONS

Economic Impact

1.6

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.

Slovakia We have one small office lcoated in Bratislava fitting 20 people. Approx 60% of the employees live in the capital city (Bratislava) and its surroundings. The rest lives around the Slovak Republic - sales force mainly Romania 2 dedicated floors building office located in Bucharest Romania. Ukraine Company's employees mainly living in the capital city, Kyev, and its surroundings, as the company's office is also located at the capital. Aprox 1/2 of the employees lives in different cities or villages among the whole Ukraine - their job repsonsibilites are direclyt linked with the location where they work as medical representatives. Czech Republic Our company consists of affiliates working at the office - mainly living in the capital city and its surroundings, as the company's premises are also located at the capital. Aprox. 1/5 of the employees lives in different cities or villages among the whole Czech republic - their job responsibilities are directly linked with the location where they work as Sales representatives.

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

Points Available: 0.00

Job Growth Rate

What was your company’s net job growth rate for full-time and part-time positions over the last 12 months? ONLY include newly created jobs that are paid a living wage.

If there is no living wage data available for your country of operations, include new jobs that pay 10% or more above a minimum wage.

- (●) 0% (no growth on a net basis)
- ( ) 1-14%
- ( ) 15-24%
- ( ) 25%+

Points Available: 2.35

Non-accredited Investor Ownership

What percentage of the company is owned by individuals who would qualify as non-accredited investors?

- (●) 0%
- ( ) 1-4%
- ( ) 5-14%
- ( ) 15-24%
- ( ) 25%+
- ( ) Don't know

Points Available: 1.18

Local Ownership

Is the majority (over 50%) of the company's ownership located locally to the majority of the company's workforce?

“Local" is defined as being part of the same community. While the size and distance of a community may vary by context, they should generally be based on a small-scale economically and culturally connected area like a metropolitan area or a city/town.

- ( ) Yes
- (●) No
- ( ) Don't know

Points Available: 1.18

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.

- [x] Written preference at each facility to purchase from local suppliers
- [ ] Formal targets or goals for the amount of local purchasing
- [ ] Ready-to-use lists of preferred local suppliers and vendors for specific facilities
- [ ] Written preference for hiring and recruiting local managers with equitable compensation
- [ ] Preference for hiring and recruiting local staff (management and non-management) with training for employees
- [ ] Incentives for staff to live within 40 km of local company facility
- [ ] Other - please describe
- [ ] No written local purchasing or hiring policies in place

Points Earned: 0.29 of 0.59

National Sourcing

What percentage of your company's Cost of Goods Sold (including value-adding activities) was spent within the country of operations, from in-country registered companies or national citizens?

- ○ 0%
- ◉ 1-19%
- ○ 20-39%
- ○ 40-59%
- ○ 60-79%
- ○ 80%+

Points Earned: 0.18 of 1.18

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: 1.18

Focus on Local Customers

Do a majority of your customers live locally to your company's headquarters or production facilities?

“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

Points Available: 1.18

In Country Management

What percentage of senior management is native to the country of operations?

Native individuals are born and/or raised in the country.

- ○ <49%
- ○ 50-74%
- ○ 75-94%
- ◉ 95%+

Points Earned: 1.18 of 1.18

OPERATIONS

Civic Engagement & Giving

4.3

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: 0.53 of 0.53

Civic Memberships and Partnerships

Does your company have membership or a civic partnership with any of the following types of organizations?

Check all that apply.

- [x] Business or trade association
- [x] Chamber of Commerce
- [ ] Governmental institution
- [ ] Local academic institution
- [ ] Cooperative
- [ ] Other - please describe
- [ ] None

Points Earned: 0.18 of 0.27

Community Service Policies and Practices

How does your company manage employee community service?

- [x] We have hosted or organized company service days in the last year
- [x] The company offers paid time off for community service
- [ ] 20 hours or more a year of paid time off
- [x] 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: 0.53 of 0.53

% of Employees Volunteer Service

What percentage of employees took paid time off for volunteer service last year?

- ○ 0%
- ○ 1-24%
- ○ 25-49%
- ○ 50-74%
- ◉ 75%+
- ○ Don't know

Points Earned: 1.07 of 1.07

Total Amount of Volunteer Service Hours

Number of hours volunteered by full-time and part-time employees of the organization during the last fiscal year

This should include both paid and unpaid time spent volunteering during traditional work hours, either for company-organized events or for employee-initiated activities.

Number of hours volunteered by full-time and part-time employees of the organization during the last fiscal year

848

- [ ] We do not track this

Points Available: 0.00

Volunteer Service Per Capita

What was the percentage of per capita worker time donated as volunteer, community service, or pro bono time in the reporting period?

Calculate by total volunteer hours / total hours worked, generally 2000 hours per FTE.

- ( ) 0%
- (•) 0.1-0.5% of time
- ( ) 0.6-1% of time
- ( ) 1.1-2% of time
- ( ) 2%+ of time
- ( ) Don't know

Points Earned: 0.36 of 1.07

Charitable Giving and Community Investment Policies and Practices

What are your company’s practices regarding donations or community investments?

- [x] 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)
- [x] We match individual workers' charitable donations
- [x] We allow our workers or customers to select charities to receive our company's donations
- [x] We have screening practices for charitable contributions or impact measurement mechanisms for our community investments
- [ ] None of the above

Points Earned: 0.53 of 0.53

Relative Input for Community Investments

If you use an independent methodology to measure total commitment to community investment, what is the equivalent % of revenue contributed in the form of community investment?

- ○ None
- ◉ Less than 0.1% of revenues
- ○ 0.1-0.4% of revenues
- ○ 0.5-0.9% of revenues
- ○ 1-1.9% of revenues
- ○ >2%

Points Earned: 0.13 of 1.07

% of Revenue Donated

What was the equivalent percentage of revenue donated to charity during the last fiscal year?

Please include tax deductible in-kind donations but do not include pro bono time.

- ○ No donations last fiscal year
- ◉ Less than 0.1% of revenue
- ○ 0.1-0.4% of revenue
- ○ 0.5-0.9% of revenue
- ○ 1-1.9% of revenue
- ○ 2%+ of revenue
- ○ Don't know

Points Earned: 0.43 of 2.13

Total Amount of Charitable Donations

Total amount (in currency terms) donated to registered charities in the last fiscal year

Report with the currency specified in "Reporting currency" for this metric.

Total amount (in currency terms) donated to registered charities in the last fiscal year

Sensitive

Points Available: 0.00

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?

- [x] Yes, company has offered support in name and/or signed petitions
- [x] 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: 0.40 of 0.53

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
- [x] 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
- [x] Other - please describe
- [ ] None of the above

Points Earned: 0.16 of 0.27

OPERATIONS

Supply Chain Management

6.5

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
- [x] Marketing and advertising
- [ ] Office Supplies
- [ ] Benefits Providers
- [ ] Technology
- [ ] Raw materials
- [ ] Farms
- [x] Other - please describe

Points Available: 0.00

Social or Environmental Screening of Suppliers

Does your company screen or evaluate Significant Suppliers for social and environmental impact?

This question determines the set of supplier-focused questions your company will respond to.

- ( ) Yes
- (•) No

Points Available: 0.00

Outsourced Staffing Services

Does your company outsource support services (staffing) essential to the delivery of your services to other individuals or organizations?

Your answers determine which future questions in the assessment are applicable to your company.

- (•) Yes
- ( ) No

Points Available: 0.00

Outsourced Staffing Screening Topics

Does your company review or set requirements regarding the labor practices of its outsourced staffing service providers that includes the following topics?

Your answers determine which future questions in the assessment are applicable to your company.

- [x] Compliance with all local laws and regulations
- [x] Compliance with international human rights and labor standards (for employees and contractors)
- [ ] Payment at or above industry benchmarks
- [ ] Payment of a living wage (for employees and contractors)
- [ ] Employee benefits provided
- [ ] Professional development opportunities
- [ ] Other labor practices
- [ ] None of the above
- [ ] N/A

Points Earned: 0.15 of 0.38

% of Outsourced Services Accountable to Code of Conduct?

What % of your outsourced staffing services (on a currency basis) are accountable to the formalized code of conduct or requirements described in the previous question?

- ○ 0%
- ○ 1-20%
- ○ 21-49%
- ○ 50-74%
- ◉ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 1.31 of 1.50

Screening / Monitoring for Services

Which of the following methods are used to evaluate the social or environmental impact of your outsourced staffing services?

Your answers determine which future questions in the assessment are applicable to your company.

- [ ] Company shares policies or rules with subcontractors but does not have a verification process in place
- [ ] Company requires subcontractors complete self-designed assessment
- [x] Company utilizes third party risk or impact assessment tools (BIA)
- [ ] Company conducts routine audits/reviews of subcontractors at least every two years
- [ ] Company has third parties conduct routine audits/reviews of subcontractors at least every two year
- [ ] Other
- [ ] None of the above

Points Earned: 0.19 of 0.38

% of Outsourced Staffing Services Screened / Monitored

What % of your outsourced staffing services (on a currency basis) are evaluated based on the methods selected in the previous question?

- ( ) 0%
- ( ) 1-20%
- ( ) 21-49%
- (•) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) N/A

Points Earned: 0.94 of 1.50

Supplier Code of Conduct

Is there a formal written Supplier Code of Conduct policy that specifically holds your company's suppliers accountable for social and environmental performance?

Your answers determine which future questions in the assessment are applicable to your company.

- (•) Yes
- ( ) No

Points Earned: 0.75 of 0.75

Supplier Code of Conduct Topics

What areas of social and environmental performance are specifically included in your company's Supplier Code of Conduct policy?

- [x] Bribery, corruption, and fraud
- [x] Working hours
- [x] Freely chosen employment
- [x] Compensation
- [x] Child labor
- [x] Freedom of association
- [x] Health and safety
- [ ] Use of materials
- [x] Product's environmental impact
- [ ] Information on how the Code will be monitored and reviewed (e.g. self-audits, site visits)
- [ ] N/A - No Supplier Code of Conduct

Points Earned: 0.38 of 0.38

Support for Improved Supply Chain Social or Environmental Performance

How does your company encourage improved social and environmental performance among your suppliers?

- [ ] We provide incentives for suppliers with strong social and environmental performance
- [x] We set goals and expectations with suppliers to improve their social and environmental performance
- [x] We provide resources to suppliers to improve their social and environmental performance
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.75 of 0.75

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?

- [x] 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
- [x] Company provides training and/or resources on improving social or environmental performance to suppliers, either from the company itself or through a third party
- [x] 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
- [x] 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 Earned: 0.25 of 0.38

% of Suppliers with Programs to Improve Impact

For what % of your suppliers (on a currency basis) do the policies and programs selected in the previous question apply?

- ○ 0%
- ○ 1-20%
- ○ 21-49%
- ◉ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.94 of 1.50

Length of Supplier Relationships

What is the average tenure of your company's relationships with suppliers?

- ○ Average tenure of supplier relationships is less than 12 months.
- ○ Average tenure of supplier relationships is greater than 12 months.
- ◉ Average tenure of supplier relationships is greater than 36 months.
- ○ Average tenure of supplier relationships is greater than 60 months.
- ○ Our company has had a relationship with a majority of our suppliers (on a currency basis) since our first year of operations.
- ○ Don't Know

Points Earned: 0.50 of 0.75

Support for In Need Suppliers

Does your company do any of the following to support small scale or other in-need suppliers?

- ☐ We review suppliers for potential training needs
- ☐ We have a formal education or support program for selected suppliers
- ☑ We provide small scale suppliers the same contracts, prices, and payment terms (such as days payable outstanding) as other suppliers
- ☐ We pay 30 days payable outstanding to small scale suppliers
- ☐ A formal mechanism is in place for suppliers to provide us feedback (e.g. supplier satisfaction surveys)
- ☐ We have a formal grievance mechanism to address complaints and resolve disputes
- ☑ Other (please describe)
- ☑ None of the above

Points Earned: 0.40 of 0.75

Supplier Certifications

During the last fiscal year, what percentage of your Significant Suppliers (on currency basis) had internationally-recognized product certifications?

Select 0% if you do not know whether your Significant Suppliers are certified.

- ○ 0%
- ○ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75%+
- ◉ Don't know

Points Available: 0.75

Environment

Environment Impact Area Introduction

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.

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
- [x] None of the above

Points Available: 0.00

Environmental Management

OPERATIONS

2.0

Facility Environmental Efficiency

What environmental efficiency practices are in place in a majority of your company's offices and plant facilities?

- [x] Buildings employ energy saving strategies (e.g. energy use monitoring, efficient appliances and lighting, renewable energy use)
- [ ] Buildings use systems for increasing water efficiency (e.g. water efficient appliances, fixtures, and landscaping)
- [ ] Buildings use systems to monitor and improve air quality (e.g. increased ventilation)
- [ ] Building construction or operations make use of sustainable materials (e.g. reclaimed products)
- [x] New building sites are chosen based on sustainability considerations (e.g. minimizing impact on ecosystems and waterways)
- [x] Buildings are LEED certified or LEED equivalent certified
- [ ] Other - please describe
- [ ] None of the above
- [ ] N/A - No offices or plant facilities

Points Earned: 1.05 of 1.05

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 3-6 can only be selected if Checkbox 2 applies.

- [x] Policy statement documenting our organization's commitment to the environment
- [ ] Assessment undertaken of the environmental impact of our organization's business activities
- [ ] Stated objectives and quantifiable targets for environmental aspects of our organization's operations
- [ ] Programming designed, with allocated resources, to achieve these targets
- [ ] Periodic compliance reviews and auditing to evaluate programs conducted
- [ ] Third-party auditing and certification of EMS
- [ ] We have no environmental management system

Points Earned: 0.35 of 2.11

Environmentally Certified Products

During the last fiscal year, what percentage of your products sold had a product certification that assesses the environmental impacts of the product or its production process?

Select N/A only if there is no physical product being sold.

- (●) 0%
- ( ) 1-24%
- ( ) 25-49%
- ( ) 50-74%
- ( ) 75%+
- ( ) N/A

Points Available: 1.05

Type of Footprint Assessments

Has the company's footprint assessments included any of the following?

- [ ] Assessment conducted for upstream supply chain only
- [ ] Assessment conducted for only a portion of value chain (other than or in addition to upstream supply chain)
- [x] Formal life cycle assessments conducted internally
- [ ] Formal life cycle assessments conducted or verified by a third party
- [ ] Use of third party frameworks or methodologies (such as Ellen Macarthur Foundation Circularity Indicators, Product Environmental Profiles, GHG Protocol or Carbon Disclosure Project)
- [ ] Company has a life cycle based certification or equivalent (Cradle to Cradle)
- [ ] Other
- [ ] None of the above

Points Earned: 0.13 of 0.53

% of Products with Type of Footprint Assessment

What % of your products have undergone the specific type(s) of environmental footprint assesesment selected in the previous question?

- ○ 0%
- ◉ 1-20%
- ○ 21-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.26 of 2.11

Assessment Conducted of Environmental Footprint of Value Chain

Have you conducted a formal assessment to measure the environmental footprint of your value chain (including supply chain, product usage, and end-of-life) that covers the following topics?

- ☐ Impacts on biodiversity
- ☐ Impacts on climate (Scope 3 Carbon Emissions)
- ☐ Toxin or hazardous material impact
- ☐ Land preservation (including material extraction)
- ☐ Water supply
- ☐ Other
- ☑ None of the above

Points Available: 1.05

Management of Material Environmental Impact in Value Chain

How has your company utilized the results of your environmental footprint assessment to manage and minimize your overall impact?

- ☐ Company has used assessments to develop specific strategies to reduce impacts for at least most material impacts identified across value chain and product lines
- ☐ Company has set public targets or commitments to reduce material value chain and product impacts over time
- ☐ Company has met incremental targets in the last two years and/or can demonstrate being on target to achieve long term goals
- ☐ Other
- ☑ None of the above (No EIA conducted)

Points Available: 1.05

Impact of Product Usage

Which of the following are true regarding practices in place to manage and minimize the impact of product usage?

- [ ] Company has conducted studies of consumer behavior and/or disposal to understand impact of product usage
- [ ] Company has conducted analysis of product lifetime and usability and it materially exceeds (>5%) lifetime of related competitive products
- [ ] Company has created partnerships and/or marketing campaigns to engage customers or other post production value chain users to minimize environmental footprint of usage
- [x] Other
- [ ] None of the above

Points Earned: 0.21 of 1.05

OPERATIONS

Air & Climate

5.0

Monitoring Energy Usage

Does your company monitor, record, or report its energy usage?

Include electricity and other energy consumption from heating, hot water, etc. Your answers determine which future questions in the assessment are applicable to your company.

- [ ] We do not currently monitor and record usage
- [ ] We monitor and record usage but have set no reduction targets
- [ ] We monitor usage and have set intensity targets (e.g. relative to dollars of revenue, volume produced, etc.) that are being monitored
- [x] 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: 0.49 of 0.65

Total Energy Use

Total energy used (Gigajoules) during the last 12 months:

Total energy used (Gigajoules) during the last 12 months: 4861.396

- [ ] 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: 1196

- [ ] We do not track this

Points Available: 0.00

Electricity Sources

From what sources does your company get its electricity?

Please check all that apply.

- [ ] Diesel-generators
- [x] Municipal power grid (sources unknown or not renewable)
- [ ] Municipal power grid (at least 10% of municipal power is generated from renewable sources such as solar, wind or small-scale hydropower)
- [ ] Bio-fuel or other clean or renewable-based generators
- [ ] Renewable energy sources (including on-site renewable)
- [ ] Other - please describe

Points Available: 0.65

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: 0.04 of 0.33

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: 0.26 of 1.30

Environmentally Efficient Equipment

What % of new equipment purchased (by total cost) during the last 24 months was energy efficient or otherwise environmentally-preferred?

Select N/A if no capital expenditures were made during the last 24 months.

- ○ 0% (no equipment)
- ○ <50% (some equipment)
- ◉ 50%+ (majority of equipment)
- ○ 100% (all equipment)
- ○ N/A - No new equipment purchased

Points Earned: 0.22 of 0.33

Energy Use Reductions

Have conservation and efficiency improvements led to energy savings for your facilities? If so, by how much?

Please calculate based on changes from last year or annualized from a base year, referring to electricity use and other energy consumption from heating, hot water, etc.

- ○ 0%
- ○ 1-4%
- ○ 5-9%
- ○ 10-14%
- ◉ 15-20%
- ○ >20%
- ○ Don't know

Points Earned: 1.04 of 1.30

Monitoring Greenhouse Gas Emissions

How does your company manage its greenhouse gas emissions for at least Scope 1 and 2?

Your answers determine which future questions in the assessment are applicable to your company.

- [ ] We do not currently monitor and record emissions
- [ ] We regularly monitor and record emissions but have not set any reduction targets
- [ ] We regularly monitor and record emissions and have set specific reduction targets relative to previous performance (e.g. a 5% reduction of GHGs from baseline year)
- [x] 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: 0.49 of 0.65

Total Scope 1 GHGs

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:

Scope 1:

Scope 1: 59

- [ ] 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: 58

- [ ] 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:

- [x] 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: 0.65 of 0.65

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: 1.30 of 1.30

Greenhouse Gas Emissions Reduced

What percentage of Scope 1 and 2 GHG emissions has been saved due to efficiency improvements implemented by your company?

- ○ 0%
- ○ 1-4%
- ○ 5-9%
- ○ 10-14%
- ○ 15-20%
- ○ 20%+
- ◉ Don't Know

Points Available: 1.30

Shipping Policies

Has your company implemented an environmentally-efficient shipping or distribution policy?

- ◉ Yes
- ○ No

Points Earned: 0.33 of 0.33

Supply Chain GHG Management

Has your company taken action to track and manage the greenhouse emissions produced through your supply chain? (absolute reduction)

Only select practices if you track and manage greenhouse emissions produced for at least 50% of your company suppliers (on a cost basis).

- ☑ We don't track or evaluate greenhouse emissions from our supply chain
- ☐ We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risk contributions of greenhouse gas emissions
- ☐ We have purchased certified carbon credits to offset some or all of the greenhouse gas emissions from our supply chain
- ☐ We set targets for reducing greenhouse gas emissions through our supply chain
- ☐ We have seen a reduction in GHG emissions in our supply chain in the last twelve months
- ☐ We have achieved a carbon-neutral supply chain

Points Available: 0.65

Offsetting Supplier GHG Emissions

What % of your company's Scope 3 greenhouse gas emissions were offset by certified carbon credits?

- (●) 0
- ( ) 1-24%
- ( ) 25-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) Don't know

Points Available: 1.30

Supply Chain GHG Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce the greenhouse gas emissions produced through your supply chain?

- [ ] We collaborate with or require suppliers to collect data and report on greenhouse gas emissions
- [ ] We screen suppliers to reduce greenhouse gas emissions (e.g. performance of suppliers, selection of materials, source locations)
- [ ] We provide support or resources for our supply chain in adopting greenhouse gas minimized operations (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 0.65

Sourcing % of COGS from Local Suppliers

What % of the following was spent with suppliers located within 200 miles (or 322 km) of where the end product was used during the last fiscal year?

Sourcing of COGS Local to Customers

- ( ) 0%
- ( ) 1-9%
- ( ) 10-19%
- ( ) 20-29%
- ( ) 30%+
- (●) Don't know

Points Available: 1.30

Sourcing % raw materials from Local Suppliers

What % of the following was spent with suppliers located within 200 miles (or 322 km) of where the end product was used during the last fiscal year?

Raw materials (in currency terms) grown or harvested

By company or local independent suppliers.

- ○ 0%
- ○ 1-9%
- ○ 10-19%
- ○ 20-29%
- ○ 30%+
- ◉ Don't know

Points Available: 1.30

Managing Impact of Transportation

Has your company adopted any of the following techniques for minimizing the transportation-related environmental impact of its distribution and supply chain?

Please check all that apply.

- ☐ Utilize clean or low-emission vehicles (e.g. hybrid, LPG, electric) to transport and distribute product
- ☐ Utilize strategic planning software to minimize fuel usage and shipping footprint
- ☐ Train drivers and handlers in fuel efficient techniques
- ☑ Utilize freight or shipping methods with lower environmental impacts (e.g. avoiding air shipment)
- ☐ Other - please describe
- ☐ None of the above

Points Earned: 0.22 of 0.65

Types of Carbon Credits Purchased

Has your company purchased any of the following types of carbon credits during the last fiscal year?

- ☐ Voluntary Carbon Credits
- ☐ Certified Carbon Credits
- ☑ None

Points Available: 0.33

Water

OPERATIONS

1.0

Monitoring and Managing Water Use

Does your company monitor and manage your water usage?

Your answers determine which future questions in the assessment are applicable to your company.

- [ ] We do not currently monitor and record water usage
- [x] 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: 0.44 of 1.75

Total Water Use

Total water use (liters) during the last 12 months

Total water use (liters) during the last 12 months: 2111.18

- [ ] 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.

- [x] 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: 0.58 of 1.75

Supply Chain Water Management

How does your company track and manage the water footprint of your supply chain?

Only select practices if you track and manage the water footprint for at least 50% of your company suppliers (on a cost basis).

- [x] We do not track the water footprint of our supply chain
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material areas of water usage
- [ ] We have targets for reducing water footprint through our supply chain
- [ ] We have seen a reduction of our water footprint in our supply chain in the past twelve months
- [ ] We have verified that all water use in supply chain is science-based and sustainable

Points Available: 1.75

Supply Chain Water Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce the water footprint of your supply chain?

- [ ] We collaborate with or require suppliers to collect data and report on water footprint
- [ ] We screen suppliers to fit good water management practices (e.g. individual supplier practices, materials and ingredients, locations in context of water scarcity)
- [ ] We provide support or resources for supply chain in adopting water management (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 1.75

Land & Life

OPERATIONS

4.0

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.

- [x] 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 Available: 0.76

Recycling Programs

Does the majority of your facilities on a square foot basis have a facility wide recycling program that has ongoing collection of at least all standard materials in your area?

- (●) Yes
- ( ) No

Points Earned: 0.76 of 0.76

Recycling Programs

Does your company have any of the following recycle/reduce/reuse programs in 80% of the facilities?

- [ ] We recycle and reuse materials on-site with clearly-marked bins for use
- [x] We have a written recycle/reduce/reuse policy that is posted at plant facilities with clearly-marked bins
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.76 of 0.76

Waste Reduction Programs

Does your company have a formal program to evaluate how to reduce its generation of hazardous, universal, and/or non-hazardous waste?

- (●) Yes
- ( ) No
- ( ) Already maximized - we have achieved Zero Waste

Points Earned: 0.76 of 0.76

Supply Chain Waste Management

How does your company track and manage waste in your supply chain?

Only select practices if you track and manage waste for at least 50% of your company suppliers (on a cost basis).

- [x] We don't track the solid waste impacts of our supply chain
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material areas of waste production
- [ ] We have set targets for reducing solid waste in the supply chain
- [ ] We have seen a reduction of waste produced in our value chain in the past twelve months
- [ ] We have achieved zero waste or a closed-loop supply chain

Points Available: 0.76

Supply Chain Waste Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce waste in your supply chain?

- [ ] We collaborate with or require suppliers to collect data and report on waste production
- [ ] We screen or require suppliers to meet standards related to solid waste production
- [ ] We have implemented initiatives to reduce waste at the source or divert waste from landfills or incineration in the supply chain
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 0.76

Environment Impact Packaging

How does your company minimize the environmental impact of the packaging of your products?

Select all practices that apply and are verifiable, regardless of the % of product/packaging the practice applies to.

- [x] We have conducted a formal assessment of our packaging design and materials to identify opportunities to minimize environmental impact
- [ ] We have source-reduced packaging within the last two years
- [ ] Our packaging materials are certified to meet independent standards for environmental impact
- [x] Our packaging is recyclable and provides instructions on how to recycle it correctly
- [x] Our packaging is non-toxic
- [ ] Our packaging materials are designed to have less overall environmental impact than common alternatives
- [ ] None of the above
- [ ] N/A - Our products do not have packaging materials

Points Earned: 0.46 of 0.76

% of Recyclable/Biodegradable Materials

What % of material (by weight or volume) is made of recyclable (and labeled as such) or biodegradable materials in the areas where they are sold (product + packaging)?

- (●) <20%
- ( ) 20-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) Don't Know
- ( ) N/A

Points Available: 0.76

% of Environmentally Preferred Input Materials

What % of material (by weight or volume) comes from recycled materials, reused components, and/or certified sustainably sourced materials?

- (●) <20%
- ( ) 20-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) Don't Know
- ( ) N/A - We do not sell a physical product

Points Available: 1.53

Programs to Reduce End of Life Waste

Which of the following practices are in place to reduce waste to landfill after the usage of your product and/or its packaging?

- [ ] Company has a product/packaging reclamation and recycling program designed and implemented by the company or a third party
- [ ] Company has a product/packaging reclamation and reuse program designed and implemented by the company or a third party
- [ ] Company takes back similar products or packaging from other companies as part of its reclamation program
- [ ] Company includes information about their reclamation programs on product labels / packaging
- [ ] Company includes information about their reclamation programs in advertising campaigns
- [ ] Company has achieved circularity (no waste created) in its products and packaging
- [ ] Other
- [x] None of the above

Points Available: 0.76

Hazardous Waste Disposal

Can your company verify that your hazardous waste is always disposed of responsibly?

This includes batteries, paint, electronic equipment, etc.

- (●) Yes
- ( ) No
- ( ) N/A - We have eliminated hazardous waste

Points Earned: 0.76 of 0.76

Hazardous Materials On-Site

If your company uses any hazardous materials on site, check all of the procedures that your company follows.

Hazardous materials include chemicals, pesticides, and fertilizer. Select N/A if you use no hazardous materials and chemicals.

- [x] Written procedures for safe storage, use and disposal of each hazardous material available in the national language(s) of work
- [ ] All hazardous materials are kept in sealed containers in a locked storeroom located in a separate area from regular business activities
- [x] All containers with hazardous materials are labeled, with instructions for proper storage, use and disposal
- [ ] None of these procedures
- [ ] N/A

Points Earned: 0.51 of 0.76

Supply Chain Chemical Management

How does your company track and manage toxins or hazardous waste in your supply chain?

Only select practices if you track and manage toxins or hazardous waste for at least 50% of your company suppliers (on a cost basis).

- [x] We don't track toxins or hazardous waste in our supply chain
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risks of toxins and/or production of hazardous waste
- [ ] We have set targets for reducing toxins and hazardous waste in our supply chain
- [ ] We have verified that there are no harmful toxins or hazardous waste in our supply chain

Points Available: 0.76

Supply Chain Chemical Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce toxins or hazardous waste in your supply chain?

- [ ] We collaborate with or require suppliers to collect data and report on chemicals
- [ ] We screen or require suppliers to meet standards related to toxins or hazardous waste
- [ ] We provide support or resources to reduce toxins in the supply chain (e.g.online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 0.76

Supply Chain Biodiversity Management

How does your company track and manage your supply chain's impact on biodiversity?

Only select practices if you track and manage the impact on biodiversity for at least 50% of your company suppliers (on a cost basis).

- [x] We don't evaluate our supply chain impact on biodiversity
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risks to biodiversity
- [ ] We set targets for reducing impact on biodiversity through our supply chain
- [ ] We have verified that our supply chain creates no (or positive) biodiversity impact

Points Available: 0.76

Supply Chain Biodiversity Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce your supply chain's impact on biodiversity?

- [ ] We collaborate with or require suppliers to collect data and report on biodiversity impact
- [ ] We screen suppliers to fit good biodiversity practices
- [ ] We provide support or resources for our supply chain in adopting biodiversity-friendly operations (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 0.76

Customers

Customers Impact Area Introduction

OPERATIONS

0.0

This section identifies whether your company's product/service is designed to deliver a specific, material, positive impact for its customers (beyond the value normally provided from goods or services), and if so, opens the Customer Impact Business Model section that is most applicable.

Customer Impact Business Model Introduction

Do any of your company's products/services address a social or economic problem for your customers and/or their beneficiaries?

Your answers determine which future questions in the assessment are applicable to your company.

- (●) Yes
- ( ) No

Points Available: 0.00

Customer 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?

Sanofi Consumer Healthcare has a variety of medicines in its global portfolio to treat a range of diseases including allergies, cough and cold, pain and inflammation, digestive disorders, oral care, scalp care, dermatoses including ezcema and psoriasis and many more. In addition, we also market nutritional supplements that help support optimal physiological processes. As a health journey partner, we leverage the best in science, together with our world-class pharmaceutical quality standards to deliver consumer-driven innovative medicines and products across. A few facts related to our diverse portfolio are presented below: In the US, 240 million people use over the counter medicines. If treatments were not available, an estimated 60 million of these would not seek medical treatment. In the space of 12 months in the United States, almost 85% of the population will experience a cold. Globally, between 10 and 30% of the population suffer from hay fever and this goes up to over 50% in parts of Africa and in urban areas. Between 22% and 52% of people in major countries suffer from constipation symptoms and 70% of those who frequently suffer experience it at least once a month. Across the world, 77% of people have used nutritionals in the last 12 months to maintain their general health, provide immune system support or to supplement in areas of vitamin deficiency. 9 out of 10 people will experience pain at some point.

Points Available: 0.00

Beneficial Product Type

Which of the following most closely matches the outcome and/or problem solved for your customers as defined above?

Only select 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)
- [x] 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: 17229

☐ We do not track this

Points Available: 0.00

Total Customer Individuals

Total Number of Customers

Individuals served in the last 12 months:

Individuals served in the last 12 months:

☑ We do not track this

Points Available: 0.00

Customer Stewardship

OPERATIONS

3.3

Managing Customer Stewardship

Does your company do any of the following to manage the impact and value created for your customers or consumers?

- [ ] We offer product / service guarantees, warranties, or protection policies
- [x] We have third party quality certifications or accreditations
- [x] We have formal quality control mechanisms
- [x] 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
- [x] We manage the privacy and security of client / customer data
- [ ] None of the above

Points Earned: 0.30 of 0.45

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: 0.91 of 0.91

Quality Assurance

Do you use an established third party methodology to manage quality assurance for your products or services?

Examples include PDSA, Six Sigma, DMAIC, TQM, Zero Defects, etc

- ◉ Yes
- ○ No

Points Earned: 0.45 of 0.45

Feedback and Complaint Channels

Are any of the following true regarding mechanisms for customers to provide feedback, ask questions, or file complaints?

- [x] Products and/or websites feature customer service contact information
- [ ] Product / service reviews are made available in their entirety to public
- [x] Company responds to all direct inquiries or complaints within a month of receipt
- [ ] Company offers live time support to customers
- [x] Other
- [ ] None of the above

Points Earned: 0.27 of 0.45

Managing Product Impacts

Does the company do any of the following with regards to managing the potential impact their products have on customers / beneficiaries?

- [x] Company regularly monitors customer outcomes and well-being
- [x] Company has formal program to incorporate customer testing and feedback into product design
- [x] 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: 0.45 of 0.45

Data Usage and Privacy

Does your company have any of the following to address data usage and privacy issues?

- [x] Company has a formal publicly available data and privacy policy
- [x] 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)
- [x] All customers have option to decide how their data can be used
- [x] 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: 0.45 of 0.45

Data Security Management

Does the company have any of the following practices to ensure security of private data?

- [x] Data privacy is included in company wide risk management compliance processes
- [x] All employees with access to data are trained on data privacy policies
- [x] Company has a formal code of conduct that defines unauthorized uses of data
- [x] Internal audits of data security
- [x] External audits of data security
- [x] Simulated hacks on data security
- [ ] Other
- [ ] None of the above
- [ ] N/A - Company does not collect sensitive data

Points Earned: 0.45 of 0.45

Health & Wellness Improvement - Impact Business Model

IMPACT BUSINESS MODELS

3.5

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? **Approx. 100%**

- [ ] We do not track this

Points Available: 0.00

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
- [x] None of the above

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.

- [x] We have formally defined the outcomes sought by our product or service and have developed a theory of change for them
- [x] We have based our impactful product or service business model on established secondary research that demonstrates potential impact
- [x] We have directly and formally engaged stakeholders in understanding their desires and needs when developing, refining, and or delivering our products or services
- [x] We are verified to meet third-party standards for impact (e.g. we have impact-related product certifications)
- [x] 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
- [x] We have identified and measure and manage the unintentional or potential negative impacts of the product or service in addition to intentional positive effects
- [x] 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"?

- [x] We surveyed beneficiaries to understand outcomes created
- [ ] We used non-randomized control groups to compare performance
- [x] We used randomized control groups to determine the level of causality of our product or service
- [x] We used aggregated third-party data to benchmark and compare impact performance
- [x] Our selected methods determined that the product or service contributed to the outcome
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 1.25 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: 1.09 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?

This answer only considers OTC products in the following categories: Allergy, Caugh & Cold, Pain, and Digestive Health: ie. it excludes Nutritionals and Others.. Please review Global prescreen answer and copy if relevant to your country. If not, please leave answer blank. > "" Yes. As a world class innovative consumer healthcare company, Sanofi CHC has a proven track record of launching safe and effective medicines that are truly first in class in the consumer/OTC setting. In addition to the hundreds of medicines sold across the globe, an example of truly game changing products are prescription to OTC switches such as the Allegra and Xyzal range of products, which were made available to consumers in an over the counter setting for the first time due to Sanofi CHCs commitment of enabling consumers to live fuller, healthier lives. These medicines are used to relieve problematic disease states in over 60 million consumers. As allergies rise due to the effects of climate change, pollution and the destruction of natural habitats, it is vital and indeed a central pillar of Sanofi CHCs vision to provide consumer with the cutting edge care that they need

Points Available: 0.00

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 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 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 Bottled Water

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Bottled water

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Animal Products or Services

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Animal-based products or services (including seafood)

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Genetically Modified Organisms

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Genetically modified organisms

Please also select "Yes" if your company serves clients in this industry

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Biodiversity Impacts

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Industries with a large potential biodiversity impact (including logging or logging equipment, agriculture, etc.)

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Energy and Emissions Intensive Industries

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Energy- and emissions-intensive industries

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Water Intensive Industries

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Water-intensive industries

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Illegal Products or Subject to Phase Out

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Products or activities that are illegal under country laws or regulations where they have operated, banned in international conventions or agreements, or subject to international phase-out or regulation

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Industries at Risk of Human Rights Violations

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Industries reliant upon materials at high risk of human rights infringements (e.g. conflict minerals)

- ○ Yes
- ◉ No

Points Available: 0.00

Other Disclosure Industries

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Other industries that may cause social or environmental harm or are subject to stakeholder criticism or concern

- ◉ Yes
- ○ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" to any of the "Disclosure Industries" listed above, please provide a detailed explanation of the company's involvement for each affirmative response:

If this does not apply to you, please enter "Does not apply" in the text area below.

> Sanofi CHC produces medicinal products and is therefore part of the pharmaceutical industry. That is why we have ticked Yes to this disclosure topic.

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

Does not transparently report corporate financials to government

Please indicate if your company engages in any of the following practices:

Company withholds corporate financials from government

- ○ 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

Animal Testing

Please indicate if your company engages in any of the following practices:

Company's products are tested on animals

- ○ 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

Workers not Provided Clean Drinking Water ot Toilets

Please indicate if your company engages in any of the following practices:

Company does not provide clean drinking water and clean toilets to employees during shifts

- ○ Yes
- ◉ No

Points Available: 0.00

Workers paid below minimum wage

Please indicate if your company engages in any of the following practices:

A portion of workers, contractors, subcontractors or day-workers are paid below minimum wage

- ○ Yes
- ◉ No

Points Available: 0.00

No signed employment contracts for all workers

Please indicate if your company engages in any of the following practices:

Company does not have a signed contract of employment with each worker in a language they understand

- ○ Yes
- ◉ No

Points Available: 0.00

Payslips not provided to show wage calculation and deductions

Please indicate if your company engages in any of the following practices:

Company does not provide payslips or equivalent to all workers to show how wages are calculated and any deductions made

- ○ Yes
- ◉ No

Points Available: 0.00

Activities against freedom of association/collective bargaining

Please indicate if your company engages in any of the following practices:

Company has taken a public stance against unionization, has engaged in activities that may be perceived as taking a stance against union organizing, or prohibits workers from freely associating and bargaining collectively for the terms of one's employment

- ○ Yes
- ◉ No

Points Available: 0.00

Workers cannot leave site during non-working hours

Please indicate if your company engages in any of the following practices:

Company prohibits workers from freely leaving the site during non-working hours or at the end of their shift

This includes workers who live on site.

- ○ Yes
- ◉ No

Points Available: 0.00

ID Cards Withheld or Penalties for Resignation

Please indicate if your company engages in any of the following practices:

Company keeps workers' original ID cards or passports and/or does not allow workers to resign freely without penalty, even if advance notice is given

- ○ Yes
- ◉ No

Points Available: 0.00

Workers Under Bond

Please indicate if your company engages in any of the following practices:

Company hires workers that are under bond, debt, or other obligation to the company or to labor brokers

- ○ Yes
- ◉ No

Points Available: 0.00

Confirmation of Right to Work

Please indicate if your company engages in any of the following practices:

Company does not confirm that workers have the legal right to work in jurisdiction of operations, or company does not keep personnel records that include evidence of the date of birth of each worker

- ○ Yes
- ◉ No

Points Available: 0.00

Employs Individuals on Zero-Hour Contracts

Please indicate if your company engages in any of the following practices:

Company employs individuals on zero-hour contracts

- ○ Yes
- ◉ No

Points Available: 0.00

Company workers are prisoners

Please indicate if your company engages in any of the following practices:

Company uses workers who are prisoners

- ○ Yes
- ◉ No

Points Available: 0.00

Company Employs Workers Under Age 15 (Or Other ILO Minimum Age)

Please indicate if your company engages in any of the following practices:

Company employs workers under the age of 15 (or other minimum work age covered by the International Labour Organization Convention No. 138) and/or company does not keep personnel records that include evidence of the date of birth of each

- ○ Yes
- ◉ No

Points Available: 0.00

Overtime For Hourly Workers Is Compulsory

Please indicate if your company engages in any of the following practices:

Overtime work is compulsory and exceeds 48 hours in a week

- ○ Yes
- ◉ No

Points Available: 0.00

Other Disclosure Practices

Please indicate if your company engages in any of the following practices:

Other sensitive practices that may cause social or environmental harm, or are subject to stakeholder concern

- ○ Yes
- ◉ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" to any of the "Disclosure Practices" listed above, please provide a detailed explanation of the company's engagement in each practice marked in the affirmative:

If this does not apply to you, please enter "Does not apply" in the text area below.

ANIMAL TESTING: Regarding Animal Testing, please refer to the answer provided during the risk-screen. OPERATES IN CONFLICT ZONES: ref. to Ukraine context.

Points Available: 0.00

Disclosure Outcomes & Penalties

Disclosure questions concerning litigation, relocation of communities, accidents, and on-the-job fatality.

On-Site Fatality

Please indicate if your company has experienced any of the following in the past 5 years:

Company has had an operational or on-the-job fatality

- ○ Yes
- ◉ No

Points Available: 0.00

Litigation or Arbitration

Please indicate if your company has experienced any of the following in the past 5 years:

Litigation or arbitration against company either ongoing, settled, or found against the company

- ○ Yes
- ◉ No

Points Available: 0.00

Company has filed for bankruptcy

Please indicate if your company has experienced any of the following in the past 5 years:

Company has filed for bankruptcy

- ○ Yes
- ◉ No

Points Available: 0.00

Bribery, Fraud, or Corruption

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Bribery, fraud, or corruption

- ○ Yes
- ◉ No

Points Available: 0.00

Anti-Competitive Behavior

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Anti-competitive behavior

- ○ Yes
- ◉ No

Points Available: 0.00

Financial Reporting, Taxes, Investments, or Loans

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Financial reporting, tax payments, investments, or loans

- ○ Yes
- ◉ No

Points Available: 0.00

Political Contributions or International Affairs

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Political contributions or international affairs

- ○ Yes
- ◉ No

Points Available: 0.00

Labor Issues

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Labor issues (including safety and discrimination)

- ○ Yes
- ◉ No

Points Available: 0.00

Recalls

Please indicate if your company has experienced any of the following in the past 5 years:

Recalls due to quality control issues

- ○ Yes
- ◉ No

Points Available: 0.00

Breaches of Confidential Information

Please indicate if your company has experienced any of the following in the past 5 years:

Breaches of individual privacy and/or losses of individual confidential data

- ○ Yes
- ◉ No

Points Available: 0.00

Consumer Protection

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Consumer protection (including product safety and marketing claims)

- ○ Yes
- ◉ No

Points Available: 0.00

Significant Layoffs

Please indicate if your company has experienced any of the following in the past 5 years:

Company has had layoffs of more than 20% of the workforce

- ○ Yes
- ◉ No

Points Available: 0.00

Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)

Please indicate if your company has experienced any of the following in the past 5 years:

Company sites have experienced accidental discharges to air, land or water of hazardous substances

- ○ Yes
- ◉ No

Points Available: 0.00

Large Scale Land Conversion, Acquisition, or Relocation

Please indicate if your company has experienced any of the following in the past 5 years:

Construction or operation of company involved large scale land acquisition, convergence, or degradation (including the construction or refurbishment of dams), or resulted in the resettlement or economic displacement of 5,000 or more people

- ○ Yes
- ◉ No

Points Available: 0.00

Penalties Assessed For Environmental Issues

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Environmental management penalties, including animal welfare

- ○ Yes
- ◉ No

Points Available: 0.00

Violation of Indigenous Peoples Rights

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Infringing on indigenous people's rights, for instance by utilizing lands owned or used by indigenous peoples without full documented consent of such peoples

- ○ Yes
- ◉ No

Points Available: 0.00

Other Disclosure Outcomes & Penalties

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Other penalties, complaints, or grievances filed or levied against the company for negative impacts on local communities, human rights, or other stakeholder concerns

- ○ Yes
- ◉ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" to any of the "Disclosure Outcomes & Penalties" listed above, please provide a detailed explanation of the company's experience related to each affirmative response:

If this does not apply to you, please enter "Does not apply" in the text area below.

"Does not apply"

Points Available: 0.00

Supply Chain Disclosure

Disclosure questions concerning the significant suppliers of the company

Supplier Child Labor, Prison Labor, or Forced Labor

Please indicate if any of the following statements are true regarding your company's suppliers:

Employment of workers under the age of 15, use of workers who are currently prisoners, or other practices that are relevant to risk of forced labor

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

Suppliers in Conflict Zones

Please indicate if any of the following statements are true regarding your company's suppliers:

Operation in conflict zones

- ◉ Yes
- ○ No
- ○ Don't Know

Points Available: 0.00

Suppliers Negative Social Impact

Please indicate if any of the following statements are true regarding your company's suppliers:

Practices or outcomes that produced substantial negative impacts regarding human rights, labor conditions, or local communities

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

Suppliers Negative Environmental Impact

Please indicate if any of the following statements are true regarding your company's suppliers:

Practices or outcomes that produced substantial negative environmental impact

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

Overall B Impact Score

Opella Brazil

For Fiscal Year End Date: **31 Dec 2023**





Governance

QUESTIONS ANSWERED	OVERALL SCORE
32/32	**13.5**

Workers

QUESTIONS ANSWERED	OVERALL SCORE
54/54	**29.8**

Community

QUESTIONS ANSWERED	OVERALL SCORE
58/58	**20.1**

Environment

QUESTIONS ANSWERED	OVERALL SCORE
69/69	**13.6**

Customers

QUESTIONS ANSWERED	OVERALL SCORE
31/31	**14.5**

Mission & Engagement

OPERATIONS
3.4

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: 0.14 of 0.19

Mission Statement

Please share the text of your formal mission statement here.

> We're building a healthier future by helping people, help themselves. We empower people to champion better self-care for themselves, their communities and our planet, through our consumer-inspired, science-based products and solutions. We elevate creativity and make health as simple as it should be, helping more people play an active role in their health. We all have our part to play. Health, it's in our hands.

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 0.38

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
- [x] Specific, formal training is integrated into new employee and new manager training
- [x] Specific, formal training is integrated into ongoing employee and manager training
- [x] 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: 0.38 of 0.38

Social and Environmental Management Reviews

What percentage of full-time managers had a formal written performance evaluation in the last year that included social or environmental goals?

- ○ 0
- ○ 1-49%
- ○ 50-99%
- ◉ 100%

Points Earned: 0.38 of 0.38

Mission-driven Executive Compensation

Which of your executives have their compensation tied to achieving specific social and environmental metrics or objectives?

Please check all that apply.

- [ ] None
- [x] Our CEO or President
- [x] Senior managers reporting to the CEO or President

Points Earned: 0.38 of 0.38

Social or Environmental Performance Related Executive Job Descriptions

What social or environmental issues appear in performance-related responsibilities or expectations outlined in the job descriptions of the CEO and the CEO's direct reports?

- [x] Human rights and labor performance (including supply chain)
- [x] Community engagement (including volunteering and charitable giving)
- [x] Serving consumers in need
- [x] Environmental performance
- [ ] Other social or environmental innovation (please describe)
- [ ] None of the above

Points Earned: 0.38 of 0.38

Board Review of Social or Environmental Performance

Does the Board of Directors or equivalent governing body review your company's social or environmental performance on at least an annual basis?

- ○ No, our Board doesn't review that
- ○ Yes, the Board receives a general update on the company's social or environmental performance
- ◉ Yes, the Board reviews key performance indicators (KPIs) on the company's social or environmental performance
- ○ N/A - Our company has no Board of Directors or equivalent governing body

Points Earned: 0.38 of 0.38

Methods of Engagement

What methods does the company use to solicit feedback from stakeholders on its social and environmental performance on material issues?

- ☑ Stakeholder surveys and /or focus groups
- ☑ Townhall meetings or forums
- ☐ Individual meetings with stakeholders or stakeholder representatives
- ☐ Stakeholder focused working groups and / or advisory panels
- ☑ Stakeholder advisory councils that report directly to senior executives and/or Board of Directors
- ☐ Other
- ☐ None of the above

Points Earned: 0.38 of 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: 0.38 of 0.38

Identification of Material Issues

Based on the processes you have highlighted, what are the material issues that have been identified?

Access to Healthcare, respect of human rights, health education, support to vulnerable communities, climate change & energy use, waste management & recycling, product eco design, product quality & safety, business ethics, responsible marketing

Points Available: 0.00

Frequency of Materiality Assessment Updates

How frequently does your company conduct or review its materiality assessment of social and environmental issues?

- [x] Company conducts a complete materiality assessment or update at least every other year
- [ ] Company conducts a complete materiality assessment every year
- [ ] Company reviews or conducts a materiality assessment "update" every year
- [ ] Company has created materiality review processes to identify and adjust material issues more frequently than annually
- [ ] None of the above

Points Earned: 0.11 of 0.38

Addressing Stakeholder / Human Rights Grievances

Does your company have any of the following practices to address stakeholder grievances and/or human rights allegations?

- [ ] Company issues a public report identifying cases surfaced from grievance mechanisms (and other human rights related allegations), along with company responses
- [x] Company has evidence of successful remedy (to the satisfaction of the stakeholder affected) for all grievances in the last year
- [ ] Company has implemented or revised company practices, and publicly reported those changes, to mitigate concerns raised via grievance mechanism in the last year
- [x] Human rights policies, reviews, and diligence mechanisms are overseen by the Board of Directors
- [ ] None of the above

Points Earned: 0.19 of 0.38

OPERATIONS

Ethics & Transparency

2.6

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: 0.09 of 0.36

Code of Ethics

What is required by your company's Code of Ethics?

- [x] Prohibition of bribes in any form, including kickbacks or gifts, on any portion of contract payments or soft dollar practices
- [x] Formal oversight policy covering direct or indirect political contributions, charitable donations, and sponsorships
- [x] 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: 0.36 of 0.36

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.

- [x] We instruct the Board of Directors on the Code at least annually
- [x] We instruct all newly hired workers on the Code
- [x] We instruct managers on the Code on an ongoing basis
- [x] We instruct all non-managerial workers on the Code on an ongoing basis
- [x] 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: 0.36 of 0.36

Breached Code of Ethics Breachment Policy

In cases where there are material breaches to your company's Code of Ethics, what actions are formally outlined for your company?

- [x] Breaches, including case details, are reported to Board of Directors
- [ ] Breaches, including case details, are reported publicly
- [ ] Reported breaches are investigated promptly via independent party
- [x] Employees are dismissed or disciplined if found in breach
- [x] Contracts with business partners in breach are terminated
- [x] Company makes improvements to anti-corruption program based on reported cases
- [ ] Other - please describe
- [ ] None of the above
- [ ] N/A - No Business Code of Conduct

Points Earned: 0.36 of 0.36

Anti-Corruption Practices

Which of the following anti-corruption reporting and prevention systems are in place?

- [x] Written employee whistle-blowing policy with confidentiality policy
- [x] Circulation of whistle-blowing policy to all employees and business partners
- [x] Communication of the anti-corruption system at least annually to the relevant internal and external stakeholders
- [x] Annual training on the anti-corruption system
- [ ] Providing supporting tools and guidance (e.g. self-assessment survey for high-risk departments)
- [x] Anonymous mechanisms to report concerns and grievances
- [x] 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: 0.36 of 0.36

Monitoring Ethics and Corruption

Does your company do any of the following with regard to monitoring and reporting on your anti-corruption programme?

- [x] Responsibility for the monitoring has been clearly assigned and resources have been made available
- [x] Mechanisms are in place for continuous monitoring (internal employee self-evaluations, automated controls monitoring)
- [x] The management of the company (e.g. Board of Directors, Audit Committee) review the results of internal and external reviews and ensure that required changes are implemented in an appropriate and prompt manner
- [ ] External independent assurance is conducted to provide further security to management and stakeholders regarding the effectiveness of the anti-corruption programme
- [ ] Regular reporting announcements about the program are made at least annually to relevant internal and external stakeholders (workshops, CEO announcement, newsletter)
- [ ] None of the above

Points Earned: 0.22 of 0.36

Audited Financials

Does the company produce financials that are audited annually by an internationally accredited Certified Public Accountant (CPA)?

- (●) Yes
- ( ) No

Points Earned: 0.36 of 0.36

Financial Controls

Does your company maintain any of the following financial controls?

Please check all that apply.

- [x] Fraud risk assessment is conducted at least annually and any internal control deficiencies identified are communicated to Board of Directors and senior management
- [x] Formal internal audit department has direct access to the Board of Directors and Audit Committee
- [x] Job descriptions for managers and employees clearly define lines of financial reporting, responsibilities, and limits for the authorization, approval, and verification of disbursements
- [x] Financial control activities are documented, and at a minimum, cover controls around cash disbursement, accounts receivable, accounts payable, and inventory management
- [x] Majority of financial controls are automated
- [ ] None of the above

Points Earned: 0.36 of 0.36

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
- [x] 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: 0.09 of 0.36

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
- [x] 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: 0.09 of 0.36

OPERATIONS

Governance Metrics

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? 31 Dec 2023

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

Points Available: 0.00

Revenue Last Year

Total Earned Revenue

From the last fiscal year

This question will be used for scored calculation questions later in the assessment. Please complete for accurate scoring. If your company has not yet completed its first fiscal year, please put $0

From the last fiscal year

Sensitive

Points Available: 0.00

Net Income Last Year

Net Income

From the last fiscal year

If your company has not yet completed its first fiscal year, please put $0

From the last fiscal year

Sensitive

Points Available: 0.00

Net Income Year Before Last

Net Income

From the fiscal year before last

From the fiscal year before last

Sensitive

Points Available: 0.00

Payments to Government

Payments to government in the last fiscal year

Select N/A if company is pre-revenue.

Payments to government in the last fiscal year

Sensitive

Points Available: 0.00

IMPACT BUSINESS MODELS

Mission Locked - Impact Business Model

7.5

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

OPERATIONS

Workers Impact Area Introduction

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.

- [x] 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)
- [x] 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: 1093

- [ ] 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: 504

- [ ] We do not track this

Points Available: 0.00

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of Part Time Workers

Number of Total Part-Time Workers

Current Total Part-Time Workers

Please click "Learn More" to understand how to answer this question.

Current Total Part-Time Workers 0

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 0

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 34

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 12

We do not track this

Points Available: 0.00

OPERATIONS

Financial Security

8.4

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

Points Available: 0.00

% of Employees Paid Individual Living Wage

What percentage of employees on an FTE (Full Time Equivalent) basis are paid at least the equivalent of a living wage for an individual?

Please exclude students and interns in this calculation.

- ○ <75%
- ○ 75-89%
- ○ 90-99%
- ◉ 100%
- ○ N/A

Points Earned: 2.52 of 2.52

% of Employees Paid Family Living Wage

What percentage of employees on an FTE (Full Time Equivalent) basis are paid at least the equivalent of a living wage for a family?

Please exclude students and interns in this calculation.

- ○ <75%
- ◉ 75-89%
- ○ 90-99%
- ○ 100%
- ○ N/A

Points Earned: 0.84 of 2.52

% Above the Minimum Wage

What percentage above the legal minimum wage does your lowest-paid hourly employee earn?

Please answer this question ONLY taking into account hourly workers. If you do not have hourly workers, select N/A.

- ○ 0% - Lowest wage is equivalent to minimum wage
- ○ 1-9%
- ○ 10-29%
- ○ 30-49%
- ○ 50-75%
- ○ 75%+
- ◉ N/A - We do not employ hourly workers

Points Available: 1.26

Initiatives To Increase Wages and Benefits

If it is not possible to verify a living wage in your country, has your company participated in any leadership initiatives/agreements to increase wages or benefits to workers provided in your country or industry?

Examples include commissioning a living wage calculation. Select N/A if living wage already exists.

- ○ Yes
- ○ No
- ◉ N/A - Living wage already exists

Points Available: 1.26

Compensation Policies and Practices

Does your company offer any of the following additional financial benefits to non-executive workers?

Your answers determine which future questions in the assessment are applicable to your company.

- [ ] Cost of living adjustments that match inflation rates of the country
- [x] Bonuses or profit-sharing
- [x] Employee ownership opportunities
- [ ] None of the above

Points Earned: 0.84 of 1.26

Employees Receiving a Bonus

What percentage of full-time and part-time employees, excluding founders and executives, received a monetary bonus in the last fiscal year?

- ○ 0%
- ○ 1-24%
- ○ 25-49%
- ○ 50-74%
- ◉ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.94 of 1.26

Significance of Bonuses

What was the equivalent percentage of profits that were distributed as bonuses to non-executive workers in the last fiscal year?

- ○ No bonus payout, or no bonus plan
- ○ 5% or less
- ○ 5-10%
- ○ 10-15%
- ◉ 15-20%
- ○ >20%
- ○ Bonuses were paid to non-executive workers, despite the company not earning a profit

Points Earned: 1.10 of 1.26

% Participation in Employee Ownership

What percentage of all full-time employees have been granted stock, stock options, or stock equivalents (including participation in an ESOP or other qualified ownership plans) in the company?

Select N/A if your company is a consumer/shared services cooperative, a producer cooperative or a nonprofit.

- ○ 0%
- ◉ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.31 of 1.26

% of Company Owned by Non-Executive Employees

What percentage of the company is owned by workers who are not executives or founders?

- ○ 0%
- ◉ 1-4%
- ○ 5-24%
- ○ 25-49%
- ○ 50%+
- ○ N/A
- ○ Don't Know

Points Earned: 0.63 of 2.52

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: 1.26 of 1.26

Financial Services for Employees

What financial products, programs, or services does your company provide that help to meet financial health needs of hourly employees?

Please answer this question ONLY taking into account hourly workers. If you do not have hourly workers, select N/A.

- ☐ Direct deposit
- ☐ Access to free or affordable banking services or payroll cards (e.g. free ATM debit card)
- ☐ Financial management tools or coaching
- ☐ Emergency or short-term savings programs
- ☐ Low-interest or interest-free loans
- ☐ Debt management, refinancing, or loan payment contributions
- ☐ Employer match for deposits into savings accounts
- ☐ Paychecks issued off-schedule on a need basis
- ☐ Tax preparation services
- ☐ Other - please describe
- ☐ None of the above
- ☑ N/A - We do not employ hourly workers

Points Available: 0.63

OPERATIONS

Health, Wellness, & Safety

8.8

Government Provision Of Healthcare

How is healthcare provided in the country where the majority of employees reside?

- ◉ Universal Provision of Basic Healthcare Services (e.g. United Kingdom)
- ○ Government-mandated or -provided health insurance programs (e.g. Switzerland)
- ○ None of the Above

Points Available: 0.00

Healthcare Coverage

What percentage of workers receive healthcare coverage either through a government plan or paid by the company?

If healthcare is covered through the company, only consider workers for which the company pays the majority of healthcare costs.

- ○ <75%
- ○ 75-84%
- ○ 85-94%
- ◉ 95%+

Points Earned: 1.11 of 1.11

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
- ☑ Extension of health benefits to spouse and children
- ☑ Access to local medical services or clinic (on-site or subsidized)
- ☑ Other - please describe
- ☐ None of the above

Points Earned: 1.11 of 1.11

Supplementary Health Benefits Eligibility for Part-Time Workers

When do part-time workers become eligible to participate in the supplementary benefits offered by your company?

If applicable, please select one answer indicating tenure requirements (answers 1-2), and one answer indicating weekly hour requirements (answers 3-4).

- ☐ Part-time workers are not eligible at time of hire, but become eligible to participate within their first 6 months of employment
- ☐ Part-time workers are eligible to participate at time of hire
- ☐ Part-time workers are only eligible if they work more than 20 hours a week
- ☐ Part-time workers are eligible even if they work less than 20 hours a week
- ☐ We do not offer supplementary health benefits to part-time workers
- ☑ N/A - We don't have part-time employees

Points Available: 1.11

Worker Safety Practices

What are your company's occupational health and safety policies?

- ☑ We have written policies and practices to minimize on-the-job employee accidents and injuries
- ☑ Data on injury, accident, lost, or absentee days are recorded and made transparent for all workers
- ☑ A worker health and safety committee helps monitor and advise on health and safety programs
- ☐ None of the above

Points Earned: 1.11 of 1.11

Health and Safety Program

What is required in your company's formal safety and health program?

- [x] Annual safety and health training for all workers, including at least one emergency drill per year
- [x] Data on injury, accident, lost, or absentee days are recorded and made transparent for all workers
- [x] Formal safety reporting system for employees to submit their safety concerns
- [x] A safety position, safety committee, or safety program representative who reports to a senior level position (e.g. Vice President or higher)
- [x] A documented standard procedure for investigating the root causes of accidents and major incidents
- [x] Implementation of corrective actions after an incident is investigated
- [x] An annual evaluation of the safety and health system and includes senior management in the evaluation
- [ ] We have no formal safety and health program

Points Earned: 2.22 of 2.22

Handling Hazardous Materials

What are your company policies around hazardous or dangerous materials on-site?

Hazardous materials include chemicals, gasoline or fuel, fertilizer, pesticides, etc.

- [x] All workers who are in contact with hazardous materials receive initial and on-going (at least twice yearly) training for proper storage, handling, and disposal of materials
- [x] All workers who handle hazardous materials are required to wear protective gear, including clothing, eye and foot protection
- [x] All workers are made aware of all health risks associated with handling hazardous materials
- [x] We monitor the health of all workers who work with hazardous materials and provide them with annual health check-ups
- [ ] Other - please describe
- [ ] None of the above
- [ ] N/A - No hazardous or dangerous materials used on-site

Points Earned: 1.11 of 1.11

Machinery Practices

What are your company practices regarding equipment or machinery used by workers?

This includes machinery, vehicles, etc. Check all that apply. Select N/A only if the company has no equipment.

- [x] All workers who use equipment receive initial and ongoing training on proper operation and emergency shut-off of the machinery
- [x] All workers are required to wear appropriate protective gear, including clothing, eye, and foot protection, when working with machinery
- [x] We regularly inspect whether our workers are using appropriate protective gear and operating machinery correctly
- [x] Our machinery is checked at least once per year for necessary maintenance issues
- [x] Signs regarding hazards and proper use of equipment are posted on or near equipment in the local language
- [ ] Other - please describe
- [ ] None of the above
- [ ] N/A

Points Earned: 1.11 of 1.11

Indoor Air Quality Audits

What is included in your company's annual indoor air quality audit of all company facilities?

Select all options that apply.

- [x] No smoking within 25 feet of building entrances
- [x] Indoor ventilation rates compliant with ASHRAE Standard 62.1 or EN 16798-1
- [x] Minimum air intake separation distance compliant with ASHRAE Standard 62.1 or EN 16798-3
- [x] Operations and maintenance manual for ventilation equipment compliant with ASHRAE Standard 62.1
- [ ] HVAC filters compliant with ASHRAE Standard 52.2 or ISO 16890
- [ ] Temperature and relative humidity levels (PMV and PPD) in compliance with ASHRAE Standard 55 EN-16798 or ISO 7730
- [x] Written IAQ complaint response policy
- [ ] None of the above

Points Earned: 1.11 of 1.11

OPERATIONS

Career Development

3.1

Formal Employment

What percentage of individuals working for the company are formally employed on the payroll of the company?

- ○ 0%
- ○ 1-24%
- ○ 25-49%
- ○ 50-74%
- ◉ 75-99%
- ○ 100%

Points Earned: 0.44 of 0.50

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.

- [x] We have a formal onboarding process for new employees
- [x] We offered ongoing training on core job responsibilities to employees within the last year
- [x] We have a policy to encourage internal promotions and hiring for advanced positions (e.g. posting job openings internally first)
- [x] We provide cross-skills training for career advancements or transitions (e.g. management training for non-managers)
- [x] We provide non-career-specific life-skill training (e.g. financial literacy, English as a Second Language)
- [x] 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: 0.50 of 0.50

Amount of Training for New Hires

What was the average amount of training that a newly hired worker received in the past twelve months?

Use average of both full-time and part-time employees.

- ○ No training
- ○ On-the-job training (one day to one week)
- ◉ On-the-job training (one week to one month)
- ○ Apprenticeship or technical training (over one month)
- ○ N/A - No new hires during the last 12 months

Points Earned: 0.33 of 0.50

Employee Review Process

Which of the following is included or applies to your company's formal process for providing performance feedback to employees?

Check all that apply.

- ☑ Process has a regular schedule and is conducted at least annually
- ☑ Peer and subordinate input
- ☑ Written guidance for career development
- ☑ Social and environmental goals
- ☑ Clearly-identified and achievable goals
- ☐ A 360-degree feedback process
- ☐ All tenured employees receive feedback
- ☐ None of the above

Points Earned: 1.00 of 1.00

Internal Promotions

What percentage of employees has been internally promoted within the last 12 months?

Exclude material owners in your calculation.

- ○ 0%
- ○ 1-5%
- ◉ 6-15%
- ○ 15%+

Points Earned: 0.33 of 0.50

Intern Hiring Practices

How does your company manage the hiring and treatment of interns?

Check all that apply. If there is no third party living wage calculated for your country of operations, please do not select "payment of a living wage."

- ☑ We have a formalized policy or program outlining the objectives of internships or internship programs for participants
- ☐ We partner with education institutions to provide internship opportunities or work-study programs
- ☑ We pay interns a living wage
- ☑ Our interns receive formal performance reviews
- ☑ Our interns have a formal opportunity to provide feedback on experience
- ☑ We have hired interns on as full-time permanent employees in the past two years
- ☐ Intern tenures are restricted to not exceed one year if interns are not currently enrolled in school
- ☐ None of the above
- ☐ N/A - Our company does not employ interns

Points Earned: 0.50 of 0.50

Career Development (Salaried)

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: 0.30 of 0.30

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: 0.08 of 0.30

Life Skill Training Participation

Excluding newly hired workers, what % of full-time and part-time workers received the following types of formal training during the last 12 months?

Training on life skills for personal development (e.g. literacy, personal financial planning)

- ◉ 0%
- ○ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75%+
- ○ Don't know

Points Available: 0.30

External Professional Development Participation

What percentage of full-time workers has participated in external professional development or lifelong learning opportunities in the past fiscal year?

Professional development should be paid for in advance, reimbursed or subsidized by the company.

- (●) 0%
- ( ) 1-24%
- ( ) 25-49%
- ( ) 50-74%
- ( ) 75%+

Points Available: 0.60

OPERATIONS

Engagement & Satisfaction

4.1

Employee Handbook Information

What is included in your company's written and accessible employee handbook?

- [x] A non-discrimination statement
- [ ] An anti-harassment policy with reporting mechanisms, processes, and disciplinary procedures
- [x] A statement on work hours
- [x] Policies on pay and performance issues
- [x] 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: 0.18 of 0.23

Non-Discrimination Policy

What is covered in your company's written non-discrimination policy on hiring and the workplace?

Please check all that apply.

- [x] Gender
- [x] Race
- [x] Color
- [x] Disability
- [x] Political opinion
- [x] Sexual orientation
- [x] Age
- [x] Religion
- [x] HIV status
- [ ] We have no written non-discrimination policy

Points Earned: 0.23 of 0.23

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
- [x] Workers receive greater than 5 weeks (or full pay equivalent) paid leave
- [x] 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: 0.45 of 0.45

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.

- [x] Free transportation or transit subsidy
- [x] Free or subsidized meals
- [x] On-site or subsidized childcare
- [ ] Free or subsidized housing
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.91 of 0.91

Worker Empowerment

How does your company engage and empower workers?

- [x] 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
- [x] Employee complaint / input mechanisms are reviewed at least every other year, with input from employees themselves into the process
- [x] 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: 0.34 of 0.45

Worker / Management Conflict Mediation

Has your company identified one of the following designated agents to mediate complaints or issues between workers or workers and management?

- [ ] An informally-designated worker who passes information to other workers
- [x] Union representative
- [x] Human Resources-designated representative
- [ ] Employee Representative who has been mutually-designated by company management and employees
- [ ] Third-party ombudsman
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.45 of 0.45

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.

- [x] We calculate employee attrition rate
- [ ] We benchmark employee attrition rate to relevant benchmarks
- [x] We regularly (at least once a year) conduct employee satisfaction or engagement surveys
- [ ] We benchmark employee satisfaction to relevant industry benchmarks
- [x] 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: 0.45 of 0.45

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

Points Available: 0.00

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: 0.45 of 0.91

Labor Practices Review

Have your company's labor practices been certified or reviewed by an independent third party during the last 12 months?

- [ ] No
- [ ] 50%+ of company's operations have been reviewed or certified
- [x] We conducted human rights reviews beyond what is required by law
- [ ] Our compliance reports are shared with stakeholder (e.g. workers, suppliers, NGOs, government)

Points Earned: 0.23 of 0.45

Labor Rights Training

What percentage of employees has received specialized training on policies and procedures concerning aspects of labor or human rights that are relevant to the company's operations?

- ○ None
- ○ 1-24%
- ○ 25-49%
- ○ 50-74%
- ◉ 75%+

Points Earned: 0.45 of 0.45

OPERATIONS

Engagement & Satisfaction (Salaried)

1.7

Number of Paid Days Off

What is the annual minimum number of paid days off (including holidays) for full-time employees?

- ○ 0-15 work days
- ○ 16-22 work days
- ○ 23-29 work days
- ○ 30-35 work days
- ◉ 36+ work days

Points Earned: 1.00 of 1.00

Paid Primary Caregiver Leave for Salary Workers

Which of the following describe the primary parental leave policies for salaried workers, either through the company or government program?

If applicable, please select one answer indicating total time off (answers 1-3), and one answer indicating fully paid time off (answers 4-7).

- ☐ Primary caregivers receive 4-12 weeks of time off for parental leave (including unpaid and paid leave)
- ☑ Primary caregivers receive 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: 0.70 of 1.00

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

Points Available: 1.00

Community

OPERATIONS

Community Impact Area Introduction

0.0

This section identifies whether your company is designed to deliver a specific, material, positive impact for its community, and if so, opens the Community Impact Business Model section that is most applicable.

Community Oriented Impact Business Model

Does your company's business model create a specific positive benefit for stakeholders such as charitable partners, vendors or suppliers in need, or your local community?

Your answers determine which future questions in the assessment are applicable to your company.

- ○ Yes
- ◉ No

Points Available: 0.00

OPERATIONS

Diversity, Equity, & Inclusion

5.1

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: 0.47 of 0.54

Diverse Ownership and Leadership

Is your company majority-owned or -led by individuals from any of the following underrepresented groups?

Please select all that apply.

- ☑ Led by a woman
- ☐ Led by an individual from an underrepresented racial or ethnic minority
- ☐ Led by another underrepresented individual (veterans, LGBT, etc.)
- ☐ Majority owned by women
- ☐ Majority owned by individuals from underrepresented racial or ethnic minorities
- ☐ Majority owned by other underrepresented individuals (veterans, LGBT, etc.)
- ☐ None of the above

Points Earned: 0.27 of 0.54

Inclusive Work Environments

How does your company create an equitable and inclusive workplace for employees?

- [x] We have designated an individual or group explicitly responsible for diversity, equity, and inclusion (i.e. a Diversity Manager or Inclusion Committee)
- [x] We offer trainings for all employees on topics related to diversity, equity, and inclusion
- [x] We have voluntary employee resource or affinity groups
- [x] 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: 0.43 of 0.54

Management of Diversity, Equity, and Inclusion

How does your company manage and improve your workplace diversity and inclusivity?

- [x] We anonymously survey employees on gender identity, race/ethnicity, disability status, and other demographic factors to track the diversity of our workforce
- [x] We have set specific, measurable diversity improvement goals that are reviewed by senior executives or our Board of Directors
- [x] 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
- [x] We analyze job categories, satisfaction, promotion, retention rates, or benefits by different demographic groups, and if necessary, have implemented corrective actions for inequitable results
- [x] We specifically analyze diversity, equity, and inclusion data for individuals who are part of multiple underrepresented groups
- [ ] None of the above

Points Earned: 0.54 of 0.54

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.)
- [x] Race or ethnicity
- [x] Gender
- [x] Age
- [x] Other - please describe
- [ ] None of the above

Points Earned: 0.54 of 0.54

Workers from Ethnic or Racial Minorities

What percentage of your workforce identifies as being from a racial or ethnic minority?

- ○ 0%
- ○ 1-9%
- ◉ 10-19%
- ○ 20-29%
- ○ 30%+
- ○ Don't Know

Points Earned: 0.27 of 0.54

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: 0.54 of 0.54

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: 0.45 of 0.54

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: 0.09 of 0.54

High to Low Pay Ratio

What multiple is the highest compensated individual paid, inclusive of bonus, as compared to the lowest paid full-time worker?

- ◉ >20x
- ○ 16-20x
- ○ 11-15x
- ○ 6-10x
- ○ 1-5x

Points Available: 0.54

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: 0.54 of 0.54

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: 0.18 of 0.54

Female Executives

How many of your company executives identify as women?

- ○ 0%
- ○ 1-9%
- ○ 10-24%
- ○ 25-39%
- ◉ 40-49%
- ○ 50%+
- ○ Don't know
- ○ N/A

Points Earned: 0.54 of 0.54

Executives from Underrepresented Populations

How many of your company executives identify as from another underrepresented social group?

For this question, please do not take gender into consideration as gender is assessed in a different question.

- ○ 0%
- ○ 1-9%
- ◉ 10-19%
- ○ 20-29%
- ○ 30%+
- ○ Don't know
- ○ N/A

Points Earned: 0.18 of 0.54

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?

- [x] We track diversity of ownership among our suppliers
- [ ] We have a policy to give preferences to suppliers with ownership from underrepresented populations
- [x] 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: 0.14 of 0.27

Supplier Ownership Diversity

What percentage of your purchases were from companies that are majority-owned by women or individuals from underrepresented populations?

- ○ 0%
- ○ 1-9%
- ○ 10-24%
- ○ 25-39%
- ○ 40-49%
- ○ 50%+
- ◉ Don't Know

Points Available: 0.54

OPERATIONS

Economic Impact

6.9

Geographic Structure and Scope

We realize for large companies that have numerous facilities and multinational operations, the definition of local is potentially complex. Please briefly describe the structure of your company geographically, including the location and number of employees located at your headquarters and largest facilities. Also state the total number of facilities managed by your company.

Headquarters: is located in São Paulo City, there are based the Administrative Positions, and the Leadership Team of CHC Brazil IA: The Factory is located in Suzano, São Paulo. All the operators & manufacturing workforce is based there. Distribution Center: Is located in Guarulhos, São Paulo. All the Supply chain distibution is based there.

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

Points Available: 0.00

Job Growth Rate

What was your company's net job growth rate for full-time and part-time positions over the last 12 months? ONLY include newly created jobs that are paid a living wage.

If there is no living wage data available for your country of operations, include new jobs that pay 10% or more above a minimum wage.

- ○ 0% (Has not grown on net basis)
- ○ 1-5%
- ◉ 6-15%
- ○ >15%

Points Earned: 2.42 of 3.64

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 with equitable compensation
- ☐ Preference for hiring and recruiting local staff (management and non-management) with training for employees
- ☐ Incentives for staff to live within 40 km of local company facility
- ☐ Other - please describe
- ☐ No written local purchasing or hiring policies in place

Points Earned: 0.91 of 0.91

National Sourcing

What percentage of your company's Cost of Goods Sold (including value-adding activities) was spent within the country of operations, from in-country registered companies or national citizens?

- ○ 0%
- ○ 1-9%
- ○ 10-19%
- ○ 20-29%
- ◉ 30%+

Points Earned: 1.82 of 1.82

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: 1.82

In Country Management

What percentage of senior management is native to the country of operations?

Native individuals are born and/or raised in the country.

- ○ <49%
- ○ 50-74%
- ○ 75-94%
- ◉ 95%+

Points Earned: 1.82 of 1.82

Civic Engagement & Giving

OPERATIONS
2.8

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: 0.39 of 0.48

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: 0.48 of 0.48

% 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: 0.24 of 0.97

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 480

- ☐ We do not track this

Points Available: 0.00

Volunteer Service Per Capita

What was the percentage of per capita worker time donated as volunteer, community service, or pro bono time in the reporting period?

Calculate by total volunteer hours / total hours worked, generally 2000 hours per FTE.

- ○ 0%
- ◉ 0.1-0.5% of time
- ○ 0.6-1% of time
- ○ 1.1-2% of time
- ○ 2%+ of time
- ○ Don't know

Points Earned: 0.32 of 0.97

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: 0.44 of 0.48

% of Revenue Donated

What was the equivalent percentage of revenue donated to charity during the last fiscal year?

Please include tax deductible in-kind donations but do not include pro bono time.

- ○ No donations last fiscal year
- ○ Less than 0.1% of revenue
- ◉ 0.1-0.4% of revenue
- ○ 0.5-0.9% of revenue
- ○ 1-1.9% of revenue
- ○ 2%+ of revenue
- ○ Don't know

Points Earned: 0.78 of 1.94

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

Points Available: 0.00

Advancing Social and Environmental Performance

How has your company worked with its stakeholders (including competitors) to improve behavior or performance on social or environmental issues in the past two years?

- ☑ We have worked with other industry players on a cooperative initiative on relevant social and environmental standards for our industry
- ☐ We have provided data or contributed to academic research on social or environmental topics
- ☑ We participate in panel presentations or other public forums on social or environmental topics
- ☐ We provide public resources for other businesses or stakeholders on improving social or environmental performance
- ☐ Other - please describe
- ☐ None of the above

Points Earned: 0.24 of 0.24

OPERATIONS

Supply Chain Management

4.6

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).

- [x] Product Manufacturers
- [ ] Professional Service Firms (Consulting, Legal, Accounting)
- [ ] Independent Contractors
- [x] Marketing and advertising
- [ ] Office Supplies
- [ ] Benefits Providers
- [ ] Technology
- [x] Raw materials
- [ ] Farms
- [x] Other - please describe

Points Available: 0.00

Supply Chain Risk Assessment and Mapping

Has your company conducted a risk assessment that identifies aspects of your supply chain and purchasers at most risk for negative social and environmental impact based on any of the following risk factors?

Your answers determine which future questions in the assessment are applicable to your company.

- [x] Country of origin
- [ ] Sub-regions within countries
- [x] Product / Service / Ingredient attributes
- [x] Size of purchases by the company
- [ ] Risk assessment was conducted with support by a third party
- [ ] None of the above, company has not conducted a risk assessment of their supply chain

Points Earned: 0.16 of 0.21

Supply Chain Tracking and Traceability

For what percent of materials in your supply chain deemed at risk does your company have a system in place that accurately traces the source and origination of all ingredients/ components through the chain?

- ○ 0%
- ◉ 1-20%
- ○ 21-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.10 of 0.83

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

Outsourced Staffing Screening Topics

Does your company review or set requirements regarding the labor practices of its outsourced staffing service providers that includes the following topics?

Your answers determine which future questions in the assessment are applicable to your company.

- [x] Compliance with all local laws and regulations
- [x] Compliance with international human rights and labor standards (for employees and contractors)
- [ ] Payment at or above industry benchmarks
- [ ] Payment of a living wage (for employees and contractors)
- [ ] Employee benefits provided
- [ ] Professional development opportunities
- [ ] Other labor practices
- [ ] None of the above
- [ ] N/A

Points Earned: 0.08 of 0.21

% of Outsourced Services Accountable to Code of Conduct?

What % of your outsourced staffing services (on a currency basis) are accountable to the formalized code of conduct or requirements described in the previous question?

- ○ 0%
- ○ 1-20%
- ○ 21-49%
- ○ 50-74%
- ◉ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.72 of 0.83

Screening / Monitoring for Services

Which of the following methods are used to evaluate the social or environmental impact of your outsourced staffing services?

Your answers determine which future questions in the assessment are applicable to your company.

- [ ] Company shares policies or rules with subcontractors but does not have a verification process in place
- [x] Company requires subcontractors complete self-designed assessment
- [x] Company utilizes third party risk or impact assessment tools (BIA)
- [ ] Company conducts routine audits/reviews of subcontractors at least every two years
- [ ] Company has third parties conduct routine audits/reviews of subcontractors at least every two year
- [ ] Other
- [ ] None of the above

Points Earned: 0.16 of 0.21

% of Outsourced Staffing Services Screened / Monitored

What % of your outsourced staffing services (on a currency basis) are evaluated based on the methods selected in the previous question?

- ○ 0%
- ○ 1-20%
- ○ 21-49%
- ○ 50-74%
- ◉ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.72 of 0.83

Supply Chain Compliance Topics

Does your company have a formalized code of conduct or set requirements regarding the social or environmental practices and performance of its suppliers that includes the following topics?

Your answers determine which future questions in the assessment are applicable to your company.

- ☑ Compliance with all local laws and regulations, including those related to social and environmental performance
- ☑ Compliance with international human rights and labor standards (for employees and contractors)
- ☑ Compliance with international environmental standards
- ☐ Payment of a living wage (for employees and contractors)
- ☑ Ethics and anti-corruption policies
- ☑ Management systems to manage and incentivize positive social and environmental performance
- ☐ Other
- ☐ None of the above

Points Earned: 0.21 of 0.21

% of Suppliers Accountable to Code of Conduct

What % of your suppliers (on a currency basis) are accountable to the formalized code of conduct or requirements described in the previous question?

- ○ 0%
- ○ 1-20%
- ○ 21-49%
- ◉ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.52 of 0.83

Screening/Management Methods for Tier 1 Suppliers

Which of the following methods are used to evaluate the social or environmental impact of your Tier 1 Suppliers?

- [ ] Company shares policies or rules with suppliers but does not have a verification process in place
- [ ] Company requires completion of self-designed assessment
- [x] Company utilizes third party risk or impact assessment tools (Sedex, BIA)
- [ ] Company conducts routine audits/reviews of Tier 1 suppliers at least every two years
- [ ] Company has third parties conduct routine audits/reviews of Tier 1 supplier at least every two years
- [ ] Company has mechanisms to hear grievances or performance feedback from stakeholders of Tier 1 suppliers
- [ ] Company can confirm quantifiable improvement in Tier 1 supplier social and environmental performance improvement in last year
- [x] Other
- [ ] None of the above

Points Earned: 0.12 of 0.21

% of Tier 1 Suppliers Screened / Monitored

What % of your Tier 1 Suppliers (on a currency basis) are evaluated based on the methods selected in the previous question?

- ○ 0%
- ○ 1-20%
- ◉ 21-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.31 of 0.83

Screening/Management Methods for Tier 2 Suppliers

Which of following methods are used to evaluate the social or environmental impact of your Tier 2 Suppliers?

- [ ] Company shares policies or rules with suppliers but does not have a verification process in place
- [ ] Company requires Tier 2 suppliers complete of self-designed assessment
- [ ] Company utilizes third party risk or impact assessment tools for Tier 2 suppliers(Sedex, BIA)
- [ ] Company conducts routine audits/reviews of Tier 2 suppliers at least every two years
- [ ] Company has third parties conduct routine audits/reviews of Tier 2 supplier at least every two years
- [ ] Company has mechanisms to hear grievances or performance feedback from stakeholders of Tier 2 suppliers
- [ ] Company requires Tier 2 suppliers to track, manage, and report performance of their suppliers
- [ ] Company can confirm quantifiable improvement in Tier 2 supplier social and environmental performance improvement in last year
- [x] None of the above

Points Available: 0.21

% of Tier 2 Suppliers Screened / Monitored

What % of your Tier 2 Suppliers (on a currency basis) are evaluated based on the methods selected in the previous question?

- (●) 0%
- ( ) 1-20%
- ( ) 21-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) N/A

Points Available: 0.83

Screening Methods for Original Producers of Raw Materials

Which of following methods are used to evaluate the social or environmental impact of the original producers of your raw materials:

- [ ] Company shares policies or rules with suppliers but does not have a verification process in place
- [ ] Company requires original producers to complete of self-designed assessment
- [x] Company utilizes third party risk or impact assessment tools for original producers (Sedex, BIA)
- [ ] Company conducts routine audits/reviews of original producers at least every two years
- [ ] Company has third parties conduct routine audits/reviews of original producers at least every two years
- [ ] Company has mechanisms to hear grievances or performance feedback from stakeholders of original producers of raw materials
- [ ] Company can confirm quantifiable improvement in social or environmental performance of original producers of raw materials in the last year
- [ ] None of the above

Points Earned: 0.10 of 0.21

% of Original Producers Screened / Monitored

What % of the original producers of your raw materials are evaluated based on the methods selected in the previous question?

- ( ) 0%
- (●) 1-20%
- ( ) 21-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) N/A

Points Earned: 0.10 of 0.83

Reporting on Supply Chain Impact

Which of the following are true regarding how your company reports on your supply chain impact?

- [ ] Company aggregates results of supply chain social and environmental assessments to identify and report on trends in performance and breaches publicly
- [ ] Company reports key risk areas and root causes of supply chain performance issues and breaches, including methods of remediation the company is taking to address them
- [ ] Company publicly reports the geographic locations of all significant and high risk suppliers and originating sources within its supply chain
- [ ] Company publicly shares information identifying specific companies in their supply chain
- [ ] Company has set public goals regarding the overall social or environmental impact of their supply chain, along with progress towards those goals (to be paying a living wage, etc.)
- [x] None of the above

Points Available: 0.21

% of Suppliers with Transparency, Reporting, and Goal Setting

For what % of your suppliers (on a currency basis) do the reporting practices selected in the previous question apply?

- ○ 0%
- ○ 1-20%
- ○ 21-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ◉ N/A

Points Available: 0.83

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 Earned: 0.14 of 0.21

% of Suppliers with Programs to Improve Impact

For what % of your suppliers (on a currency basis) do the policies and programs selected in the previous question apply?

- ○ 0%
- ○ 1-20%
- ◉ 21-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.31 of 0.83

Managing Supply Chain Impact

Which of the following are true regarding how your company manages your supply chain impact?

- [ ] We embed social and environmental supplier performance into the job descriptions and performance evaluations of their procurement departments (distinct from their sustainability or CSR departments)
- [x] Senior management team members have written responsibility for social and environmental supply chain performance
- [x] We aggregate the results of supply chain social and environmental assessments to identify and report on trends in performance and breaches internally
- [ ] We use trends in supply chain performance to identify and remediate root causes of supply chain performance issues and breaches (including contractual requirements posed by the company itself, inadequate management or human resources processes, capacity constraints within suppliers, etc.)
- [ ] None of the above

Points Earned: 0.10 of 0.21

Verification of Positive Outcomes in Supply Chain

Has your company verified any of the following outcomes for all aspects of its supply chain in a way that can be publicly and accurately confirmed?

- [ ] Compliance with all local laws and regulations, including those related to social and environmental performance
- [ ] Compliance with international human rights and labor standards
- [ ] Compliance with international environmental standards
- [ ] Payment of a living wage
- [ ] No forced labor / modern slavery
- [x] None of the above

Points Available: 0.83

Length of Supplier Relationships

What is the average tenure of your company's relationships with suppliers?

- ○ Average tenure of supplier relationships is less than 24 months.
- ○ Average tenure of supplier relationships is greater than 24 months.
- ◉ Average tenure of supplier relationships is greater than 60 months.
- ○ Average tenure of supplier relationships is greater than 96 months.
- ○ Our company has had a relationship with a majority of our suppliers (on a currency basis) since our first year of operations.
- ○ Don't Know

Points Earned: 0.28 of 0.41

Support for In Need Suppliers

Does your company do any of the following to support small scale or other in-need suppliers?

- [ ] We review suppliers for potential training needs
- [ ] We have a formal education or support program for selected suppliers
- [x] We provide small scale suppliers the same contracts, prices, and payment terms (such as days payable outstanding) as other suppliers
- [x] We pay 30 days payable outstanding to small scale suppliers
- [ ] A formal mechanism is in place for suppliers to provide us feedback (e.g. supplier satisfaction surveys)
- [ ] We have a formal grievance mechanism to address complaints and resolve disputes
- [x] Other (please describe)
- [ ] None of the above

Points Earned: 0.36 of 0.41

Social or Environmental Purchases

What percentage of materials or products purchased have third-party social or environmental certification or approval or are from Significant Suppliers that are purpose-driven or have third-party company level certification or approval?

Significant Suppliers represent 80% of your company's purchases in currency terms (excluding salaries on payroll and bonuses, rent, utilities, and taxes).

- ○ 0%
- ◉ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75%+
- ○ Don't Know

Points Earned: 0.10 of 0.41

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.

Environmental Business Model

Are your company's products/services or processes structured to restore or preserve the environment in any of the following ways? (Please note: the environmental impact of your day-to-day operations will be assessed in the remaining sections of the Environment Impact Area. This question is specifically asking about your products/services or innovative production processes.)

Answering affirmatively will opt you into additional sections of the B Impact Assessment with more specific questions about this Impact Business Model.

- ☐ Through an innovative manufacturing, wholesale or agriculture process which is designed to significantly reduce environmental impact compared to typical practices for the industry
- ☐ Through a product or service that preserves, conserves, or restores the environment or resources
- ☑ None of the above

Points Available: 0.00

Environmental Management

OPERATIONS
1.7

Facility Environmental Efficiency

What environmental efficiency practices are in place in a majority of your company's offices and plant facilities?

- ☑ Buildings employ energy saving strategies (e.g. energy use monitoring, efficient appliances and lighting, renewable energy use)
- ☑ Buildings use systems for increasing water efficiency (e.g. water efficient appliances, fixtures, and landscaping)
- ☑ Buildings use systems to monitor and improve air quality (e.g. increased ventilation)
- ☐ Building construction or operations make use of sustainable materials (e.g. reclaimed products)
- ☐ New building sites are chosen based on sustainability considerations (e.g. minimizing impact on ecosystems and waterways)
- ☐ Buildings are LEED certified or LEED equivalent certified
- ☐ Other - please describe
- ☐ None of the above
- ☐ N/A - No offices or plant facilities

Points Earned: 0.31 of 0.51

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 3-6 can only be selected if Checkbox 2 applies.

- [x] Policy statement documenting our organization's commitment to the environment
- [x] Assessment undertaken of the environmental impact of our organization's business activities
- [x] Stated objectives and quantifiable targets for environmental aspects of our organization's operations
- [x] Programming designed, with allocated resources, to achieve these targets
- [x] Periodic compliance reviews and auditing to evaluate programs conducted
- [ ] Third-party auditing and certification of EMS
- [ ] We have no environmental management system

Points Earned: 0.85 of 1.03

Environmentally Certified Products

During the last fiscal year, what percentage of your products sold had a product certification that assesses the environmental impacts of the product or its production process?

Select N/A only if there is no physical product being sold.

- (●) 0%
- ( ) 1-24%
- ( ) 25-49%
- ( ) 50-74%
- ( ) 75%+
- ( ) N/A

Points Available: 0.51

Product Design for the Environment

Which of the following practices are in place to integrate environmental considerations (DFE) into the design of products and services?

- [x] Company materially redesigned products in order to achieve source reduction
- [ ] Company has materially redesigned packaging in order to reduce overall impact
- [ ] Company used standardized product components/parts to maximize useful life via disassembly/reprocessing
- [x] Company identifies and labels resource content on manufactured items to enable eventual recycling
- [x] Company has made set public source reduction targets to reduce the overall environmental impact of products and/or packaging
- [ ] Company has achieved source reduction targets to reduce the overall environmental impact of products and/or packaging
- [ ] Other
- [ ] None of the above

Points Earned: 0.31 of 0.51

% of Products Designed for the Environment

For what % of your products do the DFE practices selected in the previous question apply?

- ○ 0%
- ◉ 1-20%
- ○ 21-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.13 of 1.03

Type of Footprint Assessments

Has the company's footprint assessments included any of the following?

- ☐ Assessment conducted for upstream supply chain only
- ☐ Assessment conducted for only a portion of value chain (other than or in addition to upstream supply chain)
- ☑ Formal life cycle assessments conducted internally
- ☐ Formal life cycle assessments conducted or verified by a third party
- ☐ Use of third party frameworks or methodologies (such as Ellen Macarthur Foundation Circularity Indicators, Product Environmental Profiles, GHG Protocol or Carbon Disclosure Project)
- ☐ Company has a life cycle based certification or equivalent (Cradle to Cradle)
- ☐ Other
- ☐ None of the above

Points Earned: 0.06 of 0.26

% of Products with Type of Footprint Assessment

What % of your products have undergone the specific type(s) of environmental footprint assesesment selected in the previous question?

- ○ 0%
- ◉ 1-20%
- ○ 21-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.13 of 1.03

Assessment Conducted of Environmental Footprint of Value Chain

Have you conducted a formal assessment to measure the environmental footprint of your value chain (including supply chain, product usage, and end-of-life) that covers the following topics?

- [ ] Impacts on biodiversity
- [ ] Impacts on climate (Scope 3 Carbon Emissions)
- [ ] Toxin or hazardous material impact
- [ ] Land preservation (including material extraction)
- [ ] Water supply
- [ ] Other
- [x] None of the above

Points Available: 0.51

% of Products with an Environmental Footprint Assessment

What % of your products have undergone a formal environmental footprint assessment that included the topics selected in the previous question?

- (●) 0%
- ( ) 1-20%
- ( ) 21-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) N/A

Points Available: 1.03

Management of Material Environmental Impact in Value Chain

How has your company utilized the results of your environmental footprint assessment to manage and minimize your overall impact?

- [ ] Company has used assessments to develop specific strategies to reduce impacts for at least most material impacts identified across value chain and product lines
- [ ] Company has set public targets or commitments to reduce material value chain and product impacts over time
- [ ] Company has met incremental targets in the last two years and/or can demonstrate being on target to achieve long term goals
- [ ] Other
- [x] None of the above (No EIA conducted)

Points Available: 0.51

Impact of Product Usage

Which of the following are true regarding practices in place to manage and minimize the impact of product usage?

- [ ] Company has conducted studies of consumer behavior and/or disposal to understand impact of product usage
- [ ] Company has conducted analysis of product lifetime and usability and it materially exceeds (>5%) lifetime of related competitive products
- [ ] Company has created partnerships and/or marketing campaigns to engage customers or other post production value chain users to minimize environmental footprint of usage
- [ ] Other
- [x] None of the above

Points Available: 0.51

% of Products with Practices to Minimize Impact of Usage

For what % of your products do the product usage practices selected in the previous question apply?

- (●) 0%
- ( ) 1-20%
- ( ) 21-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) N/A

Points Available: 1.03

Addressing Longevity of Product Lifespan

Which of the following practices does your company have in place to manage product longevity in order to reduce overall consumption and waste to landfill?

- [ ] We have measured the overall product lifespan of our portfolio and altered product designs to increase it within the last two years
- [ ] We have a program that facilitates maintenance, servicing and reassembly of our products
- [ ] We provide information about the program to facilitate maintenance and servicing on product labels / packaging
- [ ] We provide information about the program to facilitate maintenance and servicing in advertising campaigns
- [ ] Other - please describe
- [ ] None of the above
- [x] N/A - Product is a non-durable good designed for consumption

Points Available: 0.51

Behavior Change as a Result of Programs

Based on the above programs to reduce the environmental impact of product usage, has your company been able to verify improvements in consumer behavior or usage?

- ( ) Yes, as assessed by the company measurements
- ( ) Yes, as assessed and verified by a third party
- (●) No, not at this time

Points Available: 1.03

OPERATIONS

Air & Climate

5.2

Monitoring and Reporting Energy Use

How does your company monitor, record, or report its energy usage?

Please select only one answer option indicating if the company monitors energy use 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 usage
- [ ] We monitor and record usage but have set no reduction targets
- [x] We monitor usage and have set intensity targets (e.g. relative to dollars of revenue, volume produced, etc.) that are being monitored
- [x] We monitor usage and have set absolute reduction targets regardless of company growth
- [ ] We report progress on our reduction targets publicly on an annual basis
- [ ] We have met specific reduction targets during the reporting period

Points Earned: 0.58 of 0.67

Total Energy Use

Total energy used (Gigajoules) during the last 12 months:

Total energy used (Gigajoules) during the last 12 months: 215301.6

☐ 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: 107553.6

☐ 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: 0.21 of 0.33

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: 0.27 of 1.33

Environmentally Efficient Equipment

What % of new equipment purchased (by total cost) during the last 24 months was energy efficient or otherwise environmentally-preferred?

Select N/A if no capital expenditures were made during the last 24 months.

- (●) 0% (no equipment)
- ( ) <50% (some equipment)
- ( ) 50%+ (majority of equipment)
- ( ) 100% (all equipment)
- ( ) N/A - No new equipment purchased

Points Available: 0.33

Energy Use Reductions

Have conservation and efficiency improvements led to energy savings for your facilities? If so, by how much?

Please calculate based on changes from last year or annualized from a base year, referring to electricity use and other energy consumption from heating, hot water, etc.

- (●) 0%
- ( ) 1-4%
- ( ) 5-9%
- ( ) 10-14%
- ( ) 15-20%
- ( ) >20%
- ( ) Don't know

Points Available: 1.33

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
- [x] 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)
- [x] 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: 0.67 of 0.67

Total Scope 1 GHGs

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:

Scope 1:

Scope 1: 7216

- [ ] 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: 0

☐ We do not track this

Points Available: 0.00

Total Scope 3 GHGs

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:

Scope 3:

Scope 3:

☑ We do not track this

Points Available: 0.00

Monitoring Air Emissions

How does your company monitor and manage your significant air emissions?

- ○ Company does not currently monitor and record emissions
- ○ Company monitors and records emissions (no reduction targets)
- ◉ Company monitors emissions and has specific reduction targets
- ○ Company monitors emissions and has met specific reduction targets during the reporting period
- ○ Eliminated emissions of this by-product entirely
- ○ N/A

Points Earned: 0.33 of 0.67

Carbon Intensity

What is your current Carbon Intensity for Scopes 1 and 2, not including the use of carbon credits or offsets?

Please measure intensity in metric tons of CO2/$million of revenue. Please use USD to accurately evaluate the answer option.

- ○ Manufacturing: >950 / Utilities: >6,000
- ○ Manufacturing: 751-950 / Utilities: 5,001-6,000
- ○ Manufacturing: 601-750 / Utilities: 4,001-5,000
- ○ Manufacturing: 451-600 / Utilities: 3,001-4,000
- ○ Manufacturing: 301-450 / Utilities: 2,001-3,000
- ○ Manufacturing: 151-300 / Utilities: 1,001-2,000
- ◉ Manufacturing: 0-150 / Utilities: 0-1,000
- ○ Don't know

Points Earned: 0.67 of 0.67

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.

- ○ Manufacturing: >950 / Utilities: >6,000
- ○ Manufacturing: 751-950 / Utilities: 5,001-6,000
- ○ Manufacturing: 601-750 / Utilities: 4,001-5,000
- ○ Manufacturing: 451-600 / Utilities: 3,001-4,000
- ○ Manufacturing: 301-450 / Utilities: 2,001-3,000
- ○ Manufacturing: 151-300 / Utilities: 1,001-2,000
- ◉ Manufacturing: 1-150 / Utilities: 1-1,000
- ○ Manufacturing: 0 / Utilities: 0
- ○ Don't know

Points Earned: 1.33 of 1.33

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: 0.53 of 1.33

Reducing Carbon Emissions from Transportation

Does the company currently use any of the following specific practices to reduce carbon emissions from transportation?

- ☑ Offer transit subsidies to employees as part of a low carbon transportation program
- ☑ Company policy and practice that requires inbound freight or shipping to be transported via lowest impact methods (such as avoiding shipment by air transport)
- ☑ Company policy and practice that outbound freight or shipping is transported via lowest impact methods
- ☐ Other - please describe
- ☐ None of the above

Points Earned: 0.67 of 0.67

Supply Chain GHG Management

Has your company taken action to track and manage the greenhouse emissions produced through your supply chain? (absolute reduction)

Only select practices if you track and manage greenhouse emissions produced for at least 50% of your company suppliers (on a cost basis).

- [x] We don't track or evaluate greenhouse emissions from our supply chain
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risk contributions of greenhouse gas emissions
- [ ] We have purchased certified carbon credits to offset some or all of the greenhouse gas emissions from our supply chain
- [ ] We set targets for reducing greenhouse gas emissions through our supply chain
- [ ] We have seen a reduction in GHG emissions in our supply chain in the last twelve months
- [ ] We have achieved a carbon-neutral supply chain

Points Available: 0.67

Offsetting Supplier GHG Emissions

What % of your company's Scope 3 greenhouse gas emissions were offset by certified carbon credits?

- (•) 0
- ( ) 1-24%
- ( ) 25-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) Don't know

Points Available: 1.33

Supply Chain GHG Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce the greenhouse gas emissions produced through your supply chain?

- [ ] We collaborate with or require suppliers to collect data and report on greenhouse gas emissions
- [ ] We screen suppliers to reduce greenhouse gas emissions (e.g. performance of suppliers, selection of materials, source locations)
- [ ] We provide support or resources for our supply chain in adopting greenhouse gas minimized operations (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 0.67

Sourcing % of COGS from Local Suppliers

What % of the following was spent with suppliers located within 200 miles (or 322 km) of where the end product was used during the last fiscal year?

Sourcing of COGS Local to Customers

- ( ) 0%
- ( ) 1-9%
- ( ) 10-19%
- ( ) 20-29%
- ( ) 30%+
- (•) Don't know

Points Available: 1.33

Sourcing % raw materials from Local Suppliers

What % of the following was spent with suppliers located within 200 miles (or 322 km) of where the end product was used during the last fiscal year?

Raw materials (in currency terms) grown or harvested

By company or local independent suppliers.

- ○ 0%
- ○ 1-9%
- ○ 10-19%
- ○ 20-29%
- ○ 30%+
- ◉ Don't know

Points Available: 1.33

Types of Carbon Credits Purchased

Has your company purchased any of the following types of carbon credits during the last fiscal year?

- ☐ Voluntary Carbon Credits
- ☐ Certified Carbon Credits
- ☑ None

Points Available: 0.33

Water

OPERATIONS
1.8

Monitoring and Reporting Water Use

How does your company monitor, record, or report its 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, answers 5 and/or 6 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 water usage and have set science-based targets necessary to achieve sustainable usage linked to our local watershed
- ☐ We report progress on our reduction targets publicly on an annual basis
- ☐ We have met specific reduction targets set during this reporting period

Points Earned: 0.43 of 1.14

Total Water Use

Total water use (liters) during the last 12 months

Total water use (liters) during the last 12 months: 167453000

- ☐ 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.

- [x] Low-flow faucets, taps, toilets, urinals, or showerheads
- [ ] Grey-water usage for irrigation
- [ ] Low-volume irrigation
- [ ] Harvest rainwater
- [x] Other - please describe
- [ ] None of the above
- [ ] N/A - Our company has a virtual office

Points Earned: 0.61 of 1.14

Water Harvested On-Site or From Recycled Sources

What % of water used by the company is harvested on site or is from recycled sources?

- ○ 0
- ◉ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ Don't Know

Points Earned: 0.57 of 2.29

Monitoring Toxic Wastewater

Which of the following describes how the company monitors hazardous and toxic wastewater?

Monitoring hazardous and toxic wastewater may involve either monitoring the volume and/or the level of contamination.

- ○ Company does not currently monitor and record emissions
- ◉ Company monitors and records emissions (no reduction targets)
- ○ Company monitors emissions and has specific reduction targets
- ○ Company monitors emissions and has met specific reduction targets during the last fiscal year
- ○ Eliminated emissions of this by-product entirely
- ○ N/A

Points Earned: 0.29 of 1.14

Supply Chain Water Management

How does your company track and manage the water footprint of your supply chain?

Only select practices if you track and manage the water footprint for at least 50% of your company suppliers (on a cost basis).

- [x] We do not track the water footprint of our supply chain
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material areas of water usage
- [ ] We have targets for reducing water footprint through our supply chain
- [ ] We have seen a reduction of our water footprint in our supply chain in the past twelve months
- [ ] We have verified that all water use in supply chain is science-based and sustainable

Points Available: 1.14

Supply Chain Water Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce the water footprint of your supply chain?

- [ ] We collaborate with or require suppliers to collect data and report on water footprint
- [ ] We screen suppliers to fit good water management practices (e.g. individual supplier practices, materials and ingredients, locations in context of water scarcity)
- [ ] We provide support or resources for supply chain in adopting water management (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 1.14

Land & Life

OPERATIONS
4.5

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
- [x] 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)
- [x] 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: 0.56 of 0.56

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: 1319

- [ ] 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: 34

- [ ] 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: 1285

- [ ] We do not track this

Points Available: 0.00

Recycling Programs

Does the majority of your facilities on a square foot basis have a facility wide recycling program that has ongoing collection of at least all standard materials in your area?

- (●) Yes
- ( ) No

Points Earned: 0.56 of 0.56

Waste Reduction Programs

Does your company have a formal program to evaluate how to reduce its generation of hazardous, universal, and/or non-hazardous waste?

- (●) Yes
- ( ) No
- ( ) Already maximized - we have achieved Zero Waste

Points Earned: 0.56 of 0.56

Supply Chain Waste Management

How does your company track and manage waste in your supply chain?

Only select practices if you track and manage waste for at least 50% of your company suppliers (on a cost basis).

- [x] We don't track the solid waste impacts of our supply chain
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material areas of waste production
- [ ] We have set targets for reducing solid waste in the supply chain
- [ ] We have seen a reduction of waste produced in our value chain in the past twelve months
- [ ] We have achieved zero waste or a closed-loop supply chain

Points Available: 0.56

Supply Chain Waste Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce waste in your supply chain?

- [ ] We collaborate with or require suppliers to collect data and report on waste production
- [ ] We screen or require suppliers to meet standards related to solid waste production
- [ ] We have implemented initiatives to reduce waste at the source or divert waste from landfills or incineration in the supply chain
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 0.56

Environment Impact Packaging

How does your company minimize the environmental impact of the packaging of your products?

Select all practices that apply and are verifiable, regardless of the % of product/packaging the practice applies to.

- [x] We have conducted a formal assessment of our packaging design and materials to identify opportunities to minimize environmental impact
- [x] We have source-reduced packaging within the last two years
- [ ] Our packaging materials are certified to meet independent standards for environmental impact
- [x] Our packaging is recyclable and provides instructions on how to recycle it correctly
- [x] Our packaging is non-toxic
- [ ] Our packaging materials are designed to have less overall environmental impact than common alternatives
- [ ] None of the above
- [ ] N/A - Our products do not have packaging materials

Points Earned: 0.45 of 0.56

% of Recyclable/Biodegradable Materials

What % of material (by weight or volume) is made of recyclable (and labeled as such) or biodegradable materials in the areas where they are sold (product + packaging)?

- (●) <20%
- ( ) 20-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) Don't Know
- ( ) N/A

Points Available: 0.56

Controlling Community Exposure to Emissions

Has your company conducted an assessment of local communities' exposure to hazardous emissions from your manufacturing facilities and taken appropriate steps to mitigate?

- ( ) We have not conducted an assessment
- ( ) Assessment indicates some exposure, but we have taken no action to date
- ( ) Assessment indicates some exposure, and we have implemented a mitigation and control strategy
- (●) Assessment indicates no exposure

Points Earned: 0.28 of 0.28

% of Environmentally Preferred Input Materials

What % of material (by weight or volume) comes from recycled materials, reused components, and/or certified sustainably sourced materials?

- (●) <20%
- ( ) 20-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) Don't Know
- ( ) N/A - We do not sell a physical product

Points Available: 1.12

% of Products Reclaimed / Recycled

If the company has conducted a study of end of life disposal in the last two years, what % by volume of the company's products/ wastes sold and their packaging materials are reclaimed (i.e. recycled or reused) at the end of their useful life?

- (●) <20%
- ( ) 20-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) We have not conducted a study of end of life disposal in the last two years
- ( ) N/A

Points Available: 1.12

Programs to Reduce End of Life Waste

Which of the following practices are in place to reduce waste to landfill after the usage of your product and/or its packaging?

- [ ] Company has a product/packaging reclamation and recycling program designed and implemented by the company or a third party
- [ ] Company has a product/packaging reclamation and reuse program designed and implemented by the company or a third party
- [ ] Company takes back similar products or packaging from other companies as part of its reclamation program
- [ ] Company includes information about their reclamation programs on product labels / packaging
- [ ] Company includes information about their reclamation programs in advertising campaigns
- [ ] Company has achieved circularity (no waste created) in its products and packaging
- [x] Other
- [ ] None of the above

Points Earned: 0.06 of 0.56

% of Products with Programs to Reduce End of Life Waste

For what % of your products do the end-of-life waste programs selected in the previous question apply?

- ( ) 0%
- ( ) 1-20%
- ( ) 21-49%
- ( ) 50-74%
- ( ) 75-99%
- (●) 100%
- ( ) N/A

Points Earned: 0.56 of 0.56

Monitoring Hazardous Waste

How does your company monitor and manage your hazardous waste production?

- [ ] Company does not currently monitor and record emissions
- [x] Company monitors and records emissions (no reduction targets)
- [ ] Company monitors emissions and has specific reduction targets
- [ ] We regularly monitor and record emissions and have set a zero hazardous waste target
- [ ] Company has met specific reduction targets during the reporting period
- [ ] Eliminated emissions of this by-product entirely

Points Earned: 0.14 of 0.56

Total Hazardous Waste Produced

Waste Produced: Hazardous Waste (metric tonnes) during the last 12 months

Waste Produced: Hazardous Waste (metric tonnes) during the last 12 months 1036

- [ ] We do not track this

Points Available: 0.00

Reducing Waste

Optional unweighted metrics: Approximately by what % has your company reduced solid and hazardous waste generation (normalized for revenue changes) over the following periods?

The past two years

The past two years

- [x] We do not track this

Points Available: 0.00

Hazardous Waste Disposal

Can your company verify that your hazardous waste is always disposed of responsibly?

This includes batteries, paint, electronic equipment, etc.

- (●) Yes
- ( ) No
- ( ) N/A - We have eliminated hazardous waste

Points Earned: 0.56 of 0.56

Hazardous Materials On-Site

If your company uses any hazardous materials on site, check all of the procedures that your company follows.

Hazardous materials include chemicals, pesticides, and fertilizer. Select N/A if you use no hazardous materials and chemicals.

- [x] Written procedures for safe storage, use and disposal of each hazardous material available in the national language(s) of work
- [x] All hazardous materials are kept in sealed containers in a locked storeroom located in a separate area from regular business activities
- [x] All containers with hazardous materials are labeled, with instructions for proper storage, use and disposal
- [ ] None of these procedures
- [ ] N/A

Points Earned: 0.56 of 0.56

Supply Chain Chemical Management

How does your company track and manage toxins or hazardous waste in your supply chain?

Only select practices if you track and manage toxins or hazardous waste for at least 50% of your company suppliers (on a cost basis).

- [x] We don't track toxins or hazardous waste in our supply chain
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risks of toxins and/or production of hazardous waste
- [ ] We have set targets for reducing toxins and hazardous waste in our supply chain
- [ ] We have verified that there are no harmful toxins or hazardous waste in our supply chain

Points Available: 0.56

Supply Chain Chemical Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce toxins or hazardous waste in your supply chain?

- [ ] We collaborate with or require suppliers to collect data and report on chemicals
- [ ] We screen or require suppliers to meet standards related to toxins or hazardous waste
- [ ] We provide support or resources to reduce toxins in the supply chain (e.g.online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 0.56

Natural Habitat Conservation Procedures

Does your company have demonstrable procedures in place to reduce or mitigate impacts to natural habitats? If yes, which of the following statements apply to these procedures?

Procedures include a Conservation Strategic Plan.

- [ ] No conservation procedures/plan in place
- [x] Procedures include percentage of habitat protected or restored by type of habitat and status
- [ ] Procedures address future plans and targets for managing impacts regarding habitat loss or degradation, loss of biodiversity, or overall depletion of ecosystems
- [ ] N/A - Company does not have opportunity to control or influence land development processes

Points Earned: 0.28 of 0.56

Supply Chain Biodiversity Management

How does your company track and manage your supply chain's impact on biodiversity?

Only select practices if you track and manage the impact on biodiversity for at least 50% of your company suppliers (on a cost basis).

- [x] We don't evaluate our supply chain impact on biodiversity
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risks to biodiversity
- [ ] We set targets for reducing impact on biodiversity through our supply chain
- [ ] We have verified that our supply chain creates no (or positive) biodiversity impact

Points Available: 0.56

Supply Chain Biodiversity Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce your supply chain's impact on biodiversity?

- [ ] We collaborate with or require suppliers to collect data and report on biodiversity impact
- [ ] We screen suppliers to fit good biodiversity practices
- [ ] We provide support or resources for our supply chain in adopting biodiversity-friendly operations (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 0.56

Customers

Customers Impact Area Introduction

OPERATIONS
0.0

This section identifies whether your company's product/service is designed to deliver a specific, material, positive impact for its customers (beyond the value normally provided from goods or services), and if so, opens the Customer Impact Business Model section that is most applicable.

Customer Impact Business Model Introduction

Do any of your company's products/services address a social or economic problem for your customers and/or their beneficiaries?

Your answers determine which future questions in the assessment are applicable to your company.

- (●) Yes
- ( ) No

Points Available: 0.00

Customer 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?

Sanofi Consumer Healthcare has a variety of medicines in its global portfolio to treat a range of diseases including allergies, cough and cold, pain and inflammation, digestive disorders, oral care, scalp care, dermatoses including ezcema and psoriasis and many more. In addition, we also market nutritional supplements that help support optimal physiological processes. As a health journey partner, we leverage the best in science, together with our world-class pharmaceutical quality standards to deliver consumer-driven innovative medicines and products across. A few facts related to our diverse portfolio are presented below In the US, 240 million people use over the counter medicines. If treatments were not available, an estimated 60 million of these would not seek medical treatment. In the space of 12 months in the United States, almost 85% of the population will experience a cold. Globally, between 10 and 30% of the population suffer from hay fever and this goes up to over 50% in parts of Africa and in urban areas. Between 22% and 52% of people in major countries suffer from constipation symptoms and 70% of those who frequently suffer experience it at least once a month. Across the world, 77% of people have used nutritionals in the last 12 months to maintain their general health, provide immune system support or to supplement in areas of vitamin deficiency. 9 out of 10 people will experience pain at some point.

Points Available: 0.00

Beneficial Product Type

Which of the following most closely matches the outcome and/or problem solved for your customers as defined above?

Only select 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)
- [x] 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: 62

☐ We do not track this

Points Available: 0.00

Total Customer Individuals

Total Number of Customers

Individuals served in the last 12 months:

Individuals served in the last 12 months: 16000000

☐ We do not track this

Points Available: 0.00

Customer Stewardship

OPERATIONS

3.8

Managing Customer Stewardship

Does your company do any of the following to manage the impact and value created for your customers or consumers?

- [x] We offer product / service guarantees, warranties, or protection policies
- [x] We have third party quality certifications or accreditations
- [x] We have formal quality control mechanisms
- [x] We have feedback / customer service feedback or complaint mechanisms
- [x] We monitor customer or consumer satisfaction
- [x] 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
- [x] We manage the privacy and security of client / customer data
- [ ] None of the above

Points Earned: 0.45 of 0.45

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: 0.45 of 0.45

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: 0.91 of 0.91

Quality Assurance

Do you use an established third party methodology to manage quality assurance for your products or services?

Examples include PDSA, Six Sigma, DMAIC, TQM, Zero Defects, etc

- ◉ Yes
- ○ No

Points Earned: 0.45 of 0.45

Feedback and Complaint Channels

Are any of the following true regarding mechanisms for customers to provide feedback, ask questions, or file complaints?

- [x] Products and/or websites feature customer service contact information
- [ ] Product / service reviews are made available in their entirety to public
- [ ] Company responds to all direct inquiries or complaints within a month of receipt
- [ ] Company offers live time support to customers
- [ ] Other
- [ ] None of the above

Points Earned: 0.11 of 0.45

Monitoring Customer Satisfaction and Retention

Which of the following are true of your company with regards to customer or client satisfaction and/or retention?

- [x] Company monitors customer satisfaction
- [x] Company shares customer satisfaction internally within the company
- [ ] Company shares customer satisfaction publicly
- [x] 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: 0.27 of 0.45

Managing Product Impacts

Does the company do any of the following with regards to managing the potential impact their products have on customers / beneficiaries?

- [x] Company regularly monitors customer outcomes and well-being
- [x] Company has formal program to incorporate customer testing and feedback into product design
- [x] 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: 0.45 of 0.45

Data Usage and Privacy

Does your company have any of the following to address data usage and privacy issues?

- [x] Company has a formal publicly available data and privacy policy
- [x] 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
- [x] Other
- [ ] None of the above
- [ ] N/A - Company does not collect sensitive data

Points Earned: 0.27 of 0.45

Data Security Management

Does the company have any of the following practices to ensure security of private data?

- [x] Data privacy is included in company wide risk management compliance processes
- [x] All employees with access to data are trained on data privacy policies
- [x] Company has a formal code of conduct that defines unauthorized uses of data
- [x] Internal audits of data security
- [x] External audits of data security
- [x] Simulated hacks on data security
- [ ] Other
- [ ] None of the above
- [ ] N/A - Company does not collect sensitive data

Points Earned: 0.45 of 0.45

IMPACT BUSINESS MODELS

Health & Wellness Improvement - Impact Business Model

3.5

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? **Approx. 85.74%**

- [ ] We do not track this

Points Available: 0.00

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

- [x] Individuals
- [x] Households
- [x] Communities
- [x] Businesses or nonprofit organizations
- [ ] Governments
- [ ] None of the above

Points Available: 0.00

Households 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.

Households

Households

- [x] We do not track this

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

- [x] We do not track this

Points Available: 0.00

Communities 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.

Communities

Communities

- [x] We do not track this

Points Available: 0.00

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

- [x] We do not track this

Points Available: 0.00

Client Tracking Methods

Please provide a brief description of how you track your customer/client/beneficiary figures.

SCHC tracks beneficiaries in different ways including: 1. SCHC engages in syndicated and third party pre-purchased research data 2. SCHC does custom research data: brands commission an organisation for market research 3. SCHC receives Ratings and Reviews via e-commerce and other tools

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.

- [x] We have formally defined the outcomes sought by our product or service and have developed a theory of change for them
- [x] We have based our impactful product or service business model on established secondary research that demonstrates potential impact
- [x] We have directly and formally engaged stakeholders in understanding their desires and needs when developing, refining, and or delivering our products or services
- [x] We are verified to meet third-party standards for impact (e.g. we have impact-related product certifications)
- [x] 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
- [x] We have identified and measure and manage the unintentional or potential negative impacts of the product or service in addition to intentional positive effects
- [x] 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"?

- [x] We surveyed beneficiaries to understand outcomes created
- [x] We used non-randomized control groups to compare performance
- [x] We used randomized control groups to determine the level of causality of our product or service
- [x] We used aggregated third-party data to benchmark and compare impact performance
- [x] Our selected methods determined that the product or service contributed to the outcome
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 1.25 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: 1.09 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?

Yes. As a world class innovative consumer healthcare company, Sanofi CHC has a proven track record of launching safe and effective medicines that are truly first in class in the consumer/OTC setting. In addition to the hundreds of medicines sold across the globe, an example of truly game changing products are prescription to OTC switches such as the Allegra and Xyzal range of products, which were made available to consumers in an over the counter setting for the first time due to Sanofi CHCs commitment of enabling consumers to live fuller, healthier lives. These medicines are used to relieve problematic disease states in over 60 million consumers. As allergies rise due to the effects of climate change, pollution and the destruction of natural habitats, it is vital and indeed a central pillar of Sanofi CHCs vision to provide consumer with the cutting edge care that they need

Points Available: 0.00

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 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 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 Bottled Water

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Bottled water

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Animal Products or Services

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Animal-based products or services (including seafood)

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Monoculture Agriculture

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Monoculture agriculture

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Genetically Modified Organisms

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Genetically modified organisms

Please also select "Yes" if your company serves clients in this industry

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Biodiversity Impacts

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Industries with a large potential biodiversity impact (including logging or logging equipment, agriculture, etc.)

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Energy and Emissions Intensive Industries

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Energy- and emissions-intensive industries

- ◉ Yes
- ○ No

Points Available: 0.00

Disclosure Water Intensive Industries

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Water-intensive industries

- ◉ Yes
- ○ No

Points Available: 0.00

Disclosure Chemicals

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Chemicals, including those reliant on chemicals that meet the Substances of Very High Concern (SVHC) criteria under REACH

REACH is the European Union's chemical regulation, currently the world's most stringent chemical regulation. See help text for list of industries.

- ◉ Yes
- ○ No

Points Available: 0.00

Disclosure Illegal Products or Subject to Phase Out

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Products or activities that are illegal under country laws or regulations where they have operated, banned in international conventions or agreements, or subject to international phase-out or regulation

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Industries at Risk of Human Rights Violations

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Industries reliant upon materials at high risk of human rights infringements (e.g. conflict minerals)

- ○ Yes
- ◉ No

Points Available: 0.00

Other Disclosure Industries

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Other industries that may cause social or environmental harm or are subject to stakeholder criticism or concern

- ◉ Yes
- ○ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" to any of the "Disclosure Industries" listed above, please provide a detailed explanation of the company's involvement for each affirmative response:

If this does not apply to you, please enter "Does not apply" in the text area below.

Sanofi CHC produces medicinal products and is therefore part of the pharmaceutical industry.

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

Does not transparently report corporate financials to government

Please indicate if your company engages in any of the following practices:

Company withholds corporate financials from government

- ○ 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

Animal Testing

Please indicate if your company engages in any of the following practices:

Company's products are tested on animals

- ○ 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

Workers not Provided Clean Drinking Water ot Toilets

Please indicate if your company engages in any of the following practices:

Company does not provide clean drinking water and clean toilets to employees during shifts

- ○ Yes
- ◉ No

Points Available: 0.00

Workers paid below minimum wage

Please indicate if your company engages in any of the following practices:

A portion of workers, contractors, subcontractors or day-workers are paid below minimum wage

- ○ Yes
- ◉ No

Points Available: 0.00

No signed employment contracts for all workers

Please indicate if your company engages in any of the following practices:

Company does not have a signed contract of employment with each worker in a language they understand

- ○ Yes
- ◉ No

Points Available: 0.00

Payslips not provided to show wage calculation and deductions

Please indicate if your company engages in any of the following practices:

Company does not provide payslips or equivalent to all workers to show how wages are calculated and any deductions made

- ○ Yes
- ◉ No

Points Available: 0.00

Activities against freedom of association/collective bargaining

Please indicate if your company engages in any of the following practices:

Company has taken a public stance against unionization, has engaged in activities that may be perceived as taking a stance against union organizing, or prohibits workers from freely associating and bargaining collectively for the terms of one's employment

- ○ Yes
- ◉ No

Points Available: 0.00

Workers cannot leave site during non-working hours

Please indicate if your company engages in any of the following practices:

Company prohibits workers from freely leaving the site during non-working hours or at the end of their shift

This includes workers who live on site.

- ○ Yes
- ◉ No

Points Available: 0.00

ID Cards Withheld or Penalties for Resignation

Please indicate if your company engages in any of the following practices:

Company keeps workers' original ID cards or passports and/or does not allow workers to resign freely without penalty, even if advance notice is given

- ○ Yes
- ◉ No

Points Available: 0.00

Workers Under Bond

Please indicate if your company engages in any of the following practices:

Company hires workers that are under bond, debt, or other obligation to the company or to labor brokers

- ○ Yes
- ◉ No

Points Available: 0.00

Confirmation of Right to Work

Please indicate if your company engages in any of the following practices:

Company does not confirm that workers have the legal right to work in jurisdiction of operations, or company does not keep personnel records that include evidence of the date of birth of each worker

- ○ Yes
- ◉ No

Points Available: 0.00

Employs Individuals on Zero-Hour Contracts

Please indicate if your company engages in any of the following practices:

Company employs individuals on zero-hour contracts

- ○ Yes
- ◉ No

Points Available: 0.00

Company workers are prisoners

Please indicate if your company engages in any of the following practices:

Company uses workers who are prisoners

- ○ Yes
- ◉ No

Points Available: 0.00

Company Employs Workers Under Age 15 (Or Other ILO Minimum Age)

Please indicate if your company engages in any of the following practices:

Company employs workers under the age of 15 (or other minimum work age covered by the International Labour Organization Convention No. 138) and/or company does not keep personnel records that include evidence of the date of birth of each

- ○ Yes
- ◉ No

Points Available: 0.00

Overtime For Hourly Workers Is Compulsory

Please indicate if your company engages in any of the following practices:

Overtime work is compulsory and exceeds 48 hours in a week

- ○ Yes
- ◉ No

Points Available: 0.00

Other Disclosure Practices

Please indicate if your company engages in any of the following practices:

Other sensitive practices that may cause social or environmental harm, or are subject to stakeholder concern

- ○ Yes
- ◉ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" to any of the "Disclosure Practices" listed above, please provide a detailed explanation of the company's engagement in each practice marked in the affirmative:

If this does not apply to you, please enter "Does not apply" in the text area below.

Does not apply

Points Available: 0.00

Disclosure Outcomes & Penalties

Disclosure questions concerning litigation, relocation of communities, accidents, and on-the-job fatality.

On-Site Fatality

Please indicate if your company has experienced any of the following in the past 5 years:

Company has had an operational or on-the-job fatality

- ○ Yes
- ◉ No

Points Available: 0.00

Litigation or Arbitration

Please indicate if your company has experienced any of the following in the past 5 years:

Litigation or arbitration against company either ongoing, settled, or found against the company

- ◉ Yes
- ○ No

Points Available: 0.00

Company has filed for bankruptcy

Please indicate if your company has experienced any of the following in the past 5 years:

Company has filed for bankruptcy

- ○ Yes
- ◉ No

Points Available: 0.00

Bribery, Fraud, or Corruption

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Bribery, fraud, or corruption

- ○ Yes
- ◉ No

Points Available: 0.00

Anti-Competitive Behavior

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Anti-competitive behavior

- ○ Yes
- ◉ No

Points Available: 0.00

Financial Reporting, Taxes, Investments, or Loans

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Financial reporting, tax payments, investments, or loans

- ○ Yes
- ◉ No

Points Available: 0.00

Political Contributions or International Affairs

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Political contributions or international affairs

- ○ Yes
- ◉ No

Points Available: 0.00

Labor Issues

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Labor issues (including safety and discrimination)

- ◉ Yes
- ○ No

Points Available: 0.00

Recalls

Please indicate if your company has experienced any of the following in the past 5 years:

Recalls due to quality control issues

- ◉ Yes
- ○ No

Points Available: 0.00

Breaches of Confidential Information

Please indicate if your company has experienced any of the following in the past 5 years:

Breaches of individual privacy and/or losses of individual confidential data

- ○ Yes
- ◉ No

Points Available: 0.00

Consumer Protection

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Consumer protection (including product safety and marketing claims)

- ◉ Yes
- ○ No

Points Available: 0.00

Significant Layoffs

Please indicate if your company has experienced any of the following in the past 5 years:

Company has had layoffs of more than 20% of the workforce

- ○ Yes
- ◉ No

Points Available: 0.00

Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)

Please indicate if your company has experienced any of the following in the past 5 years:

Company sites have experienced accidental discharges to air, land or water of hazardous substances

- ○ Yes
- ◉ No

Points Available: 0.00

Large Scale Land Conversion, Acquisition, or Relocation

Please indicate if your company has experienced any of the following in the past 5 years:

Construction or operation of company involved large scale land acquisition, convergence, or degradation (including the construction or refurbishment of dams), or resulted in the resettlement or economic displacement of 5,000 or more people

- ○ Yes
- ◉ No

Points Available: 0.00

Penalties Assessed For Environmental Issues

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Environmental management penalties, including animal welfare

- ○ Yes
- ◉ No

Points Available: 0.00

Violation of Indigenous Peoples Rights

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Infringing on indigenous people's rights, for instance by utilizing lands owned or used by indigenous peoples without full documented consent of such peoples

- ○ Yes
- ◉ No

Points Available: 0.00

Other Disclosure Outcomes & Penalties

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Other penalties, complaints, or grievances filed or levied against the company for negative impacts on local communities, human rights, or other stakeholder concerns

- ○ Yes
- ◉ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" to any of the "Disclosure Outcomes & Penalties" listed above, please provide a detailed explanation of the company's experience related to each affirmative response:

If this does not apply to you, please enter "Does not apply" in the text area below.

Ref. detailed documentation

Points Available: 0.00

Supply Chain Disclosure

Disclosure questions concerning the significant suppliers of the company

Supplier Child Labor, Prison Labor, or Forced Labor

Please indicate if any of the following statements are true regarding your company's suppliers:

Employment of workers under the age of 15, use of workers who are currently prisoners, or other practices that are relevant to risk of forced labor

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

Suppliers in Conflict Zones

Please indicate if any of the following statements are true regarding your company's suppliers:

Operation in conflict zones

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

Suppliers Negative Social Impact

Please indicate if any of the following statements are true regarding your company's suppliers:

Practices or outcomes that produced substantial negative impacts regarding human rights, labor conditions, or local communities

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

Suppliers Negative Environmental Impact

Please indicate if any of the following statements are true regarding your company's suppliers:

Practices or outcomes that produced substantial negative environmental impact

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

B Impact Assessment™

Opella France & Russia
2025 Aggregated Full B Impact Assessment

As a company generating >1B$ USD, Opella and all of Opella's independently certified subsidiary regions as listed here, are required to make its full B Impact Assessment transparent. The PDF contains all completed B Impact Assessments that have been reviewed by B Lab with **Opella France & Russia: Opella France and Opella Russia** as part of their certification as a B Corporation. All answers reported refer to each of the respective subsidiaries' practices and performance except for topics managed at Corporate level **(Opella).** In those cases, Corporate answers have been reported in the respective wholly owned subsidiaries' Assessments having made sure that they are fully implemented as such at **Opella**. Answers to questions that would reveal sensitive information (e.g. that would advantage competitors or prejudice litigation) are highlighted with a "Sensitive" textbox:

Sensitive

To learn about the scoring methodology, see "Aggregated Scoring Methodology".

Opella France & Russia
2025 Aggregated Full B Impact Assessment

Table of Contents

Opella France

- B Impact Report
- Full B Impact Assessment

Opella Russia

- B Impact Report
- Full B Impact Assessment

Overall B Impact Score

Opella France

For Fiscal Year End Date: **31 Dec 2023**





Governance

QUESTIONS ANSWERED	OVERALL SCORE
34/34	**8.6**

Workers

QUESTIONS ANSWERED	OVERALL SCORE
62/62	**28.0**

Community

QUESTIONS ANSWERED	OVERALL SCORE
65/65	**19.5**

Environment

QUESTIONS ANSWERED	OVERALL SCORE
73/73	**13.6**

Customers

QUESTIONS ANSWERED	OVERALL SCORE
26/26	**14.2**

Mission & Engagement

OPERATIONS
3.5

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: 0.13 of 0.17

Mission Statement

Please share the text of your formal mission statement here.

> We're building a healthier future by helping people, help themselves. We empower people to champion better self-care for themselves, their communities and our planet, through our consumer-inspired, science-based products and solutions. We elevate creativity and make health as simple as it should be, helping more people play an active role in their health. We all have our part to play. Health, it's in our hands.

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: 0.35 of 0.35

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
- [x] Specific, formal training is integrated into new employee and new manager training
- [x] 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: 0.23 of 0.35

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: 0.35 of 0.35

Social and Environmental Management Reviews

What percentage of full-time managers had a formal written performance evaluation in the last year that included social or environmental goals?

- ○ 0
- ○ 1-49%
- ○ 50-99%
- ◉ 100%

Points Earned: 0.35 of 0.35

Mission-driven Executive Compensation

Which of your executives have their compensation tied to achieving specific social and environmental metrics or objectives?

Please check all that apply.

- [ ] None
- [x] Our CEO or President
- [x] Senior managers reporting to the CEO or President

Points Earned: 0.35 of 0.35

Social or Environmental Performance Related Executive Job Descriptions

What social or environmental issues appear in performance-related responsibilities or expectations outlined in the job descriptions of the CEO and the CEO's direct reports?

- [ ] Human rights and labor performance (including supply chain)
- [x] Community engagement (including volunteering and charitable giving)
- [ ] Serving consumers in need
- [x] Environmental performance
- [ ] Other social or environmental innovation (please describe)
- [ ] None of the above

Points Earned: 0.35 of 0.35

Board Review of Social or Environmental Performance

Does the Board of Directors or equivalent governing body review your company's social or environmental performance on at least an annual basis?

- ○ No, our Board doesn't review that
- ○ Yes, the Board receives a general update on the company's social or environmental performance
- ◉ Yes, the Board reviews key performance indicators (KPIs) on the company's social or environmental performance
- ○ N/A - Our company has no Board of Directors or equivalent governing body

Points Earned: 0.35 of 0.35

Methods of Engagement

What methods does the company use to solicit feedback from stakeholders on its social and environmental performance on material issues?

- [x] Stakeholder surveys and /or focus groups
- [x] Townhall meetings or forums
- [ ] Individual meetings with stakeholders or stakeholder representatives
- [ ] Stakeholder focused working groups and / or advisory panels
- [x] Stakeholder advisory councils that report directly to senior executives and/or Board of Directors
- [ ] Other
- [ ] None of the above

Points Earned: 0.35 of 0.35

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.

- [x] We track impact metrics that we've chosen based on company mission or executive decision
- [x] We have conducted a materiality assessment of our company using stakeholder engagement mechanisms or research
- [x] We have identified and measure metrics based on the results of the materiality assessment we conducted for the company
- [x] We have set performance targets for all identified material issues and measurements
- [x] We measure the material social and environmental outcomes produced by our performance on our KPIs over time
- [ ] None of the above

Points Earned: 0.35 of 0.35

Identification of Material Issues

Based on the processes you have highlighted, what are the material issues that have been identified?

Access to Healthcare, respect of human rights, health education, support to vulnerable communities, climate change & energy use, waste management & recycling, product eco design, product quality & safety, business ethics, responsible marketing

Points Available: 0.00

Frequency of Materiality Assessment Updates

How frequently does your company conduct or review its materiality assessment of social and environmental issues?

- [x] Company conducts a complete materiality assessment or update at least every other year
- [ ] Company conducts a complete materiality assessment every year
- [ ] Company reviews or conducts a materiality assessment "update" every year
- [ ] Company has created materiality review processes to identify and adjust material issues more frequently than annually
- [ ] None of the above

Points Earned: 0.10 of 0.35

Addressing Stakeholder / Human Rights Grievances

Does your company have any of the following practices to address stakeholder grievances and/or human rights allegations?

- [x] Company issues a public report identifying cases surfaced from grievance mechanisms (and other human rights related allegations), along with company responses
- [x] Company has evidence of successful remedy (to the satisfaction of the stakeholder affected) for all grievances in the last year
- [x] Company has implemented or revised company practices, and publicly reported those changes, to mitigate concerns raised via grievance mechanism in the last year
- [x] Human rights policies, reviews, and diligence mechanisms are overseen by the Board of Directors
- [ ] None of the above

Points Earned: 0.35 of 0.35

OPERATIONS

Ethics & Transparency

2.5

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: 0.08 of 0.33

Shareholder Engagement

Which of the following apply to your shareholder engagement practices?

- [ ] Our company permits proxy voting by means of paper ballot, electronic voting, proxy voting services, or other remote mechanism
- [ ] We have mechanisms in place for shareholders to cast confidential votes
- [ ] Our company's ownership structure follows one-share, one-vote standard
- [ ] Shareholders have formal rights to vote on changes in corporate articles, by-laws, governance structures, and change-in-control provisions
- [ ] Shareholders have the right to nominate Board members
- [ ] Shareholder communications include company's financial and ESG performance
- [x] None of the above

Points Available: 0.33

Code of Ethics

What is required by your company's Code of Ethics?

- [x] Prohibition of bribes in any form, including kickbacks or gifts, on any portion of contract payments or soft dollar practices
- [x] Formal oversight policy covering direct or indirect political contributions, charitable donations, and sponsorships
- [x] 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: 0.33 of 0.33

Code of Ethics Training

Which of the following stakeholder groups are required to participate in regular training on your company's Code of Ethics?

Please check all that apply.

- [x] Executives and senior managers
- [x] Business partners, contractors, and suppliers
- [ ] Subsidiaries
- [ ] Joint ventures
- [ ] None of the above

Points Earned: 0.22 of 0.33

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.

- [x] We instruct the Board of Directors on the Code at least annually
- [x] We instruct all newly hired workers on the Code
- [x] We instruct managers on the Code on an ongoing basis
- [x] We instruct all non-managerial workers on the Code on an ongoing basis
- [x] 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: 0.33 of 0.33

Breached Code of Ethics Breachment Policy

In cases where there are material breaches to your company's Code of Ethics, what actions are formally outlined for your company?

- [x] Breaches, including case details, are reported to Board of Directors
- [ ] Breaches, including case details, are reported publicly
- [ ] Reported breaches are investigated promptly via independent party
- [x] Employees are dismissed or disciplined if found in breach
- [x] Contracts with business partners in breach are terminated
- [x] Company makes improvements to anti-corruption program based on reported cases
- [ ] Other - please describe
- [ ] None of the above
- [ ] N/A - No Business Code of Conduct

Points Earned: 0.33 of 0.33

Anti-Corruption Practices

Which of the following anti-corruption reporting and prevention systems are in place?

- [x] Written employee whistle-blowing policy with confidentiality policy
- [x] Circulation of whistle-blowing policy to all employees and business partners
- [x] Communication of the anti-corruption system at least annually to the relevant internal and external stakeholders
- [x] Annual training on the anti-corruption system
- [ ] Providing supporting tools and guidance (e.g. self-assessment survey for high-risk departments)
- [x] Anonymous mechanisms to report concerns and grievances
- [x] 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: 0.33 of 0.33

Monitoring Ethics and Corruption

Does your company do any of the following with regard to monitoring and reporting on your anti-corruption programme?

- [x] Responsibility for the monitoring has been clearly assigned and resources have been made available
- [x] Mechanisms are in place for continuous monitoring (internal employee self-evaluations, automated controls monitoring)
- [x] The management of the company (e.g. Board of Directors, Audit Committee) review the results of internal and external reviews and ensure that required changes are implemented in an appropriate and prompt manner
- [ ] External independent assurance is conducted to provide further security to management and stakeholders regarding the effectiveness of the anti-corruption programme
- [ ] Regular reporting announcements about the program are made at least annually to relevant internal and external stakeholders (workshops, CEO announcement, newsletter)
- [ ] None of the above

Points Earned: 0.20 of 0.33

Financial Controls

Does your company maintain any of the following financial controls?

Please check all that apply.

- [x] Fraud risk assessment is conducted at least annually and any internal control deficiencies identified are communicated to Board of Directors and senior management
- [x] Formal internal audit department has direct access to the Board of Directors and Audit Committee
- [x] Job descriptions for managers and employees clearly define lines of financial reporting, responsibilities, and limits for the authorization, approval, and verification of disbursements
- [x] Financial control activities are documented, and at a minimum, cover controls around cash disbursement, accounts receivable, accounts payable, and inventory management
- [ ] Majority of financial controls are automated
- [ ] None of the above

Points Earned: 0.33 of 0.33

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
- [x] 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: 0.08 of 0.33

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
- [x] Our company discloses all financial information (except salary info) at least yearly
- [x] Our company discloses all financial information (except salary info) at least quarterly
- [x] 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: 0.25 of 0.33

Executive Compensation Disclosure

Does your company have a written statement or policy to publicly disclose executive compensation?

- ( ) Yes
- (•) No

Points Available: 0.17

OPERATIONS

Governance Metrics

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? 31 Dec 2023

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

Points Available: 0.00

Revenue Last Year

Total Earned Revenue

From the last fiscal year

This question will be used for scored calculation questions later in the assessment. Please complete for accurate scoring. If your company has not yet completed its first fiscal year, please put $0

From the last fiscal year

Sensitive

Points Available: 0.00

Net Income Last Year

Net Income

From the last fiscal year

If your company has not yet completed its first fiscal year, please put $0

From the last fiscal year

Sensitive

Points Available: 0.00

Net Income Year Before Last

Net Income

From the fiscal year before last

From the fiscal year before last

Sensitive

Points Available: 0.00

IMPACT BUSINESS MODELS

Mission Locked - Impact Business Model

2.5

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: 2.50 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.

- [x] Yes, some of our labor is contracted to third party subcontractors that manage staff on our behalf
- [x] 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

Independent Contractor Instructions

For the remainder of the Workers section, you should consider individual independent contractors who work greater than 20 hours per week for your company over an indefinite period or longer than 6 months as "employees" or "workers"

- (●) Ok, I will consider all independent contractors that meet these specifications in my responses to the remaining questions in the Workers section.

Points Available: 0.00

Workers Impact Business Model Introduction

Is your company structured to benefit its employees in either of the following ways?

Your answers determine which future questions in the assessment are applicable to your company.

- [ ] Ownership structures that provide significant equity (>40%) and empowerment to all employees (e.g. employee-owned companies, cooperatives)
- [ ] Providing high quality jobs or professional development for individuals with chronic barriers to employment (workforce development programs)
- [x] 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: 1635

- [ ] 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: 1401

- [ ] 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: 70

- [ ] 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: 56

- [ ] 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 0

☐ 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 0

☐ We do not track this

Points Available: 0.00

Financial Security

OPERATIONS

8.0

Lowest Paid Wage

What is the company's lowest wage as calculated on an hourly basis?

Please exclude students and interns in this calculation.

What is the company's lowest wage as calculated on an hourly basis?

Sensitive

Points Available: 0.00

% of Employees Paid Individual Living Wage

What percentage of employees on an FTE (Full Time Equivalent) basis are paid at least the equivalent of a living wage for an individual?

Please exclude students and interns in this calculation.

- ○ <75%
- ○ 75-89%
- ○ 90-99%
- ◉ 100%
- ○ N/A

Points Earned: 2.34 of 2.34

% 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: 1.56 of 2.34

% 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: 1.17

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: 1.17

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: 0.78 of 1.17

Employees Receiving a Bonus

What percentage of full-time and part-time employees, excluding founders and executives, received a monetary bonus in the last fiscal year?

- ○ 0%
- ○ 1-24%
- ◉ 25-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.29 of 1.17

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: 0.73 of 1.17

% 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 Earned: 0.29 of 1.17

% of Company Owned by Non-Executive Employees

What percentage of the company is owned by workers who are not executives or founders?

- ○ 0%
- ◉ 1-4%
- ○ 5-24%
- ○ 25-49%
- ○ 50%+
- ○ N/A
- ○ Don't Know

Points Earned: 0.59 of 2.34

% of Company Owned by Non-Management Employees

What percentage of your company is owned by non-executive, non-management level workers through an ownership vehicle paid for by the company that does not require employee contributions?

Select N/A if your company is a consumer/shared services cooperative, a producer cooperative or a nonprofit.

- ○ 0%
- ◉ 1-4%
- ○ 5-24%
- ○ 25-50%
- ○ >50%
- ○ N/A

Points Earned: 0.29 of 1.17

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: 1.17 of 1.17

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 Available: 0.59

Health, Wellness, & Safety

OPERATIONS

8.8

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: 0.95 of 0.95

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.

- [x] Disability coverage or accident insurance
- [x] Life insurance
- [x] Private dental insurance
- [x] Private supplemental health insurance
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.95 of 0.95

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
- [x] 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
- [x] Part-time workers are eligible even if they work less than 20 hours a week
- [ ] We do not offer supplementary health benefits to part-time workers
- [ ] N/A - We don't have part-time employees

Points Earned: 0.95 of 0.95

Health and Wellness Initiatives

What health and wellness initiatives or policies does your company offer beyond insurer-provided programs?

Check all that apply.

- [x] We sponsor and encourage workers to participate in health and wellness activities during the workweek (e.g. walking or steps programs)
- [x] 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)
- [x] Employees have access to behavioral health counseling services, web resources, or Employee Assistance Programs
- [x] Spouses, partners, or children of employees are provided access to behavioral health counseling services, web resources, or Employee Assistance Programs
- [x] 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: 0.95 of 0.95

Worksite Characteristics

What safety processes are in place at all of your company worksites?

- [x] At the beginning of every shift, a briefing with front-line workers is held to share new information or discuss the work for the day
- [x] Results of hazard analyses or routine activities are documented
- [x] Potential hazards are identified, analyzed, and managed when new materials or equipment are purchased or new processes are implemented
- [x] Workers have written permission to shut down unsafe processes
- [ ] None of the above

Points Earned: 0.95 of 0.95

Management Commitment to Health and Safety

What are your company practices regarding management's commitment to worker health and safety?

Select those that apply to all company worksites.

- [x] We have a written safety and health policy to minimize on-the-job employee accidents and injuries
- [x] Safety and health is integrated into our overall management planning process, and workers are involved in safety planning, resource allocation, audits, etc.
- [x] Safety and health concerns are communicated through regular safety and health trainings
- [x] We have specific safety and health program goals and objectives, with specific indicators to measure progress
- [x] Senior management addresses safety issues through written communications or in company gatherings at least quarterly
- [x] We have a formal safety reporting system for employees to submit their safety concerns
- [x] Our safety procedures are easily accessible for all on-site personnel, including workers, non-managerial staff, and visitors
- [ ] We participate in an external program demonstrating commitment and excellence in safety and health (e.g. Voluntary Protection Program)
- [ ] N/A - No manufacturing or wholesale facilities
- [ ] None of the above

Points Earned: 0.95 of 0.95

Health and Safety Audit Practices

Your company's practices related to inspections and audits include:

Select those that apply to all company worksites.

- [x] A written procedure for performing safety and health inspections
- [x] Routine safety and health inspections at least quarterly
- [x] Use of information discovered through analyses to improve safety processes (e.g. baseline hazards analysis, incident analysis, employee concerns, sampling results from inspections)
- [x] Documentation of results of the routine inspections
- [x] Inspection reports that clearly indicate what needs to be corrected, with documented accountability for closure
- [ ] N/A - No manufacturing or wholesale facilities
- [ ] None of the above

Points Earned: 0.95 of 0.95

Tracking Hazards

When eliminating and tracking hazards, your company:

Select those that apply to all company worksites.

- [x] Follows the preferred hierarchy to eliminate or control the hazard (first engineering, then administrative, then work practices, and finally Personal Protective Equipment)
- [x] Regularly assesses use of Personal Protective Equipment (PPE)
- [x] Conducts follow-up studies to ensure that hazard controls are adequate
- [x] Documents and addresses hazard controls in appropriate procedures (e.g. safety and health rules, inspections, training, etc.)
- [ ] None of the above

Points Earned: 0.95 of 0.95

Controlling Worker Exposure to Hazardous Material

How has your company assessed and managed worker exposure to hazardous materials?

- ○ Assessment indicates some exposure, but we have taken no action to date
- ◉ Assessment indicates some exposure, and we have implemented a mitigation and control strategy
- ○ Assessment indicates no exposure
- ○ We have not conducted an assessment

Points Earned: 0.32 of 0.48

Indoor Air Quality Audits

What is included in your company's annual indoor air quality audit of all company facilities?

Select all options that apply.

- [ ] No smoking within 25 feet of building entrances
- [ ] Indoor ventilation rates compliant with ASHRAE Standard 62.1 or EN 16798-1
- [ ] Minimum air intake separation distance compliant with ASHRAE Standard 62.1 or EN 16798-3
- [ ] Operations and maintenance manual for ventilation equipment compliant with ASHRAE Standard 62.1
- [ ] HVAC filters compliant with ASHRAE Standard 52.2 or ISO 16890
- [ ] Temperature and relative humidity levels (PMV and PPD) in compliance with ASHRAE Standard 55 EN-16798 or ISO 7730
- [ ] Written IAQ complaint response policy
- [x] None of the above

Points Available: 0.95

Evaluating Health and Safety Practices

What is included in your company's measurement and evaluation practices in relation to occupational safety and health?

Select those that apply to all company worksites.

- [ ] A standardized third-party safety management system (e.g. ISO 45001, BS 8800)
- [x] A safety position, safety committee, or safety program representative who reports to a senior-level position (Vice President or higher)
- [x] A documented standard procedure for investigating accidents and major incidents
- [x] Investigation and documentation of the root causes of accidents and incidents
- [x] Implementation of corrective actions after root causes of an accident or incident are determined
- [x] Transparency of injury or illness trends and trend data to all workers
- [x] An annual evaluation of the safety and health system that includes senior management in the evaluation
- [x] An employee safety recognition program
- [ ] Regular Safety Perception Surveys to engage with workers
- [ ] None of the above

Points Earned: 0.95 of 0.95

OPERATIONS

Career Development

2.5

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.

- [x] We have a formal onboarding process for new employees
- [x] We offered ongoing training on core job responsibilities to employees within the last year
- [x] We have a policy to encourage internal promotions and hiring for advanced positions (e.g. posting job openings internally first)
- [x] We provide cross-skills training for career advancements or transitions (e.g. management training for non-managers)
- [x] We provide non-career-specific life-skill training (e.g. financial literacy, English as a Second Language)
- [x] We facilitate or have an allocated budget for external professional development opportunities, (e.g. conference attendance, online trainings)
- [x] We provide reimbursements or programs for intensive continuing education credentials (e.g. college degrees, professional licensures)
- [ ] None of the above

Points Earned: 0.41 of 0.41

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: 0.14 of 0.41

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: 0.14 of 0.41

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: 0.41 of 0.41

Employee Review Process

Which of the following is included or applies to your company's formal process for providing performance feedback to employees?

Check all that apply.

- ☑ Process has a regular schedule and is conducted at least annually
- ☑ Peer and subordinate input
- ☑ Written guidance for career development
- ☐ Social and environmental goals
- ☑ Clearly-identified and achievable goals
- ☐ A 360-degree feedback process
- ☐ All tenured employees receive feedback
- ☐ None of the above

Points Earned: 0.66 of 0.82

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: 0.27 of 0.41

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."

- [x] We have a formalized policy or program outlining the objectives of internships or internship programs for participants
- [x] We partner with education institutions to provide internship opportunities or work-study programs
- [x] We pay interns a living wage
- [ ] Our interns receive formal performance reviews
- [x] Our interns have a formal opportunity to provide feedback on experience
- [x] 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: 0.41 of 0.41

End of Employment Support

What are your formal company policies regarding employee termination and layoffs?

- [x] We have a policy to provide written notice of employee performance prior to termination
- [x] 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
- [x] We provide outplacement services for terminated employees
- [ ] We don't have written termination or severance policies

Points Earned: 0.13 of 0.21

OPERATIONS

Career Development (Salaried)

0.9

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: 0.14 of 0.19

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: 0.14 of 0.19

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: 0.19 of 0.19

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: 0.19 of 0.38

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: 0.12 of 0.38

Career Development Policies

What are your company's policies and practices around career development and promotion?

- [x] Employees who seek to take a short-term leave or sabbatical will have their jobs guaranteed upon return
- [x] 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
- [x] Employees are able to make lateral moves or change career direction or pace when possible
- [ ] None of the above

Points Earned: 0.19 of 0.19

OPERATIONS

Engagement & Satisfaction

3.2

Employee Handbook Information

What is included in your company's written and accessible employee handbook?

- [x] A non-discrimination statement
- [x] An anti-harassment policy with reporting mechanisms, processes, and disciplinary procedures
- [x] A statement on work hours
- [x] Policies on pay and performance issues
- [x] Policies on benefits, training and leave
- [x] Grievance resolution process
- [x] Disciplinary procedures and possible sanctions
- [x] A neutrality statement regarding workers' right to bargain collectively and freedom of association
- [x] Prohibition of child labor and forced or compulsory labor
- [ ] We have no written employee handbook

Points Earned: 0.28 of 0.28

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
- [x] Workers receive greater than 5 weeks (or full pay equivalent) paid leave
- [x] 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: 0.56 of 0.56

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
- [x] Free or subsidized meals
- [x] Policy to support breastfeeding mothers
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.78 of 1.11

Worker Empowerment

How does your company engage and empower workers?

- [x] 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
- [x] Employee complaint / input mechanisms are reviewed at least every other year, with input from employees themselves into the process
- [x] 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: 0.42 of 0.56

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.

- [x] We calculate employee attrition rate
- [x] We benchmark employee attrition rate to relevant benchmarks
- [x] We regularly (at least once a year) conduct employee satisfaction or engagement surveys
- [x] We benchmark employee satisfaction to relevant industry benchmarks
- [x] 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: 0.56 of 0.56

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

Points Available: 0.00

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: 0.56 of 1.11

Labor Practices Review

How have your company's labor practices been certified or reviewed by an independent third party in the last twelve months?

- [ ] No
- [ ] 50%+ of our operations have been reviewed or certified
- [ ] We have conducted human rights reviews beyond what is required by law
- [ ] Our compliance reports are shared with stakeholders (e.g. workers, suppliers, NGOs, government)
- [x] N/A - Company only has operations in developed markets

Points Available: 0.28

Labor Rights Training

What percentage of employees has received specialized training on policies and procedures concerning aspects of labor or human rights that are relevant to the company's operations?

- ( ) None
- (•) 1-24%
- ( ) 25-49%
- ( ) 50-74%
- ( ) 75%+

Points Earned: 0.14 of 0.56

OPERATIONS

Engagement & Satisfaction (Salaried)

2.0

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: 0.75 of 0.75

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)
- [x] 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
- [x] 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: 0.52 of 0.75

Workplace Flexibility in Practice

Which of the following flexible workplace practices have been used in the past 12 months?

Please check all that apply.

- [x] Managers or executives worked part-time or in a job-share
- [x] Managers or executives are in a telecommuting position
- [ ] We hired new people into permanent positions that are telecommuting
- [x] We hired new people into permanent positions that are part-time or job-share
- [x] We have transitioned staff into part-time, job-share, or telecommuting positions
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.75 of 0.75

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

Points Available: 0.75

Community

Community Impact Area Introduction

OPERATIONS
0.0

This section identifies whether your company is designed to deliver a specific, material, positive impact for its community, and if so, opens the Community Impact Business Model section that is most applicable.

Community Oriented Impact Business Model

Does your company's business model create a specific positive benefit for stakeholders such as charitable partners, vendors or suppliers in need, or your local community?

Your answers determine which future questions in the assessment are applicable to your company.

- ○ Yes
- ◉ No

Points Available: 0.00

Diversity, Equity, & Inclusion

OPERATIONS
4.0

Inclusive Hiring Practices

How does your company create an inclusive recruiting and hiring process?

- [x] 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
- [x] We actively recruit through organizations or services that serve individuals from underrepresented populations
- [x] We conduct analyses of our job description language and requirements to ensure they are inclusive and equitable
- [ ] None of the above

Points Earned: 0.47 of 0.54

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.

- [x] Led by a woman
- [ ] Led by an individual from an underrepresented racial or ethnic minority
- [ ] Led by another underrepresented individual (veterans, LGBT, etc.)
- [ ] Majority owned by women
- [ ] Majority owned by individuals from underrepresented racial or ethnic minorities
- [ ] Majority owned by other underrepresented individuals (veterans, LGBT, etc.)
- [ ] None of the above

Points Earned: 0.27 of 0.54

Inclusive Work Environments

How does your company create an equitable and inclusive workplace for employees?

- [x] We have designated an individual or group explicitly responsible for diversity, equity, and inclusion (i.e. a Diversity Manager or Inclusion Committee)
- [x] We offer trainings for all employees on topics related to diversity, equity, and inclusion
- [x] We have voluntary employee resource or affinity groups
- [x] 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: 0.43 of 0.54

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
- [x] We have set specific, measurable diversity improvement goals that are reviewed by senior executives or our Board of Directors
- [x] 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
- [x] 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: 0.41 of 0.54

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
- [x] Gender
- [x] Age
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.27 of 0.54

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: 0.54 of 0.54

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: 0.54 of 0.54

High to Low Pay Ratio

What multiple is the highest compensated individual paid, inclusive of bonus, as compared to the lowest paid full-time worker?

- (•) >20x
- ( ) 16-20x
- ( ) 11-15x
- ( ) 6-10x
- ( ) 1-5x

Points Available: 0.54

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: 0.54 of 0.54

Management from Underrepresented Populations

How many of your company managers identify as from another underrepresented social group?

If collecting this type of demographic data is not legal in your jurisdiction, select Don't Know.

- ○ 0%
- ○ 1-9%
- ○ 10-19%
- ○ 20-29%
- ○ 30%+
- ◉ Don't know

Points Available: 0.54

Female Executives

How many of your company executives identify as women?

- ○ 0%
- ○ 1-9%
- ○ 10-24%
- ◉ 25-39%
- ○ 40-49%
- ○ 50%+
- ○ Don't know
- ○ N/A

Points Earned: 0.36 of 0.54

Executives from Underrepresented Populations

How many of your company executives identify as from another underrepresented social group?

For this question, please do not take gender into consideration as gender is assessed in a different question.

- ○ 0%
- ○ 1-9%
- ○ 10-19%
- ○ 20-29%
- ○ 30%+
- ○ Don't know
- ◉ N/A

Points Available: 0.54

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?

- [x] We track diversity of ownership among our suppliers
- [ ] We have a policy to give preferences to suppliers with ownership from underrepresented populations
- [x] 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: 0.14 of 0.27

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: 0.07 of 0.54

OPERATIONS

Economic Impact

6.0

Geographic Structure and Scope

We realize for large companies that have numerous facilities and multinational operations, the definition of local is potentially complex. Please briefly describe the structure of your company geographically, including the location and number of employees located at your headquarters and largest facilities. Also state the total number of facilities managed by your company.

OHI: HQ & above site in Neuilly, 2 production sites in Compiègne & Lisieux, 1 Distribution site in Amilly; OHG: HQ in Neuilly; OHF: HQ in Neuilly,

Points Available: 0.00

Job Growth Rate

What was your company's net job growth rate for full-time and part-time positions over the last 12 months? ONLY include newly created jobs that are paid a living wage.

If there is no living wage data available for your country of operations, include new jobs that pay 10% or more above a minimum wage.

- ○ 0% (no growth on a net basis)
- ○ 1-5%
- ○ 6-15%
- ◉ >15%

Points Earned: 2.36 of 2.36

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

Points Available: 0.00

National Sourcing

What percentage of your company's Cost of Goods Sold (including value-adding activities) was spent within the country of operations, from in-country registered companies or national citizens?

- ○ 0%
- ○ 1-9%
- ○ 10-19%
- ○ 20-29%
- ◉ 30%+

Points Earned: 1.18 of 1.18

Local Purchasing and Hiring Policies

What written local purchasing or hiring policies does your company have in place?

“Local" is defined as being part of the same community. While the size and distance of a community may vary by context, they should generally be based on a small-scale economically and culturally connected area like a metropolitan area or a city/town.

- ☑ Written preference at each facility to purchase from local suppliers
- ☑ Formal targets or goals for the amount of local purchasing
- ☐ Ready-to-use lists of preferred local suppliers and vendors for specific facilities
- ☐ Written preference for hiring and recruiting local managers
- ☐ Incentives for staff to live within 20 miles of local company facility
- ☐ Other (please describe)
- ☐ No written local purchasing or hiring policies in place

Points Earned: 0.59 of 0.59

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: 1.18

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
- [x] None of the above

Points Available: 1.18

Local Employee Statistics

What % of the following worker groups were hired from communities within 500 miles of company facilities?

Executives

- ( ) 0%
- ( ) 1-9%
- ( ) 10-24%
- ( ) 25-49%
- ( ) 50-74%
- (•) 75%+
- ( ) Don't know

Points Earned: 0.39 of 0.39

% of Managers Hired Locally

What % of the following worker groups were hired from communities within 500 miles of company facilities?

Managers

- ( ) 0%
- ( ) 1-9%
- ( ) 10-24%
- ( ) 25-49%
- ( ) 50-74%
- (•) 75%+
- ( ) Don't know

Points Earned: 0.39 of 0.39

% of Non-Managers Hired Locally

What % of the following worker groups were hired from communities within 500 miles of company facilities?

Non-managerial full-time workers

- ○ 0%
- ○ 1-9%
- ○ 10-24%
- ○ 25-49%
- ○ 50-74%
- ◉ 75%+
- ○ Don't know

Points Earned: 0.39 of 0.39

Procurement Staff Practices

Does your company provide your procurement staff or departments with any of the following?

- ☑ Written requirement to consider suppliers within the same geographic area, among other social or environmental factors beyond pure competitive bid
- ☑ Written requirement to post RFPs with local suppliers
- ☐ Training or resources for how to source from local or independent suppliers
- ☐ Incentives to source from local suppliers
- ☐ None of the above

Points Earned: 0.79 of 1.18

OPERATIONS

Civic Engagement & Giving

3.6

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: 0.48 of 0.48

Community Service Policies and Practices

How does your company manage employee community service?

- [x] We have hosted or organized company service days in the last year
- [x] The company offers paid time off for community service
- [ ] 20 hours or more a year of paid time off
- [x] Our company monitors and records total volunteer hours
- [x] Our company has set community service or pro-bono targets
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.48 of 0.48

% 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: 0.24 of 0.97

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: 272

- [ ] We do not track this

Points Available: 0.00

Volunteer Service Per Capita

What was the percentage of per capita worker time donated as volunteer, community service, or pro bono time in the reporting period?

Calculate by total volunteer hours / total hours worked, generally 2000 hours per FTE.

- ○ 0%
- ◉ 0.1-0.5% of time
- ○ 0.6-1% of time
- ○ 1.1-2% of time
- ○ 2%+ of time
- ○ Don't know

Points Earned: 0.32 of 0.97

Charitable Giving and Community Investment Policies and Practices

What are your company's practices regarding donations or community investments?

- [x] 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
- [x] We have screening practices for charitable contributions or impact measurement mechanisms for our community investments
- [ ] None of the above

Points Earned: 0.24 of 0.48

Impact Measurement of Community Investment

How does your company measure the performance or impact of your community investments?

- [x] Company has a staff member (or members) who have performance measurement and evaluation part of written job responsibility
- [x] Company measures the total inputs of philanthropy like dollars invested and/or time spent
- [x] Company measures the amount of beneficiaries reached through their programs
- [ ] Company has identified specific thematic metrics to assess performance and progress over time
- [ ] Company surveys beneficiaries to measure outcomes of programs
- [ ] Company has contracted an evaluation to study program outcomes in detail
- [ ] Other
- [ ] None of the above

Points Earned: 0.18 of 0.24

Community Investments Performance Improvement

How does your company monitor and improve the progress of its community investments?

- [x] Performance of community investment initiatives and strategy are reviewed and overseen by executive team or Board of Directors at least annually
- [x] Company has set public goals related to community investment performance and set targets to achieve them
- [x] Company monitors performance of projects at least every year to determine if they are on target to meet objectives
- [x] Company reports progress publicly to solicit feedback on programs
- [ ] Other
- [ ] None of the above

Points Earned: 0.24 of 0.24

Strategic Decision Making for Community Investments

How does your company identify and choose community investment to support strategically?

- [ ] Company has a written statement / strategy that focuses community investments on specific outcomes and intended impact of the programs
- [x] Company ties philanthropic themes to broader social or environmental goals of the business
- [x] Company's community investment strategy is overseen by Board of Directors
- [ ] Company screens programs based on evidence of high efficacy of investments
- [ ] Company screens programs on other factors besides established evidence (innovation, third party screens, etc.)
- [ ] Other
- [ ] None of the above

Points Earned: 0.19 of 0.48

Relative Input for Community Investments

If you use an independent methodology to measure total commitment to community investment, what is the equivalent % of revenue contributed in the form of community investment?

- ○ None
- ◉ Less than 0.1% of revenues
- ○ 0.1-0.4% of revenues
- ○ 0.5-0.9% of revenues
- ○ 1-1.9% of revenues
- ○ >2%

Points Earned: 0.12 of 0.97

% of Revenue Donated

What was the equivalent percentage of revenue donated to charity during the last fiscal year?

Please include tax deductible in-kind donations but do not include pro bono time.

- ○ No donations last fiscal year
- ◉ Less than 0.1% of revenue
- ○ 0.1-0.4% of revenue
- ○ 0.5-0.9% of revenue
- ○ 1-1.9% of revenue
- ○ 2%+ of revenue
- ○ Don't know

Points Earned: 0.39 of 1.94

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

Points Available: 0.00

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: 0.48 of 0.48

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?

- [x] 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
- [x] 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: 0.24 of 0.24

OPERATIONS

Supply Chain Management

5.5

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).

- [x] Product Manufacturers
- [x] Professional Service Firms (Consulting, Legal, Accounting)
- [x] Independent Contractors
- [x] Marketing and advertising
- [x] Office Supplies
- [ ] Benefits Providers
- [x] Technology
- [x] Raw materials
- [ ] Farms
- [ ] Other - please describe

Points Available: 0.00

Supply Chain Risk Assessment and Mapping

Has your company conducted a risk assessment that identifies aspects of your supply chain and purchasers at most risk for negative social and environmental impact based on any of the following risk factors?

Your answers determine which future questions in the assessment are applicable to your company.

- [x] Country of origin
- [ ] Sub-regions within countries
- [x] Product / Service / Ingredient attributes
- [x] Size of purchases by the company
- [ ] Risk assessment was conducted with support by a third party
- [ ] None of the above, company has not conducted a risk assessment of their supply chain

Points Earned: 0.16 of 0.21

Supply Chain Tracking and Traceability

For what percent of materials in your supply chain deemed at risk does your company have a system in place that accurately traces the source and origination of all ingredients/ components through the chain?

- ○ 0%
- ◉ 1-20%
- ○ 21-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.10 of 0.83

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

Outsourced Staffing Screening Topics

Does your company review or set requirements regarding the labor practices of its outsourced staffing service providers that includes the following topics?

Your answers determine which future questions in the assessment are applicable to your company.

- ☑ Compliance with all local laws and regulations
- ☑ Compliance with international human rights and labor standards (for employees and contractors)
- ☐ Payment at or above industry benchmarks
- ☐ Payment of a living wage (for employees and contractors)
- ☐ Employee benefits provided
- ☐ Professional development opportunities
- ☐ Other labor practices
- ☐ None of the above
- ☐ N/A

Points Earned: 0.08 of 0.21

% of Outsourced Services Accountable to Code of Conduct?

What % of your outsourced staffing services (on a currency basis) are accountable to the formalized code of conduct or requirements described in the previous question?

- ○ 0%
- ○ 1-20%
- ○ 21-49%
- ○ 50-74%
- ○ 75-99%
- ◉ 100%
- ○ N/A

Points Earned: 0.83 of 0.83

Screening / Monitoring for Services

Which of the following methods are used to evaluate the social or environmental impact of your outsourced staffing services?

Your answers determine which future questions in the assessment are applicable to your company.

- [ ] Company shares policies or rules with subcontractors but does not have a verification process in place
- [x] Company requires subcontractors complete self-designed assessment
- [x] Company utilizes third party risk or impact assessment tools (BIA)
- [ ] Company conducts routine audits/reviews of subcontractors at least every two years
- [ ] Company has third parties conduct routine audits/reviews of subcontractors at least every two year
- [ ] Other
- [ ] None of the above

Points Earned: 0.16 of 0.21

% of Outsourced Staffing Services Screened / Monitored

What % of your outsourced staffing services (on a currency basis) are evaluated based on the methods selected in the previous question?

- ○ 0%
- ○ 1-20%
- ○ 21-49%
- ○ 50-74%
- ○ 75-99%
- ◉ 100%
- ○ N/A

Points Earned: 0.83 of 0.83

Supply Chain Compliance Topics

Does your company have a formalized code of conduct or set requirements regarding the social or environmental practices and performance of its suppliers that includes the following topics?

Your answers determine which future questions in the assessment are applicable to your company.

- [x] Compliance with all local laws and regulations, including those related to social and environmental performance
- [x] Compliance with international human rights and labor standards (for employees and contractors)
- [x] Compliance with international environmental standards
- [ ] Payment of a living wage (for employees and contractors)
- [x] Ethics and anti-corruption policies
- [ ] Management systems to manage and incentivize positive social and environmental performance
- [ ] Other
- [ ] None of the above

Points Earned: 0.19 of 0.21

% of Suppliers Accountable to Code of Conduct

What % of your suppliers (on a currency basis) are accountable to the formalized code of conduct or requirements described in the previous question?

- ○ 0%
- ○ 1-20%
- ○ 21-49%
- ○ 50-74%
- ◉ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.72 of 0.83

Screening/Management Methods for Tier 1 Suppliers

Which of the following methods are used to evaluate the social or environmental impact of your Tier 1 Suppliers?

- ☐ Company shares policies or rules with suppliers but does not have a verification process in place
- ☐ Company requires completion of self-designed assessment
- ☑ Company utilizes third party risk or impact assessment tools (Sedex, BIA)
- ☐ Company conducts routine audits/reviews of Tier 1 suppliers at least every two years
- ☐ Company has third parties conduct routine audits/reviews of Tier 1 supplier at least every two years
- ☐ Company has mechanisms to hear grievances or performance feedback from stakeholders of Tier 1 suppliers
- ☐ Company can confirm quantifiable improvement in Tier 1 supplier social and environmental performance improvement in last year
- ☑ Other
- ☐ None of the above

Points Earned: 0.12 of 0.21

% of Tier 1 Suppliers Screened / Monitored

What % of your Tier 1 Suppliers (on a currency basis) are evaluated based on the methods selected in the previous question?

- ○ 0%
- ○ 1-20%
- ○ 21-49%
- ○ 50-74%
- ◉ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.72 of 0.83

Screening/Management Methods for Tier 2 Suppliers

Which of following methods are used to evaluate the social or environmental impact of your Tier 2 Suppliers?

- [ ] Company shares policies or rules with suppliers but does not have a verification process in place
- [ ] Company requires Tier 2 suppliers complete of self-designed assessment
- [ ] Company utilizes third party risk or impact assessment tools for Tier 2 suppliers(Sedex, BIA)
- [ ] Company conducts routine audits/reviews of Tier 2 suppliers at least every two years
- [ ] Company has third parties conduct routine audits/reviews of Tier 2 supplier at least every two years
- [ ] Company has mechanisms to hear grievances or performance feedback from stakeholders of Tier 2 suppliers
- [ ] Company requires Tier 2 suppliers to track, manage, and report performance of their suppliers
- [ ] Company can confirm quantifiable improvement in Tier 2 supplier social and environmental performance improvement in last year
- [x] None of the above

Points Available: 0.21

% of Tier 2 Suppliers Screened / Monitored

What % of your Tier 2 Suppliers (on a currency basis) are evaluated based on the methods selected in the previous question?

- (●) 0%
- ( ) 1-20%
- ( ) 21-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) N/A

Points Available: 0.83

Screening Methods for Original Producers of Raw Materials

Which of following methods are used to evaluate the social or environmental impact of the original producers of your raw materials:

- [ ] Company shares policies or rules with suppliers but does not have a verification process in place
- [ ] Company requires original producers to complete of self-designed assessment
- [x] Company utilizes third party risk or impact assessment tools for original producers (Sedex, BIA)
- [ ] Company conducts routine audits/reviews of original producers at least every two years
- [ ] Company has third parties conduct routine audits/reviews of original producers at least every two years
- [ ] Company has mechanisms to hear grievances or performance feedback from stakeholders of original producers of raw materials
- [ ] Company can confirm quantifiable improvement in social or environmental performance of original producers of raw materials in the last year
- [ ] None of the above

Points Earned: 0.10 of 0.21

% of Original Producers Screened / Monitored

What % of the original producers of your raw materials are evaluated based on the methods selected in the previous question?

- ○ 0%
- ◉ 1-20%
- ○ 21-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.10 of 0.83

Reporting on Supply Chain Impact

Which of the following are true regarding how your company reports on your supply chain impact?

- ☐ Company aggregates results of supply chain social and environmental assessments to identify and report on trends in performance and breaches publicly
- ☐ Company reports key risk areas and root causes of supply chain performance issues and breaches, including methods of remediation the company is taking to address them
- ☐ Company publicly reports the geographic locations of all significant and high risk suppliers and originating sources within its supply chain
- ☐ Company publicly shares information identifying specific companies in their supply chain
- ☐ Company has set public goals regarding the overall social or environmental impact of their supply chain, along with progress towards those goals (to be paying a living wage, etc.)
- ☑ None of the above

Points Available: 0.21

% of Suppliers with Transparency, Reporting, and Goal Setting

For what % of your suppliers (on a currency basis) do the reporting practices selected in the previous question apply?

- ◉ 0%
- ○ 1-20%
- ○ 21-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Available: 0.83

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?

- [x] 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
- [x] Company provides training and/or resources on improving social or environmental performance to suppliers, either from the company itself or through a third party
- [x] 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
- [x] 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 Earned: 0.14 of 0.21

% of Suppliers with Programs to Improve Impact

For what % of your suppliers (on a currency basis) do the policies and programs selected in the previous question apply?

- ( ) 0%
- ( ) 1-20%
- ( ) 21-49%
- (•) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) N/A

Points Earned: 0.52 of 0.83

Managing Supply Chain Impact

Which of the following are true regarding how your company manages your supply chain impact?

- [ ] We embed social and environmental supplier performance into the job descriptions and performance evaluations of their procurement departments (distinct from their sustainability or CSR departments)
- [x] Senior management team members have written responsibility for social and environmental supply chain performance
- [x] We aggregate the results of supply chain social and environmental assessments to identify and report on trends in performance and breaches internally
- [ ] We use trends in supply chain performance to identify and remediate root causes of supply chain performance issues and breaches (including contractual requirements posed by the company itself, inadequate management or human resources processes, capacity constraints within suppliers, etc.)
- [ ] None of the above

Points Earned: 0.10 of 0.21

Verification of Positive Outcomes in Supply Chain

Has your company verified any of the following outcomes for all aspects of its supply chain in a way that can be publicly and accurately confirmed?

- [ ] Compliance with all local laws and regulations, including those related to social and environmental performance
- [ ] Compliance with international human rights and labor standards
- [ ] Compliance with international environmental standards
- [ ] Payment of a living wage
- [ ] No forced labor / modern slavery
- [x] None of the above

Points Available: 0.83

Length of Supplier Relationships

What is the average tenure of your company's relationships with suppliers?

- ○ Average tenure of supplier relationships is less than 36 months.
- ○ Average tenure of supplier relationships is greater than 36 months.
- ○ Average tenure of supplier relationships is greater than 72 months.
- ◉ Average tenure of supplier relationships is greater than 120 months.
- ○ Our company has had a relationship with a majority of our suppliers (on a currency basis) since our first year of operations.
- ○ Don't Know

Points Earned: 0.41 of 0.41

Support for In Need Suppliers

Does your company do any of the following to support small scale or other in-need suppliers?

- [ ] We review suppliers for potential training needs
- [ ] We have a formal education or support program for selected suppliers
- [x] We provide small scale suppliers the same contracts, prices, and payment terms (such as days payable outstanding) as other suppliers
- [ ] We pay 30 days payable outstanding to small scale suppliers
- [ ] A formal mechanism is in place for suppliers to provide us feedback (e.g. supplier satisfaction surveys)
- [ ] We have a formal grievance mechanism to address complaints and resolve disputes
- [x] Other (please describe)
- [ ] None of the above

Points Earned: 0.22 of 0.41

Social or Environmental Purchases

What percentage of materials or products purchased have third-party social or environmental certification or approval or are from Significant Suppliers that are purpose-driven or have third-party company level certification or approval?

Significant Suppliers represent 80% of your company's purchases in currency terms (excluding salaries on payroll and bonuses, rent, utilities, and taxes).

- ○ 0
- ○ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75%+
- ◉ Don't know

Points Available: 0.41

Environment

OPERATIONS

Environment Impact Area Introduction

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.

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
- [x] None of the above

Points Available: 0.00

OPERATIONS

Environmental Management

1.6

Green Building Standards

What percentage of company facilities (by area, both owned by company or leased) is certified to meet the requirements of an accredited green building program?

- (●) <20%
- ( ) 20-49%
- ( ) 50-79%
- ( ) 80%+
- ( ) N/A

Points Available: 0.49

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
- [x] N/A - Company does not lease majority of facilities

Points Available: 0.49

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 3-6 can only be selected if Checkbox 2 applies.

- [x] Policy statement documenting our organization's commitment to the environment
- [x] Assessment undertaken of the environmental impact of our organization's business activities
- [x] Stated objectives and quantifiable targets for environmental aspects of our organization's operations
- [x] Programming designed, with allocated resources, to achieve these targets
- [ ] Periodic compliance reviews and auditing to evaluate programs conducted
- [ ] Third-party auditing and certification of EMS
- [ ] We have no environmental management system

Points Earned: 0.65 of 0.98

Environmentally Certified Products

During the last fiscal year, what percentage of your products sold had a product certification that assesses the environmental impacts of the product or its production process?

Select N/A only if there is no physical product being sold.

- (●) 0%
- ( ) 1-24%
- ( ) 25-49%
- ( ) 50-74%
- ( ) 75%+
- ( ) N/A

Points Available: 0.49

Product Design for the Environment

Which of the following practices are in place to integrate environmental considerations (DFE) into the design of products and services?

- [x] Company materially redesigned products in order to achieve source reduction
- [ ] Company has materially redesigned packaging in order to reduce overall impact
- [ ] Company used standardized product components/parts to maximize useful life via disassembly/reprocessing
- [ ] Company identifies and labels resource content on manufactured items to enable eventual recycling
- [ ] Company has made set public source reduction targets to reduce the overall environmental impact of products and/or packaging
- [ ] Company has achieved source reduction targets to reduce the overall environmental impact of products and/or packaging
- [ ] Other
- [ ] None of the above

Points Earned: 0.10 of 0.49

% of Products Designed for the Environment

For what % of your products do the DFE practices selected in the previous question apply?

- ○ 0%
- ◉ 1-20%
- ○ 21-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.12 of 0.98

Type of Footprint Assessments

Has the company's footprint assessments included any of the following?

- ☐ Assessment conducted for upstream supply chain only
- ☐ Assessment conducted for only a portion of value chain (other than or in addition to upstream supply chain)
- ☐ Formal life cycle assessments conducted internally
- ☑ Formal life cycle assessments conducted or verified by a third party
- ☑ Use of third party frameworks or methodologies (such as Ellen Macarthur Foundation Circularity Indicators, Product Environmental Profiles, GHG Protocol or Carbon Disclosure Project)
- ☐ Company has a life cycle based certification or equivalent (Cradle to Cradle)
- ☐ Other
- ☐ None of the above

Points Earned: 0.18 of 0.24

% of Products with Type of Footprint Assessment

What % of your products have undergone the specific type(s) of environmental footprint assesesment selected in the previous question?

- ○ 0%
- ◉ 1-20%
- ○ 21-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.12 of 0.98

Assessment Conducted of Environmental Footprint of Value Chain

Have you conducted a formal assessment to measure the environmental footprint of your value chain (including supply chain, product usage, and end-of-life) that covers the following topics?

- [ ] Impacts on biodiversity
- [ ] Impacts on climate (Scope 3 Carbon Emissions)
- [ ] Toxin or hazardous material impact
- [ ] Land preservation (including material extraction)
- [ ] Water supply
- [ ] Other
- [x] None of the above

Points Available: 0.49

% of Products with an Environmental Footprint Assessment

What % of your products have undergone a formal environmental footprint assessment that included the topics selected in the previous question?

- (●) 0%
- ( ) 1-20%
- ( ) 21-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) N/A

Points Available: 0.98

Management of Material Environmental Impact in Value Chain

How has your company utilized the results of your environmental footprint assessment to manage and minimize your overall impact?

- [ ] Company has used assessments to develop specific strategies to reduce impacts for at least most material impacts identified across value chain and product lines
- [ ] Company has set public targets or commitments to reduce material value chain and product impacts over time
- [ ] Company has met incremental targets in the last two years and/or can demonstrate being on target to achieve long term goals
- [ ] Other
- [x] None of the above (No EIA conducted)

Points Available: 0.49

Impact of Product Usage

Which of the following are true regarding practices in place to manage and minimize the impact of product usage?

- [x] Company has conducted studies of consumer behavior and/or disposal to understand impact of product usage
- [ ] Company has conducted analysis of product lifetime and usability and it materially exceeds (>5%) lifetime of related competitive products
- [x] Company has created partnerships and/or marketing campaigns to engage customers or other post production value chain users to minimize environmental footprint of usage
- [ ] Other
- [ ] None of the above

Points Earned: 0.33 of 0.49

% of Products with Practices to Minimize Impact of Usage

For what % of your products do the product usage practices selected in the previous question apply?

- ○ 0%
- ◉ 1-20%
- ○ 21-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.12 of 0.98

Addressing Longevity of Product Lifespan

Which of the following practices does your company have in place to manage product longevity in order to reduce overall consumption and waste to landfill?

- ☐ We have measured the overall product lifespan of our portfolio and altered product designs to increase it within the last two years
- ☐ We have a program that facilitates maintenance, servicing and reassembly of our products
- ☐ We provide information about the program to facilitate maintenance and servicing on product labels / packaging
- ☐ We provide information about the program to facilitate maintenance and servicing in advertising campaigns
- ☐ Other - please describe
- ☐ None of the above
- ☑ N/A - Product is a non-durable good designed for consumption

Points Available: 0.49

Behavior Change as a Result of Programs

Based on the above programs to reduce the environmental impact of product usage, has your company been able to verify improvements in consumer behavior or usage?

- ○ Yes, as assessed by the company measurements
- ○ Yes, as assessed and verified by a third party
- ◉ No, not at this time

Points Available: 0.98

OPERATIONS

Air & Climate

6.2

Monitoring and Reporting Energy Use

How does your company monitor, record, or report its energy usage?

Please select only one answer option indicating if the company monitors energy use 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 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 report progress on our reduction targets publicly on an annual basis
- ☑ We have met specific reduction targets during the reporting period

Points Earned: 0.46 of 0.61

Total Energy Use

Total energy used (Gigajoules) during the last 12 months:

Total energy used (Gigajoules) during the last 12 months: 243111.28

☐ 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: 131006.48

☐ 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: 0.19 of 0.31

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 Available: 1.22

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: 0.49 of 1.22

Monitoring and Reporting 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, 6 and/or 7 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 report progress on our reduction targets publicly on an annual basis
- ☐ We have met the specific reduction targets set during this reporting period
- ☐ We have achieved carbon neutrality

Points Earned: 0.31 of 0.61

Total Scope 1 GHGs

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:

Scope 1:

Scope 1: 5729

☐ 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: 0

☐ 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:

- [x] We do not track this

Points Available: 0.00

Monitoring and Reporting Air Emissions

How does your company monitor, record and report significant non-GHG harmful air emissions?

- [ ] Company does not currently monitor and record emissions
- [x] Company monitors and records emissions (no reduction targets)
- [ ] Company monitors and records emissions and has specific reduction targets
- [ ] Company reports progress on reduction targets publicly on an annual basis
- [ ] Company has met or exceeded reduction targets in the last fiscal year
- [ ] Eliminated emissions of this by-product entirely

Points Earned: 0.15 of 0.61

Carbon Intensity

What is your current Carbon Intensity for Scopes 1 and 2, not including the use of carbon credits or offsets?

Please measure intensity in metric tons of CO2/$million of revenue. Please use USD to accurately evaluate the answer option.

- ○ Manufacturing: >950 / Utilities: >6,000
- ○ Manufacturing: 751-950 / Utilities: 5,001-6,000
- ○ Manufacturing: 601-750 / Utilities: 4,001-5,000
- ○ Manufacturing: 451-600 / Utilities: 3,001-4,000
- ○ Manufacturing: 301-450 / Utilities: 2,001-3,000
- ○ Manufacturing: 151-300 / Utilities: 1,001-2,000
- ◉ Manufacturing: 0-150 / Utilities: 0-1,000
- ○ Don't know

Points Earned: 0.61 of 0.61

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.

- ○ Manufacturing: >950 / Utilities: >6,000
- ○ Manufacturing: 751-950 / Utilities: 5,001-6,000
- ○ Manufacturing: 601-750 / Utilities: 4,001-5,000
- ○ Manufacturing: 451-600 / Utilities: 3,001-4,000
- ○ Manufacturing: 301-450 / Utilities: 2,001-3,000
- ○ Manufacturing: 151-300 / Utilities: 1,001-2,000
- ◉ Manufacturing: 1-150 / Utilities: 1-1,000
- ○ Manufacturing: 0 / Utilities: 0
- ○ Don't know

Points Earned: 1.22 of 1.22

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: 0.73 of 1.22

Reducing Carbon Emissions from Transportation

Does the company currently use any of the following specific practices to reduce carbon emissions from transportation?

- ☐ Offer transit subsidies to employees as part of a low carbon transportation program
- ☑ Company policy and practice that requires inbound freight or shipping to be transported via lowest impact methods (such as avoiding shipment by air transport)
- ☑ Company policy and practice that outbound freight or shipping is transported via lowest impact methods
- ☐ Other - please describe
- ☐ None of the above

Points Earned: 0.41 of 0.61

Ton Miles Reduction

Have you reduced the ton miles (relative to revenues) of your distribution and supply chain, and if so, by how much?

Calculate by comparing ton-miles from the year prior or annualized from a baseline year.

- ○ 0%
- ○ 1-9%
- ○ 10%-20%
- ○ 21-50%
- ○ >50%
- ◉ Not tracked / Unknown

Points Available: 0.61

Supply Chain GHG Management

Has your company taken action to track and manage the greenhouse emissions produced through your supply chain? (absolute reduction)

Only select practices if you track and manage greenhouse emissions produced for at least 50% of your company suppliers (on a cost basis).

- ☐ We don't track or evaluate greenhouse emissions from our supply chain
- ☑ We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risk contributions of greenhouse gas emissions
- ☐ We have purchased certified carbon credits to offset some or all of the greenhouse gas emissions from our supply chain
- ☑ We set targets for reducing greenhouse gas emissions through our supply chain
- ☐ We have seen a reduction in GHG emissions in our supply chain in the last twelve months
- ☐ We have achieved a carbon-neutral supply chain

Points Earned: 0.31 of 0.61

Offsetting Supplier GHG Emissions

What % of your company's Scope 3 greenhouse gas emissions were offset by certified carbon credits?

- (●) 0
- ( ) 1-24%
- ( ) 25-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) Don't know

Points Available: 1.22

Supply Chain GHG Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce the greenhouse gas emissions produced through your supply chain?

- [x] We collaborate with or require suppliers to collect data and report on greenhouse gas emissions
- [x] We screen suppliers to reduce greenhouse gas emissions (e.g. performance of suppliers, selection of materials, source locations)
- [x] We provide support or resources for our supply chain in adopting greenhouse gas minimized operations (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [ ] None of the above

Points Earned: 0.46 of 0.61

Reducing Impact of Travel/Commuting

Does your company have any programs or policies in place to reduce the environmental footprint caused by travel/commuting?

- [x] Employees are subsidized/incentivized for use of public transportation, carpooling, or biking to work
- [x] Facilities are designed to facilitate use of public transportation, biking, or cleaner burning vehicles (e.g. electric chargers)
- [x] Employees are encouraged to use virtual meeting technology to reduce in person meetings
- [x] Company has a written policy limiting corporate travel
- [ ] None of the above

Points Earned: 0.61 of 0.61

Sourcing % of COGS from Local Suppliers

What % of the following was spent with suppliers located within 200 miles (or 322 km) of where the end product was used during the last fiscal year?

Sourcing of COGS Local to Customers

- ( ) 0%
- (●) 1-9%
- ( ) 10-19%
- ( ) 20-29%
- ( ) 30%+
- ( ) Don't know

Points Earned: 0.31 of 1.22

Sourcing % raw materials from Local Suppliers

What % of the following was spent with suppliers located within 200 miles (or 322 km) of where the end product was used during the last fiscal year?

Raw materials (in currency terms) grown or harvested

By company or local independent suppliers.

- ○ 0%
- ○ 1-9%
- ○ 10-19%
- ○ 20-29%
- ○ 30%+
- ◉ Don't know

Points Available: 1.22

% GHG Emissions Offset

If your company purchased certified carbon credits in the reporting period, what % of Scope 1 and 2 GHG emissions were offset?

- ○ 0%
- ○ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ Don't know
- ◉ N/A - No carbon offsets purchased

Points Available: 0.61

Water

OPERATIONS
1.3

Monitoring and Reporting Water Use

How does your company monitor, record, or report its 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, answers 5 and/or 6 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 water usage and have set science-based targets necessary to achieve sustainable usage linked to our local watershed
- ☑ We report progress on our reduction targets publicly on an annual basis
- ☐ We have met specific reduction targets set during this reporting period

Points Earned: 0.71 of 1.14

Total Water Use

Total water use (liters) during the last 12 months

Total water use (liters) during the last 12 months 88535000

- ☐ 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.

- [x] 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: 0.38 of 1.14

Water Harvested On-Site or From Recycled Sources

What % of water used by the company is harvested on site or is from recycled sources?

- (●) 0
- ( ) 1-24%
- ( ) 25-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) Don't Know

Points Available: 2.29

Monitoring and Reporting Toxic Wastewater

How does your company monitor hazardous and toxic wastewater?

Monitoring hazardous and toxic wastewater may involve either monitoring the volume and/or the level of contamination.

- [ ] Company does not currently monitor and record emissions
- [x] Company monitors and records emissions (no reduction targets)
- [ ] Company monitors and records emissions and has specific reduction targets
- [ ] Company reports progress on reduction targets publicly on an annual basis
- [ ] Company has met or exceeded reduction targets in the last fiscal year
- [ ] Eliminated emissions of this by-product entirely

Points Earned: 0.29 of 1.14

Supply Chain Water Management

How does your company track and manage the water footprint of your supply chain?

Only select practices if you track and manage the water footprint for at least 50% of your company suppliers (on a cost basis).

- [x] We do not track the water footprint of our supply chain
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material areas of water usage
- [ ] We have targets for reducing water footprint through our supply chain
- [ ] We have seen a reduction of our water footprint in our supply chain in the past twelve months
- [ ] We have verified that all water use in supply chain is science-based and sustainable

Points Available: 1.14

Supply Chain Water Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce the water footprint of your supply chain?

- [ ] We collaborate with or require suppliers to collect data and report on water footprint
- [ ] We screen suppliers to fit good water management practices (e.g. individual supplier practices, materials and ingredients, locations in context of water scarcity)
- [ ] We provide support or resources for supply chain in adopting water management (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 1.14

Land & Life

OPERATIONS
4.0

Monitoring and Reporting Non-hazardous Waste

How does your company monitor, record and report your waste production?

Please select one answer option indicating if the company monitors water use and potentially sets targets (answers 1-4). If the company sets targets, answers 5, 6 and/or 7 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
- [x] 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 report progress on our reduction targets publicly on an annual basis
- [x] We have met the specific reduction targets set during this reporting period
- [ ] We produce zero waste to landfill

Points Earned: 0.26 of 0.51

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: 2511

- [ ] 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: 603

- [ ] 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: 1908

- [ ] We do not track this

Points Available: 0.00

Recycling Programs

What % of your facilities on a square foot basis have a facility-wide recycling program that has ongoing collection of at least all standard materials in your area?

- ○ <20%
- ○ 21-40%
- ○ 41-60%
- ○ 61-80%
- ◉ >80%

Points Earned: 0.51 of 0.51

Waste Generation vs Revenue

What is your company's non-hazardous waste generation measured against revenue (i.e. metric tons per $million of revenue) in the last fiscal year?

i.e. metric tons per million dollars of revenue.

- ○ >950
- ○ 751-950
- ○ 601-750
- ○ 451-600
- ○ 301-450
- ○ 151-300
- ◉ 0-150
- ○ Don't know

Points Earned: 0.51 of 0.51

Supply Chain Waste Management

How does your company track and manage waste in your supply chain?

Only select practices if you track and manage waste for at least 50% of your company suppliers (on a cost basis).

- ☑ We don't track the solid waste impacts of our supply chain
- ☐ We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material areas of waste production
- ☐ We have set targets for reducing solid waste in the supply chain
- ☐ We have seen a reduction of waste produced in our value chain in the past twelve months
- ☐ We have achieved zero waste or a closed-loop supply chain

Points Available: 0.51

Supply Chain Waste Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce waste in your supply chain?

- ☐ We collaborate with or require suppliers to collect data and report on waste production
- ☐ We screen or require suppliers to meet standards related to solid waste production
- ☐ We have implemented initiatives to reduce waste at the source or divert waste from landfills or incineration in the supply chain
- ☐ We audit and provide help to suppliers to complete corrective actions
- ☑ None of the above

Points Available: 0.51

Environment Impact Packaging

How does your company minimize the environmental impact of the packaging of your products?

Select all practices that apply and are verifiable, regardless of the % of product/packaging the practice applies to.

- [x] We have conducted a formal assessment of our packaging design and materials to identify opportunities to minimize environmental impact
- [ ] We have source-reduced packaging within the last two years
- [ ] Our packaging materials are certified to meet independent standards for environmental impact
- [x] Our packaging is recyclable and provides instructions on how to recycle it correctly
- [x] Our packaging is non-toxic
- [ ] Our packaging materials are designed to have less overall environmental impact than common alternatives
- [ ] None of the above
- [ ] N/A - Our products do not have packaging materials

Points Earned: 0.31 of 0.51

% of Recyclable/Biodegradable Materials

What % of material (by weight or volume) is made of recyclable (and labeled as such) or biodegradable materials in the areas where they are sold (product + packaging)?

- (●) <20%
- ( ) 20-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) Don’t Know
- ( ) N/A

Points Available: 0.51

Controlling Community Exposure to Emissions

Has your company conducted an assessment of local communities' exposure to hazardous emissions from your manufacturing facilities and taken appropriate steps to mitigate?

- ( ) We have not conducted an assessment
- ( ) Assessment indicates some exposure, but we have taken no action to date
- ( ) Assessment indicates some exposure, and we have implemented a mitigation and control strategy
- (●) Assessment indicates no exposure

Points Earned: 0.26 of 0.26

% of Environmentally Preferred Input Materials

What % of material (by weight or volume) comes from recycled materials, reused components, and/or certified sustainably sourced materials?

- (●) <20%
- ( ) 20-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) Don't Know
- ( ) N/A - We do not sell a physical product

Points Available: 1.02

% of Products Reclaimed / Recycled

If the company has conducted a study of end of life disposal in the last two years, what % by volume of the company's products/ wastes sold and their packaging materials are reclaimed (i.e. recycled or reused) at the end of their useful life?

- (●) <20%
- ( ) 20-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) We have not conducted a study of end of life disposal in the last two years
- ( ) N/A

Points Available: 1.02

Programs to Reduce End of Life Waste

Which of the following practices are in place to reduce waste to landfill after the usage of your product and/or its packaging?

- [x] Company has a product/packaging reclamation and recycling program designed and implemented by the company or a third party
- [ ] Company has a product/packaging reclamation and reuse program designed and implemented by the company or a third party
- [ ] Company takes back similar products or packaging from other companies as part of its reclamation program
- [x] Company includes information about their reclamation programs on product labels / packaging
- [ ] Company includes information about their reclamation programs in advertising campaigns
- [ ] Company has achieved circularity (no waste created) in its products and packaging
- [ ] Other
- [ ] None of the above

Points Earned: 0.20 of 0.51

% of Products with Programs to Reduce End of Life Waste

For what % of your products do the end-of-life waste programs selected in the previous question apply?

- ( ) 0%
- ( ) 1-20%
- ( ) 21-49%
- (●) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) N/A

Points Earned: 0.32 of 0.51

Monitoring and Reporting Hazardous Waste

How does your company monitor, record and report your hazardous waste production?

- [ ] We do not currently monitor and record hazardous waste production
- [ ] We regularly monitor and record hazardous waste production but have not set any reduction targets
- [x] We regularly monitor and record hazardous 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 hazardous waste and have set a zero hazardous waste target
- [ ] We report progress on our reduction targets publicly on an annual basis
- [ ] We have met the specific reduction targets set during this reporting period
- [ ] We have eliminated production of hazardous waste entirely

Points Earned: 0.15 of 0.51

Total Hazardous Waste Produced

Waste Produced: Hazardous Waste (metric tonnes) during the last 12 months

Waste Produced: Hazardous Waste (metric tonnes) during the last 12 months 382

- [ ] We do not track this

Points Available: 0.00

Reducing Waste

Optional unweighted metrics: Approximately by what % has your company reduced solid and hazardous waste generation (normalized for revenue changes) over the following periods?

The past two years

The past two years

- [x] We do not track this

Points Available: 0.00

Hazardous Waste Disposal

Can your company verify that your hazardous waste is always disposed of responsibly?

This includes batteries, paint, electronic equipment, etc.

- (●) Yes
- ( ) No
- ( ) N/A - We have eliminated hazardous waste

Points Earned: 0.51 of 0.51

Tracking Chemicals in the Supply Chain

Does your company do any of the following to manage chemicals in the supply chain?

Please check all that apply.

- [x] Require suppliers to disclose specified chemicals of concern
- [x] Ask suppliers if they know all the chemical ingredients intentionally added to their product and all residuals of high concern present in the product (only asking if they know, not requiring them to provide the data to you)
- [ ] Require suppliers to provide chemical information to a third party
- [ ] Ensure that suppliers are kept up to date on banned chemicals in different markets by providing them with a Restricted Substances List and monitoring their compliance with this list
- [ ] Incentivize suppliers for participating in chemical management program
- [ ] None of the Above

Points Earned: 0.34 of 0.51

Chemical Management

Does your company have a program in place to identify and eliminate potential chemicals and materials of concern in your product and/or process and identify and phase-in safer alternatives (e.g. chemical/material options with reduced toxicity)?

- [ ] Company has completed a study of all materials (including scarce metals and minerals) in product and chemicals to 1000ppm level
- [ ] Company has completed a study of all materials in product and chemicals to 100ppm level
- [ ] Company has undergone an evaluation of products and processes to identify potential toxic contaminants from production
- [x] Company has identified specific chemicals of concern classes (e.g., carcinogens, mutagens, reproductive toxins, endocrine disruptors, persistent or bioaccumulative substances)
- [x] Company has established a Restricted Substances List (RSL), has a positive screen or other decision process for chemicals
- [x] Company has established metrics and goals for the reduction or elimination of chemicals of concern
- [ ] Company publicly discloses the chemicals and/or materials in your product (e.g., on a label, website, via 800 number for information, etc.)
- [ ] There are no potential chemicals or materials of concern in my industry
- [ ] None of the above

Points Earned: 0.51 of 0.51

Public Disclosure of Chemicals

Does your company publicly disclose any use of chemicals of concern in products or processes in any of the following ways?

- [ ] Company provides information on website that publicly discloses any use(s) of chemicals of concern
- [ ] Company completes and publicly provides Health Product Declarations (HPD) for any chemicals of concern utilized
- [ ] Company publicly provides information on use of any chemicals of concern via the Cradle 2 Cradle Products Innovation certification process
- [x] Other third-party disclosure mechanism (please state)
- [ ] N/A
- [ ] None of the above

Points Earned: 0.17 of 0.51

Supply Chain Chemical Management

How does your company track and manage toxins or hazardous waste in your supply chain?

Only select practices if you track and manage toxins or hazardous waste for at least 50% of your company suppliers (on a cost basis).

- [x] We don't track toxins or hazardous waste in our supply chain
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risks of toxins and/or production of hazardous waste
- [ ] We have set targets for reducing toxins and hazardous waste in our supply chain
- [ ] We have verified that there are no harmful toxins or hazardous waste in our supply chain

Points Available: 0.51

Supply Chain Chemical Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce toxins or hazardous waste in your supply chain?

- [ ] We collaborate with or require suppliers to collect data and report on chemicals
- [ ] We screen or require suppliers to meet standards related to toxins or hazardous waste
- [ ] We provide support or resources to reduce toxins in the supply chain (e.g.online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 0.51

Natural Habitat Conservation Procedures

Does your company have demonstrable procedures in place to reduce or mitigate impacts to natural habitats? If yes, which of the following statements apply to these procedures?

Procedures include a Conservation Strategic Plan.

- [x] No conservation procedures/plan in place
- [ ] Procedures include percentage of habitat protected or restored by type of habitat and status
- [ ] Procedures address future plans and targets for managing impacts regarding habitat loss or degradation, loss of biodiversity, or overall depletion of ecosystems
- [ ] N/A - Company does not have opportunity to control or influence land development processes

Points Available: 0.51

Supply Chain Biodiversity Management

How does your company track and manage your supply chain's impact on biodiversity?

Only select practices if you track and manage the impact on biodiversity for at least 50% of your company suppliers (on a cost basis).

- [x] We don't evaluate our supply chain impact on biodiversity
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risks to biodiversity
- [ ] We set targets for reducing impact on biodiversity through our supply chain
- [ ] We have verified that our supply chain creates no (or positive) biodiversity impact

Points Available: 0.51

Supply Chain Biodiversity Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce your supply chain's impact on biodiversity?

- [ ] We collaborate with or require suppliers to collect data and report on biodiversity impact
- [ ] We screen suppliers to fit good biodiversity practices
- [ ] We provide support or resources for our supply chain in adopting biodiversity-friendly operations (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 0.51

Customers

Customers Impact Area Introduction

OPERATIONS
0.0

This section identifies whether your company's product/service is designed to deliver a specific, material, positive impact for its customers (beyond the value normally provided from goods or services), and if so, opens the Customer Impact Business Model section that is most applicable.

Customer Impact Business Model Introduction

Do any of your company's products/services address a social or economic problem for your customers and/or their beneficiaries?

Your answers determine which future questions in the assessment are applicable to your company.

- (●) Yes
- ( ) No

Points Available: 0.00

Customer 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?

We have a variety of medicines in its global portfolio to treat a range of diseases including allergies, cough and cold, pain and inflammation, digestive disorders, oral care, scalp care, dermatoses including ezcema and psoriasis and many more. In addition, we also market nutritional supplements that help support optimal physiological processes. As a health journey partner, we leverage the best in science, together with our world-class pharmaceutical quality standards to deliver consumer-driven innovative medicines and products across. A few facts related to our diverse portfolio are presented below: In the US, 240 million people use over the counter medicines. If treatments were not available, an estimated 60 million of these would not seek medical treatment. In the space of 12 months in the United States, almost 85% of the population will experience a cold. Globally, between 10 and 30% of the population suffer from hay fever and this goes up to over 50% in parts of Africa and in urban areas. Between 22% and 52% of people in major countries suffer from constipation symptoms and 70% of those who frequently suffer experience it at least once a month. Across the world, 77% of people have used nutritionals in the last 12 months to maintain their general health, provide immune system support or to supplement in areas of vitamin deficiency. 9 out of 10 people will experience pain at some point.

Points Available: 0.00

Beneficial Product Type

Which of the following most closely matches the outcome and/or problem solved for your customers as defined above?

Only select 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)
- [x] 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: 20100

☐ We do not track this

Points Available: 0.00

Total Customer Individuals

Total Number of Customers

Individuals served in the last 12 months:

Individuals served in the last 12 months:

Sensitive

Points Available: 0.00

Customer Stewardship

OPERATIONS

4.2

Managing Customer Stewardship

Does your company do any of the following to manage the impact and value created for your customers or consumers?

- [x] We offer product / service guarantees, warranties, or protection policies
- [x] We have third party quality certifications or accreditations
- [x] We have formal quality control mechanisms
- [x] We have feedback / customer service feedback or complaint mechanisms
- [x] We monitor customer or consumer satisfaction
- [x] 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
- [x] We manage the privacy and security of client / customer data
- [ ] None of the above

Points Earned: 0.45 of 0.45

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: 0.45 of 0.45

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: 0.91 of 0.91

Quality Assurance

Do you use an established third party methodology to manage quality assurance for your products or services?

Examples include PDSA, Six Sigma, DMAIC, TQM, Zero Defects, etc

- ◉ Yes
- ○ No

Points Earned: 0.45 of 0.45

Feedback and Complaint Channels

Are any of the following true regarding mechanisms for customers to provide feedback, ask questions, or file complaints?

- [x] Products and/or websites feature customer service contact information
- [ ] Product / service reviews are made available in their entirety to public
- [x] Company responds to all direct inquiries or complaints within a month of receipt
- [x] Company offers live time support to customers
- [ ] Other
- [ ] None of the above

Points Earned: 0.34 of 0.45

Monitoring Customer Satisfaction and Retention

Which of the following are true of your company with regards to customer or client satisfaction and/or retention?

- [x] Company monitors customer satisfaction
- [x] Company shares customer satisfaction internally within the company
- [ ] Company shares customer satisfaction publicly
- [x] 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: 0.27 of 0.45

Managing Product Impacts

Does the company do any of the following with regards to managing the potential impact their products have on customers / beneficiaries?

- [x] Company regularly monitors customer outcomes and well-being
- [x] Company has formal program to incorporate customer testing and feedback into product design
- [x] 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: 0.45 of 0.45

Data Usage and Privacy

Does your company have any of the following to address data usage and privacy issues?

- [x] Company has a formal publicly available data and privacy policy
- [x] 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)
- [x] All customers have option to decide how their data can be used
- [x] Company's all email list building and email marketing strategies are GDPR compliant
- [x] Other
- [ ] None of the above
- [ ] N/A - Company does not collect sensitive data

Points Earned: 0.45 of 0.45

Data Security Management

Does the company have any of the following practices to ensure security of private data?

- [x] Data privacy is included in company wide risk management compliance processes
- [x] All employees with access to data are trained on data privacy policies
- [x] Company has a formal code of conduct that defines unauthorized uses of data
- [x] Internal audits of data security
- [x] External audits of data security
- [x] Simulated hacks on data security
- [ ] Other
- [ ] None of the above
- [ ] N/A - Company does not collect sensitive data

Points Earned: 0.45 of 0.45

IMPACT BUSINESS MODELS

Health & Wellness Improvement - Impact Business Model

3.5

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? **Approx. 77.37%**

- [ ] We do not track this

Points Available: 0.00

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
- [x] None of the above

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.

- [x] We have formally defined the outcomes sought by our product or service and have developed a theory of change for them
- [x] We have based our impactful product or service business model on established secondary research that demonstrates potential impact
- [x] We have directly and formally engaged stakeholders in understanding their desires and needs when developing, refining, and or delivering our products or services
- [x] We are verified to meet third-party standards for impact (e.g. we have impact-related product certifications)
- [x] 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
- [x] We have identified and measure and manage the unintentional or potential negative impacts of the product or service in addition to intentional positive effects
- [x] 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"?

- [x] We surveyed beneficiaries to understand outcomes created
- [ ] We used non-randomized control groups to compare performance
- [x] We used randomized control groups to determine the level of causality of our product or service
- [x] We used aggregated third-party data to benchmark and compare impact performance
- [x] Our selected methods determined that the product or service contributed to the outcome
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 1.25 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: 1.09 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?

Yes. As a world class innovative consumer healthcare company, Opella has a proven track record of launching safe and effective medicines that are truly first in class in the consumer/OTC setting. In addition to the hundreds of medicines sold across the globe, an example of truly game changing products are prescription to OTC switches such as the Allervi, which was made available to consumers in an over the counter setting for the first time due to Opella's commitment of enabling consumers to live fuller, healthier lives. As allergies rise due to the effects of climate change, pollution and the destruction of natural habitats, it is vital and indeed a central pillar of Opella's vision to provide consumer with the cutting edge care that they need.

Points Available: 0.00

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 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 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 Bottled Water

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Bottled water

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Animal Products or Services

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Animal-based products or services (including seafood)

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Monoculture Agriculture

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Monoculture agriculture

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Genetically Modified Organisms

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Genetically modified organisms

Please also select "Yes" if your company serves clients in this industry

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Biodiversity Impacts

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Industries with a large potential biodiversity impact (including logging or logging equipment, agriculture, etc.)

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Energy and Emissions Intensive Industries

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Energy- and emissions-intensive industries

- ◉ Yes
- ○ No

Points Available: 0.00

Disclosure Water Intensive Industries

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Water-intensive industries

- ◉ Yes
- ○ No

Points Available: 0.00

Disclosure Chemicals

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Chemicals, including those reliant on chemicals that meet the Substances of Very High Concern (SVHC) criteria under REACH

REACH is the European Union's chemical regulation, currently the world's most stringent chemical regulation. See help text for list of industries.

- ◉ Yes
- ○ No

Points Available: 0.00

Disclosure Illegal Products or Subject to Phase Out

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Products or activities that are illegal under country laws or regulations where they have operated, banned in international conventions or agreements, or subject to international phase-out or regulation

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Industries at Risk of Human Rights Violations

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Industries reliant upon materials at high risk of human rights infringements (e.g. conflict minerals)

- ○ Yes
- ◉ No

Points Available: 0.00

Other Disclosure Industries

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Other industries that may cause social or environmental harm or are subject to stakeholder criticism or concern

- ◉ Yes
- ○ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" to any of the "Disclosure Industries" listed above, please provide a detailed explanation of the company's involvement for each affirmative response:

If this does not apply to you, please enter "Does not apply" in the text area below.

See DQ.

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

Animal Testing

Please indicate if your company engages in any of the following practices:

Company's products are tested on animals

- ◉ 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

Workers Under Bond

Please indicate if your company engages in any of the following practices:

Company hires workers that are under bond, debt, or other obligation to the company or to labor brokers

- ○ Yes
- ◉ No

Points Available: 0.00

Confirmation of Right to Work

Please indicate if your company engages in any of the following practices:

Company does not confirm that workers have the legal right to work in jurisdiction of operations, or company does not keep personnel records that include evidence of the date of birth of each worker

- ○ Yes
- ◉ No

Points Available: 0.00

Employs Individuals on Zero-Hour Contracts

Please indicate if your company engages in any of the following practices:

Company employs individuals on zero-hour contracts

- ○ Yes
- ◉ No

Points Available: 0.00

Company workers are prisoners

Please indicate if your company engages in any of the following practices:

Company uses workers who are prisoners

- ○ Yes
- ◉ No

Points Available: 0.00

Company Employs Workers Under Age 15 (Or Other ILO Minimum Age)

Please indicate if your company engages in any of the following practices:

Company employs workers under the age of 15 (or other minimum work age covered by the International Labour Organization Convention No. 138) and/or company does not keep personnel records that include evidence of the date of birth of each

- ○ Yes
- ◉ No

Points Available: 0.00

Overtime For Hourly Workers Is Compulsory

Please indicate if your company engages in any of the following practices:

Overtime work is compulsory and exceeds 48 hours in a week

- ○ Yes
- ◉ No

Points Available: 0.00

Other Disclosure Practices

Please indicate if your company engages in any of the following practices:

Other sensitive practices that may cause social or environmental harm, or are subject to stakeholder concern

- ◉ Yes
- ○ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" to any of the "Disclosure Practices" listed above, please provide a detailed explanation of the company's engagement in each practice marked in the affirmative:

If this does not apply to you, please enter "Does not apply" in the text area below.

See DQ

Points Available: 0.00

Disclosure Outcomes & Penalties

Disclosure questions concerning litigation, relocation of communities, accidents, and on-the-job fatality.

On-Site Fatality

Please indicate if your company has experienced any of the following in the past 5 years:

Company has had an operational or on-the-job fatality

- ◉ Yes
- ○ No

Points Available: 0.00

Litigation or Arbitration

Please indicate if your company has experienced any of the following in the past 5 years:

Litigation or arbitration against company either ongoing, settled, or found against the company

- ○ Yes
- ◉ No

Points Available: 0.00

Company has filed for bankruptcy

Please indicate if your company has experienced any of the following in the past 5 years:

Company has filed for bankruptcy

- ○ Yes
- ◉ No

Points Available: 0.00

Bribery, Fraud, or Corruption

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Bribery, fraud, or corruption

- ○ Yes
- ◉ No

Points Available: 0.00

Anti-Competitive Behavior

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Anti-competitive behavior

- ○ Yes
- ◉ No

Points Available: 0.00

Financial Reporting, Taxes, Investments, or Loans

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Financial reporting, tax payments, investments, or loans

- ○ Yes
- ◉ No

Points Available: 0.00

Political Contributions or International Affairs

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Political contributions or international affairs

- ○ Yes
- ◉ No

Points Available: 0.00

Labor Issues

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Labor issues (including safety and discrimination)

- ○ Yes
- ◉ No

Points Available: 0.00

Recalls

Please indicate if your company has experienced any of the following in the past 5 years:

Recalls due to quality control issues

- ◉ Yes
- ○ No

Points Available: 0.00

Breaches of Confidential Information

Please indicate if your company has experienced any of the following in the past 5 years:

Breaches of individual privacy and/or losses of individual confidential data

- ○ Yes
- ◉ No

Points Available: 0.00

Consumer Protection

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Consumer protection (including product safety and marketing claims)

- ○ Yes
- ◉ No

Points Available: 0.00

Significant Layoffs

Please indicate if your company has experienced any of the following in the past 5 years:

Company has had layoffs of more than 20% of the workforce

- ○ Yes
- ◉ No

Points Available: 0.00

Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)

Please indicate if your company has experienced any of the following in the past 5 years:

Company sites have experienced accidental discharges to air, land or water of hazardous substances

- ○ Yes
- ◉ No

Points Available: 0.00

Large Scale Land Conversion, Acquisition, or Relocation

Please indicate if your company has experienced any of the following in the past 5 years:

Construction or operation of company involved large scale land acquisition, convergence, or degradation (including the construction or refurbishment of dams), or resulted in the resettlement or economic displacement of 5,000 or more people

- ○ Yes
- ◉ No

Points Available: 0.00

Penalties Assessed For Environmental Issues

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Environmental management penalties, including animal welfare

- ○ Yes
- ◉ No

Points Available: 0.00

Violation of Indigenous Peoples Rights

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Infringing on indigenous people's rights, for instance by utilizing lands owned or used by indigenous peoples without full documented consent of such peoples

- ○ Yes
- ◉ No

Points Available: 0.00

Other Disclosure Outcomes & Penalties

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Other penalties, complaints, or grievances filed or levied against the company for negative impacts on local communities, human rights, or other stakeholder concerns

- ○ Yes
- ◉ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" to any of the "Disclosure Outcomes & Penalties" listed above, please provide a detailed explanation of the company's experience related to each affirmative response:

If this does not apply to you, please enter "Does not apply" in the text area below.

See DQ

Points Available: 0.00

Supply Chain Disclosure

Disclosure questions concerning the significant suppliers of the company

Supplier Child Labor, Prison Labor, or Forced Labor

Please indicate if any of the following statements are true regarding your company's suppliers:

Employment of workers under the age of 15, use of workers who are currently prisoners, or other practices that are relevant to risk of forced labor

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

Suppliers in Conflict Zones

Please indicate if any of the following statements are true regarding your company's suppliers:

Operation in conflict zones

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

Suppliers Negative Social Impact

Please indicate if any of the following statements are true regarding your company's suppliers:

Practices or outcomes that produced substantial negative impacts regarding human rights, labor conditions, or local communities

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

Suppliers Negative Environmental Impact

Please indicate if any of the following statements are true regarding your company's suppliers:

Practices or outcomes that produced substantial negative environmental impact

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

Overall B Impact Score

Opella Russia

For Fiscal Year End Date: **31 Dec 2023**





Governance

QUESTIONS ANSWERED 30/30

OVERALL SCORE **9.7**

Workers

QUESTIONS ANSWERED 53/53

OVERALL SCORE **31.2**

Community

QUESTIONS ANSWERED 52/52

OVERALL SCORE **18.7**

Environment

QUESTIONS ANSWERED 48/48

OVERALL SCORE **9.6**

Customers

QUESTIONS ANSWERED 28/28

OVERALL SCORE **15.5**

Mission & Engagement

OPERATIONS
3.6

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: 0.21 of 0.29

Mission Statement

Please share the text of your formal mission statement here.

> We're building a healthier future by helping people, help themselves. We empower people to champion better self-care for themselves, their communities and our planet, through our consumer-inspired, science-based products and solutions. We elevate creativity and make health as simple as it should be, helping more people play an active role in their health. We all have our part to play. Health, it's in our hands.

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: 0.46 of 0.57

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
- [x] Specific, formal training is integrated into new employee and new manager training
- [x] 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: 0.38 of 0.57

Social and Environmental Management Reviews

What percentage of full-time managers had a formal written performance evaluation in the last year that included social or environmental goals?

- ○ 0
- ○ 1-49%
- ○ 50-99%
- ◉ 100%

Points Earned: 0.57 of 0.57

Mission-driven Executive Compensation

Which of your executives have their compensation tied to achieving specific social and environmental metrics or objectives?

Please check all that apply.

- [ ] None
- [x] Our CEO or President
- [x] Senior managers reporting to the CEO or President

Points Earned: 0.57 of 0.57

Board Review of Social or Environmental Performance

Does the Board of Directors or equivalent governing body review your company's social or environmental performance on at least an annual basis?

- ○ No, our Board doesn't review that
- ○ Yes, the Board receives a general update on the company's social or environmental performance
- ◉ Yes, the Board reviews key performance indicators (KPIs) on the company's social or environmental performance
- ○ N/A - Our company has no Board of Directors or equivalent governing body

Points Earned: 0.57 of 0.57

Stakeholder Engagement

Has your company done any of the following to engage stakeholders about your social and environmental performance?

- [x] We have an advisory board that includes stakeholder representation
- [x] 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
- [x] We have formal and regular processes in place to gather information from stakeholders (focus groups, surveys, community meetings, etc.)
- [x] We have formal procedures to address results from stakeholder engagement, with a designated individual or team responsible for appropriate follow ups.
- [x] 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
- [x] We publicly report on stakeholder engagement mechanisms and results
- [ ] Other - please describe
- [ ] No formal stakeholder engagement

Points Earned: 0.29 of 0.29

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.

- [x] We track impact metrics that we've chosen based on company mission or executive decision
- [x] We have conducted a materiality assessment of our company using stakeholder engagement mechanisms or research
- [x] We have identified and measure metrics based on the results of the materiality assessment we conducted for the company
- [x] We have set performance targets for all identified material issues and measurements
- [x] We measure the material social and environmental outcomes produced by our performance on our KPIs over time
- [ ] None of the above

Points Earned: 0.57 of 0.57

Identification of Material Issues

Based on the processes you have highlighted, what are the material issues that have been identified?

Access to Healthcare, respect of human rights, health education, support to vulnerable communities, climate change & energy use, waste management & recycling, product eco design, product quality & safety, business ethics, responsible marketing

Points Available: 0.00

OPERATIONS

Ethics & Transparency

3.6

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: 0.10 of 0.39

Code of Ethics

What is required by your company's Code of Ethics?

- [x] Prohibition of bribes in any form, including kickbacks or gifts, on any portion of contract payments or soft dollar practices
- [x] Formal oversight policy covering direct or indirect political contributions, charitable donations, and sponsorships
- [x] 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: 0.39 of 0.39

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.

- [x] We instruct the Board of Directors on the Code at least annually
- [x] We instruct all newly hired workers on the Code
- [x] We instruct managers on the Code on an ongoing basis
- [x] We instruct all non-managerial workers on the Code on an ongoing basis
- [x] 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: 0.39 of 0.39

Breached Code of Ethics Breachment Policy

In cases where there are material breaches to your company's Code of Ethics, what actions are formally outlined for your company?

- [x] Breaches, including case details, are reported to Board of Directors
- [ ] Breaches, including case details, are reported publicly
- [ ] Reported breaches are investigated promptly via independent party
- [x] Employees are dismissed or disciplined if found in breach
- [x] Contracts with business partners in breach are terminated
- [x] Company makes improvements to anti-corruption program based on reported cases
- [ ] Other - please describe
- [ ] None of the above
- [ ] N/A - No Business Code of Conduct

Points Earned: 0.39 of 0.39

Anti-Corruption Practices

Which of the following anti-corruption reporting and prevention systems are in place?

- [x] Written employee whistle-blowing policy with confidentiality policy
- [x] Circulation of whistle-blowing policy to all employees and business partners
- [x] Communication of the anti-corruption system at least annually to the relevant internal and external stakeholders
- [x] Annual training on the anti-corruption system
- [ ] Providing supporting tools and guidance (e.g. self-assessment survey for high-risk departments)
- [x] Anonymous mechanisms to report concerns and grievances
- [x] 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: 0.39 of 0.39

Monitoring Ethics and Corruption

Does your company do any of the following with regard to monitoring and reporting on your anti-corruption programme?

- [x] Responsibility for the monitoring has been clearly assigned and resources have been made available
- [x] Mechanisms are in place for continuous monitoring (internal employee self-evaluations, automated controls monitoring)
- [x] The management of the company (e.g. Board of Directors, Audit Committee) review the results of internal and external reviews and ensure that required changes are implemented in an appropriate and prompt manner
- [ ] External independent assurance is conducted to provide further security to management and stakeholders regarding the effectiveness of the anti-corruption programme
- [ ] Regular reporting announcements about the program are made at least annually to relevant internal and external stakeholders (workshops, CEO announcement, newsletter)
- [ ] None of the above

Points Earned: 0.23 of 0.39

Financial Reporting Standards

Which financial reporting standards did your company comply with in the last fiscal year?

- (●) IFRS, the International Financial Reporting Standards (via the International Accounting Standards Board)
- ( ) GAAP, the Generally Accepted Accounting Principles (via independent U.S. standards body)
- ( ) Local accounting standard (via local independent standard setting body)
- ( ) Other - please describe
- ( ) None of the above
- ( ) N/A - Our company is pre-revenue

Points Earned: 0.77 of 0.77

Reviewed / Audited Financials

What type of individual or entity conducted the review of your company's financials?

- ( ) Locally-accredited auditing firm or CPA/CFA
- (●) Internationally-accredited auditing firm or CPA/CFA
- ( ) None, finances were neither audited nor reviewed

Points Earned: 0.19 of 0.19

Financial Controls

Does your company maintain any of the following financial controls?

Please check all that apply.

- [x] 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
- [x] Fraud risk assessment is conducted at least annually, with any identified internal control deficiencies communicated to Board of Directors and senior management
- [x] Lines of financial reporting, responsibilities, and limits for the authorization, approval, and verification of disbursements are all documented in writing
- [x] 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: 0.39 of 0.39

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
- [x] 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: 0.10 of 0.39

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
- [x] Our company discloses all financial information (except salary info) at least yearly
- [x] Our company discloses all financial information (except salary info) at least quarterly
- [x] 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: 0.29 of 0.39

OPERATIONS

Governance Metrics

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? 31 Dec 2023

Points Available: 0.00

Reporting Currency

Select your reporting currency

- (•) Russian Ruble - RUB

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

Points Available: 0.00

Revenue Last Year

Total Earned Revenue

From the last fiscal year

This question will be used for scored calculation questions later in the assessment. Please complete for accurate scoring. If your company has not yet completed its first fiscal year, please put $0

From the last fiscal year

Sensitive

Points Available: 0.00

Net Income Last Year

Net Income

From the last fiscal year

If your company has not yet completed its first fiscal year, please put $0

From the last fiscal year

Sensitive

Points Available: 0.00

Net Income Year Before Last

Net Income

From the fiscal year before last

From the fiscal year before last

Sensitive

Points Available: 0.00

Payments to Government

Payments to government in the last fiscal year

Select N/A if company is pre-revenue.

Payments to government in the last fiscal year

Sensitive

Points Available: 0.00

IMPACT BUSINESS MODELS

Mission Locked - Impact Business Model

2.5

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: 2.50 of 10.00

Workers

OPERATIONS

Workers Impact Area Introduction

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.

- [x] 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)
- [x] 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: 353

- [ ] 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: 358

- [ ] 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: 0

- [ ] 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 0

☐ 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 0

☐ 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 0

☐ We do not track this

Points Available: 0.00

OPERATIONS

Financial Security

10.3

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

Points Available: 0.00

% of Employees Paid Individual Living Wage

What percentage of employees on an FTE (Full Time Equivalent) basis are paid at least the equivalent of a living wage for an individual?

Please exclude students and interns in this calculation.

- ○ <75%
- ○ 75-89%
- ○ 90-99%
- ◉ 100%
- ○ N/A

Points Earned: 2.52 of 2.52

% of Employees Paid Family Living Wage

What percentage of employees on an FTE (Full Time Equivalent) basis are paid at least the equivalent of a living wage for a family?

Please exclude students and interns in this calculation.

- ○ <75%
- ○ 75-89%
- ○ 90-99%
- ◉ 100%
- ○ N/A

Points Earned: 2.52 of 2.52

% Above the Minimum Wage

What percentage above the legal minimum wage does your lowest-paid hourly employee earn?

Please answer this question ONLY taking into account hourly workers. If you do not have hourly workers, select N/A.

- ○ 0% - Lowest wage is equivalent to minimum wage
- ○ 1-9%
- ○ 10-29%
- ○ 30-49%
- ○ 50-75%
- ○ 75%+
- ◉ N/A - We do not employ hourly workers

Points Available: 1.26

Initiatives To Increase Wages and Benefits

If it is not possible to verify a living wage in your country, has your company participated in any leadership initiatives/agreements to increase wages or benefits to workers provided in your country or industry?

Examples include commissioning a living wage calculation. Select N/A if living wage already exists.

- ○ Yes
- ○ No
- ◉ N/A - Living wage already exists

Points Available: 1.26

Compensation Policies and Practices

Does your company offer any of the following additional financial benefits to non-executive workers?

Your answers determine which future questions in the assessment are applicable to your company.

- [x] Cost of living adjustments that match inflation rates of the country
- [x] Bonuses or profit-sharing
- [x] Employee ownership opportunities
- [ ] None of the above

Points Earned: 1.26 of 1.26

Employees Receiving a Bonus

What percentage of full-time and part-time employees, excluding founders and executives, received a monetary bonus in the last fiscal year?

- ○ 0%
- ○ 1-24%
- ○ 25-49%
- ○ 50-74%
- ◉ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.94 of 1.26

Significance of Bonuses

What was the equivalent percentage of profits that were distributed as bonuses to non-executive workers in the last fiscal year?

- ○ No bonus payout, or no bonus plan
- ○ 5% or less
- ○ 5-10%
- ○ 10-15%
- ○ 15-20%
- ◉ >20%
- ○ Bonuses were paid to non-executive workers, despite the company not earning a profit

Points Earned: 1.26 of 1.26

% Participation in Employee Ownership

What percentage of all full-time employees have been granted stock, stock options, or stock equivalents (including participation in an ESOP or other qualified ownership plans) in the company?

Select N/A if your company is a consumer/shared services cooperative, a producer cooperative or a nonprofit.

- ○ 0%
- ◉ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.31 of 1.26

% of Company Owned by Non-Executive Employees

What percentage of the company is owned by workers who are not executives or founders?

- ○ 0%
- ◉ 1-4%
- ○ 5-24%
- ○ 25-49%
- ○ 50%+
- ○ N/A
- ○ Don't Know

Points Earned: 0.63 of 2.52

Retirement Programs

Do employees have access to any of the following savings programs for retirement?

- ☑ Government-sponsored pension or superannuation plans
- ☐ Private Pension or Provident Funds
- ☐ Plan that specifically includes Socially-Responsible Investing option
- ☐ None of the above

Points Earned: 0.94 of 1.26

Financial Services for Employees

What financial products, programs, or services does your company provide that help to meet financial health needs of hourly employees?

Please answer this question ONLY taking into account hourly workers. If you do not have hourly workers, select N/A.

- ☐ Direct deposit
- ☐ Access to free or affordable banking services or payroll cards (e.g. free ATM debit card)
- ☐ Financial management tools or coaching
- ☐ Emergency or short-term savings programs
- ☐ Low-interest or interest-free loans
- ☐ Debt management, refinancing, or loan payment contributions
- ☐ Employer match for deposits into savings accounts
- ☐ Paychecks issued off-schedule on a need basis
- ☐ Tax preparation services
- ☐ Other - please describe
- ☐ None of the above
- ☑ N/A - We do not employ hourly workers

Points Available: 0.63

Health, Wellness, & Safety

OPERATIONS
5.9

Government Provision Of Healthcare

How is healthcare provided in the country where the majority of employees reside?

- ○ Universal Provision of Basic Healthcare Services (e.g. United Kingdom)
- ◉ Government-mandated or -provided health insurance programs (e.g. Switzerland)
- ○ None of the Above

Points Available: 0.00

Healthcare Coverage

What percentage of workers receive healthcare coverage either through a government plan or paid by the company?

If healthcare is covered through the company, only consider workers for which the company pays the majority of healthcare costs.

- ○ <75%
- ○ 75-84%
- ○ 85-94%
- ◉ 95%+

Points Earned: 1.11 of 1.11

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
- ☑ Extension of health benefits to spouse and children
- ☑ Access to local medical services or clinic (on-site or subsidized)
- ☐ Other - please describe
- ☐ None of the above

Points Earned: 1.11 of 1.11

Supplementary Health Benefits Eligibility for Part-Time Workers

When do part-time workers become eligible to participate in the supplementary benefits offered by your company?

If applicable, please select one answer indicating tenure requirements (answers 1-2), and one answer indicating weekly hour requirements (answers 3-4).

- ☐ Part-time workers are not eligible at time of hire, but become eligible to participate within their first 6 months of employment
- ☐ Part-time workers are eligible to participate at time of hire
- ☐ Part-time workers are only eligible if they work more than 20 hours a week
- ☐ Part-time workers are eligible even if they work less than 20 hours a week
- ☐ We do not offer supplementary health benefits to part-time workers
- ☑ N/A - We don't have part-time employees

Points Available: 1.11

Worker Safety Practices

What are your company's occupational health and safety policies?

- ☑ We have written policies and practices to minimize on-the-job employee accidents and injuries
- ☑ Data on injury, accident, lost, or absentee days are recorded and made transparent for all workers
- ☑ A worker health and safety committee helps monitor and advise on health and safety programs
- ☐ None of the above

Points Earned: 1.11 of 1.11

Health and Safety Program

What is required in your company's formal safety and health program?

- [x] Annual safety and health training for all workers, including at least one emergency drill per year
- [x] Data on injury, accident, lost, or absentee days are recorded and made transparent for all workers
- [x] Formal safety reporting system for employees to submit their safety concerns
- [x] A safety position, safety committee, or safety program representative who reports to a senior level position (e.g. Vice President or higher)
- [x] A documented standard procedure for investigating the root causes of accidents and major incidents
- [x] Implementation of corrective actions after an incident is investigated
- [x] An annual evaluation of the safety and health system and includes senior management in the evaluation
- [ ] We have no formal safety and health program

Points Earned: 2.22 of 2.22

Handling Hazardous Materials

What are your company policies around hazardous or dangerous materials on-site?

Hazardous materials include chemicals, gasoline or fuel, fertilizer, pesticides, etc.

- [ ] All workers who are in contact with hazardous materials receive initial and on-going (at least twice yearly) training for proper storage, handling, and disposal of materials
- [ ] All workers who handle hazardous materials are required to wear protective gear, including clothing, eye and foot protection
- [ ] All workers are made aware of all health risks associated with handling hazardous materials
- [ ] We monitor the health of all workers who work with hazardous materials and provide them with annual health check-ups
- [ ] Other - please describe
- [ ] None of the above
- [x] N/A - No hazardous or dangerous materials used on-site

Points Available: 1.11

Machinery Practices

What are your company practices regarding equipment or machinery used by workers?

This includes machinery, vehicles, etc. Check all that apply. Select N/A only if the company has no equipment.

- [ ] All workers who use equipment receive initial and ongoing training on proper operation and emergency shut-off of the machinery
- [ ] All workers are required to wear appropriate protective gear, including clothing, eye, and foot protection, when working with machinery
- [ ] We regularly inspect whether our workers are using appropriate protective gear and operating machinery correctly
- [ ] Our machinery is checked at least once per year for necessary maintenance issues
- [ ] Signs regarding hazards and proper use of equipment are posted on or near equipment in the local language
- [ ] Other - please describe
- [ ] None of the above
- [x] N/A

Points Available: 1.11

Indoor Air Quality Audits

What is included in your company's annual indoor air quality audit of all company facilities?

Select all options that apply.

- [x] No smoking within 25 feet of building entrances
- [ ] Indoor ventilation rates compliant with ASHRAE Standard 62.1 or EN 16798-1
- [ ] Minimum air intake separation distance compliant with ASHRAE Standard 62.1 or EN 16798-3
- [ ] Operations and maintenance manual for ventilation equipment compliant with ASHRAE Standard 62.1
- [ ] HVAC filters compliant with ASHRAE Standard 52.2 or ISO 16890
- [ ] Temperature and relative humidity levels (PMV and PPD) in compliance with ASHRAE Standard 55 EN-16798 or ISO 7730
- [ ] Written IAQ complaint response policy
- [ ] None of the above

Points Earned: 0.37 of 1.11

OPERATIONS

Career Development

2.9

Formal Employment

What percentage of individuals working for the company are formally employed on the payroll of the company?

- ○ 0%
- ○ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75-99%
- ◉ 100%

Points Earned: 0.50 of 0.50

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.

- [x] We have a formal onboarding process for new employees
- [x] We offered ongoing training on core job responsibilities to employees within the last year
- [x] We have a policy to encourage internal promotions and hiring for advanced positions (e.g. posting job openings internally first)
- [x] We provide cross-skills training for career advancements or transitions (e.g. management training for non-managers)
- [x] We provide non-career-specific life-skill training (e.g. financial literacy, English as a Second Language)
- [x] 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: 0.50 of 0.50

Amount of Training for New Hires

What was the average amount of training that a newly hired worker received in the past twelve months?

Use average of both full-time and part-time employees.

- ○ No training
- ◉ On-the-job training (one day to one week)
- ○ On-the-job training (one week to one month)
- ○ Apprenticeship or technical training (over one month)
- ○ N/A - No new hires during the last 12 months

Points Earned: 0.17 of 0.50

Employee Review Process

Which of the following is included or applies to your company's formal process for providing performance feedback to employees?

Check all that apply.

- ☑ Process has a regular schedule and is conducted at least annually
- ☑ Peer and subordinate input
- ☑ Written guidance for career development
- ☐ Social and environmental goals
- ☑ Clearly-identified and achievable goals
- ☐ A 360-degree feedback process
- ☐ All tenured employees receive feedback
- ☐ None of the above

Points Earned: 0.80 of 1.00

Internal Promotions

What percentage of employees has been internally promoted within the last 12 months?

Exclude material owners in your calculation.

- ○ 0%
- ○ 1-5%
- ○ 6-15%
- ◉ 15%+

Points Earned: 0.50 of 0.50

Intern Hiring Practices

How does your company manage the hiring and treatment of interns?

Check all that apply. If there is no third party living wage calculated for your country of operations, please do not select "payment of a living wage."

- ☐ We have a formalized policy or program outlining the objectives of internships or internship programs for participants
- ☐ We partner with education institutions to provide internship opportunities or work-study programs
- ☑ We pay interns a living wage
- ☐ Our interns receive formal performance reviews
- ☑ Our interns have a formal opportunity to provide feedback on experience
- ☑ We have hired interns on as full-time permanent employees in the past two years
- ☐ Intern tenures are restricted to not exceed one year if interns are not currently enrolled in school
- ☐ None of the above
- ☐ N/A - Our company does not employ interns

Points Earned: 0.50 of 0.50

Career Development (Salaried)

OPERATIONS
0.8

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: 0.30 of 0.30

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: 0.08 of 0.30

Life Skill Training Participation

Excluding newly hired workers, what % of full-time and part-time workers received the following types of formal training during the last 12 months?

Training on life skills for personal development (e.g. literacy, personal financial planning)

- ○ 0%
- ○ 1-24%
- ○ 25-49%
- ○ 50-74%
- ◉ 75%+
- ○ Don't know

Points Earned: 0.30 of 0.30

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: 0.15 of 0.60

Engagement & Satisfaction

OPERATIONS
4.5

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: 0.25 of 0.25

Non-Discrimination Policy

What is covered in your company's written non-discrimination policy on hiring and the workplace?

Please check all that apply.

- ☑ Gender
- ☑ Race
- ☑ Color
- ☑ Disability
- ☑ Political opinion
- ☑ Sexual orientation
- ☑ Age
- ☑ Religion
- ☑ HIV status
- ☐ We have no written non-discrimination policy

Points Earned: 0.25 of 0.25

Paid Secondary Caregiver Leave

What secondary parental leave policies are available to your workers, either through your company or a government program?

Select all that apply, but only select one answer indicating the total amount of paid time equivalent (answers 2-4). See "Learn 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
- [x] Workers receive greater than 5 weeks (or full pay equivalent) paid leave
- [x] 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: 0.50 of 0.50

Supplementary Benefits

What supplementary benefits are provided to a majority of non-managerial workers?

Including full time and part time employees. Please check all that apply.

- [x] Free transportation or transit subsidy
- [ ] Free or subsidized meals
- [ ] On-site or subsidized childcare
- [x] Free or subsidized housing
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 1.00 of 1.00

Worker Empowerment

How does your company engage and empower workers?

- [x] 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
- [x] Employee complaint / input mechanisms are reviewed at least every other year, with input from employees themselves into the process
- [x] 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: 0.38 of 0.50

Worker / Management Conflict Mediation

Has your company identified one of the following designated agents to mediate complaints or issues between workers or workers and management?

- [ ] An informally-designated worker who passes information to other workers
- [ ] Union representative
- [x] Human Resources-designated representative
- [ ] Employee Representative who has been mutually-designated by company management and employees
- [ ] Third-party ombudsman
- [x] Other - please describe
- [ ] None of the above

Points Earned: 0.38 of 0.50

Surveying and Benchmarking Engagement and Attrition

Does your company monitor and evaluate your worker satisfaction and engagement in any of the following ways?

Your answers determine which future questions in the assessment are applicable to your company.

- [x] We calculate employee attrition rate
- [x] We benchmark employee attrition rate to relevant benchmarks
- [x] We regularly (at least once a year) conduct employee satisfaction or engagement surveys
- [x] 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
- [x] We outperform industry benchmarks on satisfaction
- [ ] None of the above

Points Earned: 0.50 of 0.50

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

Points Available: 0.00

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: 0.75 of 1.00

Labor Practices Review

Have your company's labor practices been certified or reviewed by an independent third party in the last twelve months?

- ◉ Yes
- ○ No

Points Earned: 0.50 of 0.50

OPERATIONS

Engagement & Satisfaction (Salaried)

1.6

Number of Paid Days Off

What is the annual minimum number of paid days off (including holidays) for full-time employees?

- ○ 0-15 work days
- ○ 16-22 work days
- ○ 23-29 work days
- ◉ 30-35 work days
- ○ 36+ work days

Points Earned: 0.90 of 1.00

Paid Primary Caregiver Leave for Salary Workers

Which of the following describe the primary parental leave policies for salaried workers, either through the company or government program?

If applicable, please select one answer indicating total time off (answers 1-3), and one answer indicating fully paid time off (answers 4-7).

- ☐ Primary caregivers receive 4-12 weeks of time off for parental leave (including unpaid and paid leave)
- ☐ Primary caregivers receive 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: 0.70 of 1.00

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

Points Available: 1.00

Community

Community Impact Area Introduction

OPERATIONS
0.0

This section identifies whether your company is designed to deliver a specific, material, positive impact for its community, and if so, opens the Community Impact Business Model section that is most applicable.

Community Oriented Impact Business Model

Does your company's business model create a specific positive benefit for stakeholders such as charitable partners, vendors or suppliers in need, or your local community?

Your answers determine which future questions in the assessment are applicable to your company.

- ○ Yes
- ◉ No

Points Available: 0.00

Diversity, Equity, & Inclusion

Inclusive Hiring Practices

How does your company create an inclusive recruiting and hiring process?

- [x] We include a statement in all our job postings with a commitment to diversity, equity, and inclusion
- [x] 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
- [x] We conduct analyses of our job description language and requirements to ensure they are inclusive and equitable
- [ ] None of the above

Points Earned: 0.44 of 0.61

Diverse Ownership and Leadership

Is your company majority-owned or -led by individuals from any of the following underrepresented groups?

Please select all that apply.

- [x] Led by a woman
- [ ] Led by an individual from an underrepresented racial or ethnic minority
- [ ] Led by another underrepresented individual (veterans, LGBT, etc.)
- [ ] Majority owned by women
- [ ] Majority owned by individuals from underrepresented racial or ethnic minorities
- [ ] Majority owned by other underrepresented individuals (veterans, LGBT, etc.)
- [ ] None of the above

Points Earned: 0.30 of 0.61

Inclusive Work Environments

How does your company create an equitable and inclusive workplace for employees?

- [x] We have designated an individual or group explicitly responsible for diversity, equity, and inclusion (i.e. a Diversity Manager or Inclusion Committee)
- [x] We offer trainings for all employees on topics related to diversity, equity, and inclusion
- [x] We have voluntary employee resource or affinity groups
- [x] 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
- [x] We accommodate learning or emotional disabilities in work processes and workplace policies
- [ ] None of the above

Points Earned: 0.61 of 0.61

Management of Diversity, Equity, and Inclusion

How does your company manage and improve your workplace diversity and inclusivity?

- [ ] We anonymously survey employees on gender identity, race/ethnicity, disability status, and other demographic factors to track the diversity of our workforce
- [x] We have set specific, measurable diversity improvement goals that are reviewed by senior executives or our Board of Directors
- [x] 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
- [x] 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 0.61

Measurement of Diversity

What attributes of a diverse workforce does your company track, either through anonymous surveys or other methods legal in your jurisdiction?

If collecting this type of demographic data is not legal in your jurisdiction, select None of the Above.

- [x] Socioeconomic status (as determined by low income residence, education level, etc.)
- [ ] Race or ethnicity
- [x] Gender
- [x] Age
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.45 of 0.61

Low Income Workers

What percentage of your workforce lives in poor/very poor or low-income areas or does not have college degree?

- (●) 0%
- ( ) 1-9%
- ( ) 10-19%
- ( ) 20-29%
- ( ) 30%+
- ( ) Don't Know

Points Available: 0.61

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: 0.61 of 0.61

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: 0.30 of 0.61

High to Low Pay Ratio

What multiple is the highest compensated individual paid, inclusive of bonus, as compared to the lowest paid full-time worker?

- ◉ >20x
- ○ 16-20x
- ○ 11-15x
- ○ 6-10x
- ○ 1-5x

Points Available: 0.61

Female Management

How many of your company managers identify as women?

- ○ 0%
- ○ 1-9%
- ○ 10-24%
- ○ 25-39%
- ○ 40-49%
- ◉ 50%+
- ○ Don't know
- ○ N/A

Points Earned: 0.61 of 0.61

Management from Underrepresented Populations

How many of your company managers identify as from another underrepresented social group?

If collecting this type of demographic data is not legal in your jurisdiction, select Don't Know.

- ◉ 0%
- ○ 1-9%
- ○ 10-19%
- ○ 20-29%
- ○ 30%+
- ○ Don't know

Points Available: 0.61

Supplier Diversity Policies or Programs

Does your company have any of the following policies or programs in place to promote diversity within your supply chain?

- [x] We track diversity of ownership among our suppliers
- [ ] We have a policy to give preferences to suppliers with ownership from underrepresented populations
- [x] 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: 0.15 of 0.30

Supplier Ownership Diversity

What percentage of your purchases were from companies that are majority-owned by women or individuals from underrepresented populations?

- ○ 0%
- ◉ 1-9%
- ○ 10-24%
- ○ 25-39%
- ○ 40-49%
- ○ 50%+
- ○ Don't Know

Points Earned: 0.08 of 0.61

OPERATIONS
3.7

Economic Impact

Geographic Structure and Scope

We realize that for companies with more than one office, the definition of local involvement is a more complicated one to answer. Please tell us a bit about the structure of your company geographically.

We have one office in the country (located in Moscow) where are working all office based employees (30% of employees) and also we have remote employees which are working remotely in others cities of Russia

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

Points Available: 0.00

Job Growth Rate

What was your company's net job growth rate for full-time and part-time positions over the last 12 months? ONLY include newly created jobs that are paid a living wage.

If there is no living wage data available for your country of operations, include new jobs that pay 10% or more above a minimum wage.

- (●) 0% (no growth on a net basis)
- ( ) 1-14%
- ( ) 15-24%
- ( ) 25%+

Points Available: 2.35

Non-accredited Investor Ownership

What percentage of the company is owned by individuals who would qualify as non-accredited investors?

- (●) 0%
- ( ) 1-4%
- ( ) 5-14%
- ( ) 15-24%
- ( ) 25%+
- ( ) Don't know

Points Available: 1.18

Local Ownership

Is the majority (over 50%) of the company's ownership located locally to the majority of the company's workforce?

"Local" is defined as being part of the same community. While the size and distance of a community may vary by context, they should generally be based on a small-scale economically and culturally connected area like a metropolitan area or a city/town.

- ( ) Yes
- (●) No
- ( ) Don't know

Points Available: 1.18

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.

- [x] Written preference at each facility to purchase from local suppliers
- [x] Formal targets or goals for the amount of local purchasing
- [ ] Ready-to-use lists of preferred local suppliers and vendors for specific facilities
- [ ] Written preference for hiring and recruiting local managers with equitable compensation
- [ ] Preference for hiring and recruiting local staff (management and non-management) with training for employees
- [ ] Incentives for staff to live within 40 km of local company facility
- [ ] Other - please describe
- [ ] No written local purchasing or hiring policies in place

Points Earned: 0.59 of 0.59

National Sourcing

What percentage of your company's Cost of Goods Sold (including value-adding activities) was spent within the country of operations, from in-country registered companies or national citizens?

- ○ 0%
- ○ 1-19%
- ○ 20-39%
- ○ 40-59%
- ○ 60-79%
- ◉ 80%+

Points Earned: 1.18 of 1.18

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 Earned: 0.78 of 1.18

Focus on Local Customers

Do a majority of your customers live locally to your company's headquarters or production facilities?

“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

Points Available: 1.18

In Country Management

What percentage of senior management is native to the country of operations?

Native individuals are born and/or raised in the country.

- ○ <49%
- ○ 50-74%
- ○ 75-94%
- ◉ 95%+

Points Earned: 1.18 of 1.18

Civic Engagement & Giving

OPERATIONS
2.7

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.

- [x] Financial or in-kind product donations (excluding political causes)
- [x] Community investments
- [x] 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
- [x] Free use of company facilities to host community events
- [ ] Equity or ownership in the company granted to a nonprofit
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.53 of 0.53

Civic Memberships and Partnerships

Does your company have membership or a civic partnership with any of the following types of organizations?

Check all that apply.

- [x] Business or trade association
- [x] Chamber of Commerce
- [x] Governmental institution
- [ ] Local academic institution
- [ ] Cooperative
- [x] Other - please describe
- [ ] None

Points Earned: 0.27 of 0.27

Community Service Policies and Practices

How does your company manage employee community service?

- [ ] We have hosted or organized company service days in the last year
- [ ] The company offers paid time off for community service
- [ ] 20 hours or more a year of paid time off
- [x] 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: 0.13 of 0.53

% of Employees Volunteer Service

What percentage of employees took paid time off for volunteer service last year?

- ○ 0%
- ◉ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75%+
- ○ Don't know

Points Earned: 0.27 of 1.07

Total Amount of Volunteer Service Hours

Number of hours volunteered by full-time and part-time employees of the organization during the last fiscal year

This should include both paid and unpaid time spent volunteering during traditional work hours, either for company-organized events or for employee-initiated activities.

Number of hours volunteered by full-time and part-time employees of the organization during the last fiscal year: 306

- ☐ We do not track this

Points Available: 0.00

Volunteer Service Per Capita

What was the percentage of per capita worker time donated as volunteer, community service, or pro bono time in the reporting period?

Calculate by total volunteer hours / total hours worked, generally 2000 hours per FTE.

- ○ 0%
- ◉ 0.1-0.5% of time
- ○ 0.6-1% of time
- ○ 1.1-2% of time
- ○ 2%+ of time
- ○ Don't know

Points Earned: 0.36 of 1.07

Charitable Giving and Community Investment Policies and Practices

What are your company’s practices regarding donations or community investments?

- ☑ We have a formal statement on the intended social or environmental impact of our company's philanthropy
- ☑ We have a formal donations commitment (e.g. 1% for the planet)
- ☐ We match individual workers' charitable donations
- ☐ We allow our workers or customers to select charities to receive our company's donations
- ☑ We have screening practices for charitable contributions or impact measurement mechanisms for our community investments
- ☐ None of the above

Points Earned: 0.53 of 0.53

Relative Input for Community Investments

If you use an independent methodology to measure total commitment to community investment, what is the equivalent % of revenue contributed in the form of community investment?

- ○ None
- ◉ Less than 0.1% of revenues
- ○ 0.1-0.4% of revenues
- ○ 0.5-0.9% of revenues
- ○ 1-1.9% of revenues
- ○ >2%

Points Earned: 0.13 of 1.07

% of Revenue Donated

What was the equivalent percentage of revenue donated to charity during the last fiscal year?

Please include tax deductible in-kind donations but do not include pro bono time.

- ○ No donations last fiscal year
- ◉ Less than 0.1% of revenue
- ○ 0.1-0.4% of revenue
- ○ 0.5-0.9% of revenue
- ○ 1-1.9% of revenue
- ○ 2%+ of revenue
- ○ Don't know

Points Earned: 0.43 of 2.13

Total Amount of Charitable Donations

Total amount (in currency terms) donated to registered charities in the last fiscal year

Report with the currency specified in "Reporting currency" for this metric.

Total amount (in currency terms) donated to registered charities in the last fiscal year

Sensitive

Points Available: 0.00

Advancing Social and Environmental Performance

How has your company worked with its stakeholders (including competitors) to improve behavior or performance on social or environmental issues in the past two years?

- ☑ We have worked with other industry players on a cooperative initiative on relevant social and environmental standards for our industry
- ☐ We have provided data or contributed to academic research on social or environmental topics
- ☐ We participate in panel presentations or other public forums on social or environmental topics
- ☐ We provide public resources for other businesses or stakeholders on improving social or environmental performance
- ☐ Other - please describe
- ☐ None of the above

Points Earned: 0.13 of 0.27

OPERATIONS

Supply Chain Management

8.2

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).

- [x] Product Manufacturers
- [x] Professional Service Firms (Consulting, Legal, Accounting)
- [ ] Independent Contractors
- [x] Marketing and advertising
- [x] Office Supplies
- [ ] Benefits Providers
- [x] 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).

- [x] Compliance with all local laws and regulations, including those related to social and environmental performance
- [x] 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: 0.38 of 0.75

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
- [x] 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
- [x] Other (please describe)
- [ ] None of the above

Points Earned: 0.45 of 0.75

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

Outsourced Staffing Screening Topics

Does your company review or set requirements regarding the labor practices of its outsourced staffing service providers that includes the following topics?

Your answers determine which future questions in the assessment are applicable to your company.

- [x] Compliance with all local laws and regulations
- [x] Compliance with international human rights and labor standards (for employees and contractors)
- [ ] Payment at or above industry benchmarks
- [ ] Payment of a living wage (for employees and contractors)
- [ ] Employee benefits provided
- [ ] Professional development opportunities
- [ ] Other labor practices
- [ ] None of the above
- [ ] N/A

Points Earned: 0.15 of 0.38

% of Outsourced Services Accountable to Code of Conduct?

What % of your outsourced staffing services (on a currency basis) are accountable to the formalized code of conduct or requirements described in the previous question?

- ( ) 0%
- ( ) 1-20%
- ( ) 21-49%
- ( ) 50-74%
- ( ) 75-99%
- (●) 100%
- ( ) N/A

Points Earned: 1.50 of 1.50

Screening / Monitoring for Services

Which of the following methods are used to evaluate the social or environmental impact of your outsourced staffing services?

Your answers determine which future questions in the assessment are applicable to your company.

- [ ] Company shares policies or rules with subcontractors but does not have a verification process in place
- [x] Company requires subcontractors complete self-designed assessment
- [x] Company utilizes third party risk or impact assessment tools (BIA)
- [ ] Company conducts routine audits/reviews of subcontractors at least every two years
- [ ] Company has third parties conduct routine audits/reviews of subcontractors at least every two year
- [ ] Other
- [ ] None of the above

Points Earned: 0.28 of 0.38

% of Outsourced Staffing Services Screened / Monitored

What % of your outsourced staffing services (on a currency basis) are evaluated based on the methods selected in the previous question?

- ○ 0%
- ○ 1-20%
- ○ 21-49%
- ○ 50-74%
- ○ 75-99%
- ◉ 100%
- ○ N/A

Points Earned: 1.50 of 1.50

Supplier Code of Conduct

Is there a formal written Supplier Code of Conduct policy that specifically holds your company's suppliers accountable for social and environmental performance?

Your answers determine which future questions in the assessment are applicable to your company.

- ◉ Yes
- ○ No

Points Earned: 0.75 of 0.75

Supplier Code of Conduct Topics

What areas of social and environmental performance are specifically included in your company's Supplier Code of Conduct policy?

- ☑ Bribery, corruption, and fraud
- ☑ Working hours
- ☑ Freely chosen employment
- ☑ Compensation
- ☑ Child labor
- ☑ Freedom of association
- ☑ Health and safety
- ☐ Use of materials
- ☑ Product's environmental impact
- ☐ Information on how the Code will be monitored and reviewed (e.g. self-audits, site visits)
- ☐ N/A - No Supplier Code of Conduct

Points Earned: 0.38 of 0.38

Support for Improved Supply Chain Social or Environmental Performance

How does your company encourage improved social and environmental performance among your suppliers?

- ☐ We provide incentives for suppliers with strong social and environmental performance
- ☑ We set goals and expectations with suppliers to improve their social and environmental performance
- ☑ We provide resources to suppliers to improve their social and environmental performance
- ☐ Other - please describe
- ☐ None of the above

Points Earned: 0.75 of 0.75

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?

- [x] 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
- [x] Company provides training and/or resources on improving social or environmental performance to suppliers, either from the company itself or through a third party
- [x] 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
- [x] 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 Earned: 0.25 of 0.38

% of Suppliers with Programs to Improve Impact

For what % of your suppliers (on a currency basis) do the policies and programs selected in the previous question apply?

- ○ 0%
- ○ 1-20%
- ○ 21-49%
- ◉ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.94 of 1.50

Length of Supplier Relationships

What is the average tenure of your company's relationships with suppliers?

- ○ Average tenure of supplier relationships is less than 12 months.
- ○ Average tenure of supplier relationships is greater than 12 months.
- ◉ Average tenure of supplier relationships is greater than 36 months.
- ○ Average tenure of supplier relationships is greater than 60 months.
- ○ Our company has had a relationship with a majority of our suppliers (on a currency basis) since our first year of operations.
- ○ Don't Know

Points Earned: 0.50 of 0.75

Support for In Need Suppliers

Does your company do any of the following to support small scale or other in-need suppliers?

- [ ] We review suppliers for potential training needs
- [ ] We have a formal education or support program for selected suppliers
- [x] We provide small scale suppliers the same contracts, prices, and payment terms (such as days payable outstanding) as other suppliers
- [ ] We pay 30 days payable outstanding to small scale suppliers
- [ ] A formal mechanism is in place for suppliers to provide us feedback (e.g. supplier satisfaction surveys)
- [ ] We have a formal grievance mechanism to address complaints and resolve disputes
- [x] Other (please describe)
- [ ] None of the above

Points Earned: 0.40 of 0.75

Supplier Certifications

During the last fiscal year, what percentage of your Significant Suppliers (on currency basis) had internationally-recognized product certifications?

Select 0% if you do not know whether your Significant Suppliers are certified.

- ○ 0%
- ○ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75%+
- ◉ Don't know

Points Available: 0.75

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.

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
- [x] None of the above

Points Available: 0.00

Environmental Management

OPERATIONS
1.6

Facility Environmental Efficiency

What environmental efficiency practices are in place in a majority of your company's offices and plant facilities?

- [x] Buildings employ energy saving strategies (e.g. energy use monitoring, efficient appliances and lighting, renewable energy use)
- [x] Buildings use systems for increasing water efficiency (e.g. water efficient appliances, fixtures, and landscaping)
- [ ] Buildings use systems to monitor and improve air quality (e.g. increased ventilation)
- [x] Building construction or operations make use of sustainable materials (e.g. reclaimed products)
- [x] New building sites are chosen based on sustainability considerations (e.g. minimizing impact on ecosystems and waterways)
- [ ] Buildings are LEED certified or LEED equivalent certified
- [ ] Other - please describe
- [ ] None of the above
- [ ] N/A - No offices or plant facilities

Points Earned: 0.95 of 1.05

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 3-6 can only be selected if Checkbox 2 applies.

- [x] Policy statement documenting our organization's commitment to the environment
- [ ] Assessment undertaken of the environmental impact of our organization's business activities
- [ ] Stated objectives and quantifiable targets for environmental aspects of our organization's operations
- [ ] Programming designed, with allocated resources, to achieve these targets
- [ ] Periodic compliance reviews and auditing to evaluate programs conducted
- [ ] Third-party auditing and certification of EMS
- [ ] We have no environmental management system

Points Earned: 0.35 of 2.11

Environmentally Certified Products

During the last fiscal year, what percentage of your products sold had a product certification that assesses the environmental impacts of the product or its production process?

Select N/A only if there is no physical product being sold.

- (●) 0%
- ( ) 1-24%
- ( ) 25-49%
- ( ) 50-74%
- ( ) 75%+
- ( ) N/A

Points Available: 1.05

Type of Footprint Assessments

Has the company's footprint assessments included any of the following?

- [ ] Assessment conducted for upstream supply chain only
- [ ] Assessment conducted for only a portion of value chain (other than or in addition to upstream supply chain)
- [x] Formal life cycle assessments conducted internally
- [ ] Formal life cycle assessments conducted or verified by a third party
- [ ] Use of third party frameworks or methodologies (such as Ellen Macarthur Foundation Circularity Indicators, Product Environmental Profiles, GHG Protocol or Carbon Disclosure Project)
- [ ] Company has a life cycle based certification or equivalent (Cradle to Cradle)
- [ ] Other
- [ ] None of the above

Points Earned: 0.13 of 0.53

% of Products with Type of Footprint Assessment

What % of your products have undergone the specific type(s) of environmental footprint assesesment selected in the previous question?

- ○ 0%
- ◉ 1-20%
- ○ 21-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ N/A

Points Earned: 0.26 of 2.11

Assessment Conducted of Environmental Footprint of Value Chain

Have you conducted a formal assessment to measure the environmental footprint of your value chain (including supply chain, product usage, and end-of-life) that covers the following topics?

- [ ] Impacts on biodiversity
- [ ] Impacts on climate (Scope 3 Carbon Emissions)
- [ ] Toxin or hazardous material impact
- [ ] Land preservation (including material extraction)
- [ ] Water supply
- [ ] Other
- [x] None of the above

Points Available: 1.05

Management of Material Environmental Impact in Value Chain

How has your company utilized the results of your environmental footprint assessment to manage and minimize your overall impact?

- [ ] Company has used assessments to develop specific strategies to reduce impacts for at least most material impacts identified across value chain and product lines
- [ ] Company has set public targets or commitments to reduce material value chain and product impacts over time
- [ ] Company has met incremental targets in the last two years and/or can demonstrate being on target to achieve long term goals
- [ ] Other
- [x] None of the above (No EIA conducted)

Points Available: 1.05

Impact of Product Usage

Which of the following are true regarding practices in place to manage and minimize the impact of product usage?

- [ ] Company has conducted studies of consumer behavior and/or disposal to understand impact of product usage
- [ ] Company has conducted analysis of product lifetime and usability and it materially exceeds (>5%) lifetime of related competitive products
- [ ] Company has created partnerships and/or marketing campaigns to engage customers or other post production value chain users to minimize environmental footprint of usage
- [ ] Other
- [x] None of the above

Points Available: 1.05

Air & Climate

OPERATIONS

3.3

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
- [x] 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: 0.49 of 0.65

Total Energy Use

Total energy used (Gigajoules) during the last 12 months:

Total energy used (Gigajoules) during the last 12 months: 1688

- [ ] 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: 324

- [ ] We do not track this

Points Available: 0.00

Electricity Sources

From what sources does your company get its electricity?

Please check all that apply.

- [ ] Diesel-generators
- [ ] Municipal power grid (sources unknown or not renewable)
- [ ] Municipal power grid (at least 10% of municipal power is generated from renewable sources such as solar, wind or small-scale hydropower)
- [ ] Bio-fuel or other clean or renewable-based generators
- [x] Renewable energy sources (including on-site renewable)
- [ ] Other - please describe

Points Earned: 0.65 of 0.65

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: 0.04 of 0.33

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: 0.26 of 1.30

Environmentally Efficient Equipment

What % of new equipment purchased (by total cost) during the last 24 months was energy efficient or otherwise environmentally-preferred?

Select N/A if no capital expenditures were made during the last 24 months.

- ○ 0% (no equipment)
- ○ <50% (some equipment)
- ◉ 50%+ (majority of equipment)
- ○ 100% (all equipment)
- ○ N/A - No new equipment purchased

Points Earned: 0.22 of 0.33

Energy Use Reductions

Have conservation and efficiency improvements led to energy savings for your facilities? If so, by how much?

Please calculate based on changes from last year or annualized from a base year, referring to electricity use and other energy consumption from heating, hot water, etc.

- (●) 0%
- ( ) 1-4%
- ( ) 5-9%
- ( ) 10-14%
- ( ) 15-20%
- ( ) >20%
- ( ) Don't know

Points Available: 1.30

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.

- [x] We do not currently monitor and record emissions
- [ ] We regularly monitor and record emissions but have not set any reduction targets
- [ ] We regularly monitor and record emissions and have set specific reduction targets relative to previous performance (e.g. a 5% reduction of GHGs from baseline year)
- [ ] We regularly monitor and record emissions and have set specific science-based targets necessary to achieve global goals to address climate change
- [ ] We have met the specific reduction targets set during this reporting period
- [ ] We have achieved carbon neutrality

Points Available: 0.65

Greenhouse Gas Emissions Reduced

What percentage of Scope 1 and 2 GHG emissions has been saved due to efficiency improvements implemented by your company?

- ( ) 0%
- ( ) 1-4%
- ( ) 5-9%
- ( ) 10-14%
- ( ) 15-20%
- ( ) 20%+
- (●) Don't Know

Points Available: 1.30

Shipping Policies

Has your company implemented an environmentally-efficient shipping or distribution policy?

- (●) Yes
- ( ) No

Points Earned: 0.33 of 0.33

Supply Chain GHG Management

Has your company taken action to track and manage the greenhouse emissions produced through your supply chain? (absolute reduction)

Only select practices if you track and manage greenhouse emissions produced for at least 50% of your company suppliers (on a cost basis).

- [ ] We don't track or evaluate greenhouse emissions from our supply chain
- [x] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risk contributions of greenhouse gas emissions
- [ ] We have purchased certified carbon credits to offset some or all of the greenhouse gas emissions from our supply chain
- [x] We set targets for reducing greenhouse gas emissions through our supply chain
- [ ] We have seen a reduction in GHG emissions in our supply chain in the last twelve months
- [ ] We have achieved a carbon-neutral supply chain

Points Earned: 0.33 of 0.65

Offsetting Supplier GHG Emissions

What % of your company's Scope 3 greenhouse gas emissions were offset by certified carbon credits?

- (●) 0
- ( ) 1-24%
- ( ) 25-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) Don't know

Points Available: 1.30

Supply Chain GHG Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce the greenhouse gas emissions produced through your supply chain?

- [x] We collaborate with or require suppliers to collect data and report on greenhouse gas emissions
- [x] We screen suppliers to reduce greenhouse gas emissions (e.g. performance of suppliers, selection of materials, source locations)
- [x] We provide support or resources for our supply chain in adopting greenhouse gas minimized operations (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [ ] None of the above

Points Earned: 0.49 of 0.65

Sourcing % of COGS from Local Suppliers

What % of the following was spent with suppliers located within 200 miles (or 322 km) of where the end product was used during the last fiscal year?

Sourcing of COGS Local to Customers

- ( ) 0%
- (●) 1-9%
- ( ) 10-19%
- ( ) 20-29%
- ( ) 30%+
- ( ) Don't know

Points Earned: 0.33 of 1.30

Sourcing % raw materials from Local Suppliers

What % of the following was spent with suppliers located within 200 miles (or 322 km) of where the end product was used during the last fiscal year?

Raw materials (in currency terms) grown or harvested

By company or local independent suppliers.

- (●) 0%
- ( ) 1-9%
- ( ) 10-19%
- ( ) 20-29%
- ( ) 30%+
- ( ) Don't know

Points Available: 1.30

Managing Impact of Transportation

Has your company adopted any of the following techniques for minimizing the transportation-related environmental impact of its distribution and supply chain?

Please check all that apply.

- [ ] Utilize clean or low-emission vehicles (e.g. hybrid, LPG, electric) to transport and distribute product
- [ ] Utilize strategic planning software to minimize fuel usage and shipping footprint
- [ ] Train drivers and handlers in fuel efficient techniques
- [x] Utilize freight or shipping methods with lower environmental impacts (e.g. avoiding air shipment)
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.22 of 0.65

Types of Carbon Credits Purchased

Has your company purchased any of the following types of carbon credits during the last fiscal year?

- [ ] Voluntary Carbon Credits
- [ ] Certified Carbon Credits
- [x] None

Points Available: 0.33

Water

OPERATIONS
2.0

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
- [x] 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: 0.88 of 1.75

Total Water Use

Total water use (liters) during the last 12 months

Total water use (liters) during the last 12 months 3693423

- [ ] 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.

- [x] Low-flow faucets, taps, toilets, urinals, or showerheads
- [ ] Grey-water usage for irrigation
- [ ] Low-volume irrigation
- [x] Harvest rainwater
- [ ] Other - please describe
- [ ] None of the above
- [ ] N/A - Our company has a virtual office

Points Earned: 1.17 of 1.75

Supply Chain Water Management

How does your company track and manage the water footprint of your supply chain?

Only select practices if you track and manage the water footprint for at least 50% of your company suppliers (on a cost basis).

- [x] We do not track the water footprint of our supply chain
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material areas of water usage
- [ ] We have targets for reducing water footprint through our supply chain
- [ ] We have seen a reduction of our water footprint in our supply chain in the past twelve months
- [ ] We have verified that all water use in supply chain is science-based and sustainable

Points Available: 1.75

Supply Chain Water Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce the water footprint of your supply chain?

- [ ] We collaborate with or require suppliers to collect data and report on water footprint
- [ ] We screen suppliers to fit good water management practices (e.g. individual supplier practices, materials and ingredients, locations in context of water scarcity)
- [ ] We provide support or resources for supply chain in adopting water management (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 1.75

Land & Life

OPERATIONS

2.3

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.

- [x] 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 Available: 0.76

Recycling Programs

Does the majority of your facilities on a square foot basis have a facility wide recycling program that has ongoing collection of at least all standard materials in your area?

- (●) Yes
- ( ) No

Points Earned: 0.76 of 0.76

Recycling Programs

Does your company have any of the following recycle/reduce/reuse programs in 80% of the facilities?

- [x] We recycle and reuse materials on-site with clearly-marked bins for use
- [ ] We have a written recycle/reduce/reuse policy that is posted at plant facilities with clearly-marked bins
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.38 of 0.76

Waste Reduction Programs

Does your company have a formal program to evaluate how to reduce its generation of hazardous, universal, and/or non-hazardous waste?

- ( ) Yes
- (●) No
- ( ) Already maximized - we have achieved Zero Waste

Points Available: 0.76

Supply Chain Waste Management

How does your company track and manage waste in your supply chain?

Only select practices if you track and manage waste for at least 50% of your company suppliers (on a cost basis).

- [x] We don't track the solid waste impacts of our supply chain
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material areas of waste production
- [ ] We have set targets for reducing solid waste in the supply chain
- [ ] We have seen a reduction of waste produced in our value chain in the past twelve months
- [ ] We have achieved zero waste or a closed-loop supply chain

Points Available: 0.76

Supply Chain Waste Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce waste in your supply chain?

- [ ] We collaborate with or require suppliers to collect data and report on waste production
- [ ] We screen or require suppliers to meet standards related to solid waste production
- [ ] We have implemented initiatives to reduce waste at the source or divert waste from landfills or incineration in the supply chain
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 0.76

Environment Impact Packaging

How does your company minimize the environmental impact of the packaging of your products?

Select all practices that apply and are verifiable, regardless of the % of product/packaging the practice applies to.

- [x] We have conducted a formal assessment of our packaging design and materials to identify opportunities to minimize environmental impact
- [ ] We have source-reduced packaging within the last two years
- [ ] Our packaging materials are certified to meet independent standards for environmental impact
- [x] Our packaging is recyclable and provides instructions on how to recycle it correctly
- [x] Our packaging is non-toxic
- [ ] Our packaging materials are designed to have less overall environmental impact than common alternatives
- [ ] None of the above
- [ ] N/A - Our products do not have packaging materials

Points Earned: 0.46 of 0.76

% of Recyclable/Biodegradable Materials

What % of material (by weight or volume) is made of recyclable (and labeled as such) or biodegradable materials in the areas where they are sold (product + packaging)?

- (●) <20%
- ( ) 20-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) Don't Know
- ( ) N/A

Points Available: 0.76

% of Environmentally Preferred Input Materials

What % of material (by weight or volume) comes from recycled materials, reused components, and/or certified sustainably sourced materials?

- (●) <20%
- ( ) 20-49%
- ( ) 50-74%
- ( ) 75-99%
- ( ) 100%
- ( ) Don't Know
- ( ) N/A - We do not sell a physical product

Points Available: 1.53

Programs to Reduce End of Life Waste

Which of the following practices are in place to reduce waste to landfill after the usage of your product and/or its packaging?

- [ ] Company has a product/packaging reclamation and recycling program designed and implemented by the company or a third party
- [ ] Company has a product/packaging reclamation and reuse program designed and implemented by the company or a third party
- [ ] Company takes back similar products or packaging from other companies as part of its reclamation program
- [ ] Company includes information about their reclamation programs on product labels / packaging
- [ ] Company includes information about their reclamation programs in advertising campaigns
- [ ] Company has achieved circularity (no waste created) in its products and packaging
- [ ] Other
- [x] None of the above

Points Available: 0.76

Hazardous Waste Disposal

Can your company verify that your hazardous waste is always disposed of responsibly?

This includes batteries, paint, electronic equipment, etc.

- (●) Yes
- ( ) No
- ( ) N/A - We have eliminated hazardous waste

Points Earned: 0.76 of 0.76

Hazardous Materials On-Site

If your company uses any hazardous materials on site, check all of the procedures that your company follows.

Hazardous materials include chemicals, pesticides, and fertilizer. Select N/A if you use no hazardous materials and chemicals.

- [ ] Written procedures for safe storage, use and disposal of each hazardous material available in the national language(s) of work
- [ ] All hazardous materials are kept in sealed containers in a locked storeroom located in a separate area from regular business activities
- [ ] All containers with hazardous materials are labeled, with instructions for proper storage, use and disposal
- [ ] None of these procedures
- [x] N/A

Points Available: 0.76

Supply Chain Chemical Management

How does your company track and manage toxins or hazardous waste in your supply chain?

Only select practices if you track and manage toxins or hazardous waste for at least 50% of your company suppliers (on a cost basis).

- [x] We don't track toxins or hazardous waste in our supply chain
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risks of toxins and/or production of hazardous waste
- [ ] We have set targets for reducing toxins and hazardous waste in our supply chain
- [ ] We have verified that there are no harmful toxins or hazardous waste in our supply chain

Points Available: 0.76

Supply Chain Chemical Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce toxins or hazardous waste in your supply chain?

- [ ] We collaborate with or require suppliers to collect data and report on chemicals
- [ ] We screen or require suppliers to meet standards related to toxins or hazardous waste
- [ ] We provide support or resources to reduce toxins in the supply chain (e.g.online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 0.76

Supply Chain Biodiversity Management

How does your company track and manage your supply chain's impact on biodiversity?

Only select practices if you track and manage the impact on biodiversity for at least 50% of your company suppliers (on a cost basis).

- [x] We don't evaluate our supply chain impact on biodiversity
- [ ] We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risks to biodiversity
- [ ] We set targets for reducing impact on biodiversity through our supply chain
- [ ] We have verified that our supply chain creates no (or positive) biodiversity impact

Points Available: 0.76

Supply Chain Biodiversity Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce your supply chain's impact on biodiversity?

- [ ] We collaborate with or require suppliers to collect data and report on biodiversity impact
- [ ] We screen suppliers to fit good biodiversity practices
- [ ] We provide support or resources for our supply chain in adopting biodiversity-friendly operations (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- [ ] We audit and provide help to suppliers to complete corrective actions
- [x] None of the above

Points Available: 0.76

Customers

Customers Impact Area Introduction

OPERATIONS
0.0

This section identifies whether your company's product/service is designed to deliver a specific, material, positive impact for its customers (beyond the value normally provided from goods or services), and if so, opens the Customer Impact Business Model section that is most applicable.

Customer Impact Business Model Introduction

Do any of your company's products/services address a social or economic problem for your customers and/or their beneficiaries?

Your answers determine which future questions in the assessment are applicable to your company.

- (●) Yes
- ( ) No

Points Available: 0.00

Customer 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?

"Sanofi Consumer Healthcare has a variety of medicines in its global portfolio to treat a range of diseases including allergies, cough and cold, pain and inflammation, digestive disorders, oral care, scalp care, dermatoses including ezcema and psoriasis and many more. In addition, we also market nutritional supplements that help support optimal physiological processes. As a health journey partner, we leverage the best in science, together with our world-class pharmaceutical quality standards to deliver consumer-driven innovative medicines and products across. A few facts related to our diverse portfolio are presented below: In the US, 240 million people use over the counter medicines. If treatments were not available, an estimated 60 million of these would not seek medical treatment. In the space of 12 months in the United States, almost 85% of the population will experience a cold. Globally, between 10 and 30% of the population suffer from hay fever and this goes up to over 50% in parts of Africa and in urban areas. Between 22% and 52% of people in major countries suffer from constipation symptoms and 70% of those who frequently suffer experience it at least once a month. Across the world, 77% of people have used nutritionals in the last 12 months to maintain their general health, provide immune system support or to supplement in areas of vitamin deficiency. 9 out of 10 people will experience pain at some point."

Points Available: 0.00

Beneficial Product Type

Which of the following most closely matches the outcome and/or problem solved for your customers as defined above?

Only select 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)
- [x] 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: 20082

☐ We do not track this

Points Available: 0.00

Total Customer Individuals

Total Number of Customers

Individuals served in the last 12 months:

Individuals served in the last 12 months:

Sensitive

Points Available: 0.00

Customer Stewardship

OPERATIONS

4.0

Managing Customer Stewardship

Does your company do any of the following to manage the impact and value created for your customers or consumers?

- [x] We offer product / service guarantees, warranties, or protection policies
- [x] We have third party quality certifications or accreditations
- [x] We have formal quality control mechanisms
- [x] We have feedback / customer service feedback or complaint mechanisms
- [x] We monitor customer or consumer satisfaction
- [x] 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
- [x] We manage the privacy and security of client / customer data
- [ ] None of the above

Points Earned: 0.45 of 0.45

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: 0.45 of 0.45

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: 0.91 of 0.91

Quality Assurance

Do you use an established third party methodology to manage quality assurance for your products or services?

Examples include PDSA, Six Sigma, DMAIC, TQM, Zero Defects, etc

- ◉ Yes
- ○ No

Points Earned: 0.45 of 0.45

Feedback and Complaint Channels

Are any of the following true regarding mechanisms for customers to provide feedback, ask questions, or file complaints?

- [x] Products and/or websites feature customer service contact information
- [ ] Product / service reviews are made available in their entirety to public
- [x] Company responds to all direct inquiries or complaints within a month of receipt
- [x] Company offers live time support to customers
- [ ] Other
- [ ] None of the above

Points Earned: 0.34 of 0.45

Monitoring Customer Satisfaction and Retention

Which of the following are true of your company with regards to customer or client satisfaction and/or retention?

- [x] 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: 0.09 of 0.45

Managing Product Impacts

Does the company do any of the following with regards to managing the potential impact their products have on customers / beneficiaries?

- [x] Company regularly monitors customer outcomes and well-being
- [x] Company has formal program to incorporate customer testing and feedback into product design
- [x] 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: 0.45 of 0.45

Data Usage and Privacy

Does your company have any of the following to address data usage and privacy issues?

- [x] Company has a formal publicly available data and privacy policy
- [x] 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)
- [x] All customers have option to decide how their data can be used
- [x] Company's all email list building and email marketing strategies are GDPR compliant
- [x] Other
- [ ] None of the above
- [ ] N/A - Company does not collect sensitive data

Points Earned: 0.45 of 0.45

Data Security Management

Does the company have any of the following practices to ensure security of private data?

- [x] Data privacy is included in company wide risk management compliance processes
- [x] All employees with access to data are trained on data privacy policies
- [x] Company has a formal code of conduct that defines unauthorized uses of data
- [x] Internal audits of data security
- [x] External audits of data security
- [x] Simulated hacks on data security
- [ ] Other
- [ ] None of the above
- [ ] N/A - Company does not collect sensitive data

Points Earned: 0.45 of 0.45

IMPACT BUSINESS MODELS

Health & Wellness Improvement - Impact Business Model

3.5

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? **Approx. 95.45%**

- [ ] We do not track this

Points Available: 0.00

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

- [x] Individuals
- [ ] Households
- [ ] Communities
- [ ] Businesses or nonprofit organizations
- [ ] Governments
- [ ] None of the above

Points Available: 0.00

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

Points Available: 0.00

Client Tracking Methods

Please provide a brief description of how you track your customer/client/beneficiary figures.

"SCHC tracks beneficiaries in different ways including: 1. SCHC engages in syndicated and third party pre-purchased research data 2. SCHC does custom research data: brands commission an organisation for market research 3. SCHC receives Ratings and Reviews via e-commerce and other tools"

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.

- [x] We have formally defined the outcomes sought by our product or service and have developed a theory of change for them
- [x] We have based our impactful product or service business model on established secondary research that demonstrates potential impact
- [x] We have directly and formally engaged stakeholders in understanding their desires and needs when developing, refining, and or delivering our products or services
- [x] We are verified to meet third-party standards for impact (e.g. we have impact-related product certifications)
- [x] 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
- [x] We have identified and measure and manage the unintentional or potential negative impacts of the product or service in addition to intentional positive effects
- [x] 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"?

- [x] We surveyed beneficiaries to understand outcomes created
- [ ] We used non-randomized control groups to compare performance
- [x] We used randomized control groups to determine the level of causality of our product or service
- [x] We used aggregated third-party data to benchmark and compare impact performance
- [x] Our selected methods determined that the product or service contributed to the outcome
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 1.25 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: 1.09 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?

Yes. As a world class innovative consumer healthcare company, Sanofi CHC has a proven track record of launching safe and effective medicines that are truly first in class in the consumer/OTC setting. In addition to the hundreds of medicines sold across the globe, an example of truly game changing products are prescription to OTC switches such as the Allegra and Xyzal range of products, which were made available to consumers in an over the counter setting for the first time due to Sanofi CHCs commitment of enabling consumers to live fuller, healthier lives. These medicines are used to relieve problematic disease states in over 60 million consumers. As allergies rise due to the effects of climate change, pollution and the destruction of natural habitats, it is vital and indeed a central pillar of Sanofi CHCs vision to provide consumer with the cutting edge care that they need

Points Available: 0.00

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 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 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 Bottled Water

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Bottled water

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Animal Products or Services

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Animal-based products or services (including seafood)

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Genetically Modified Organisms

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Genetically modified organisms

Please also select "Yes" if your company serves clients in this industry

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Biodiversity Impacts

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Industries with a large potential biodiversity impact (including logging or logging equipment, agriculture, etc.)

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Energy and Emissions Intensive Industries

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Energy- and emissions-intensive industries

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Water Intensive Industries

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Water-intensive industries

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Illegal Products or Subject to Phase Out

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Products or activities that are illegal under country laws or regulations where they have operated, banned in international conventions or agreements, or subject to international phase-out or regulation

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Industries at Risk of Human Rights Violations

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Industries reliant upon materials at high risk of human rights infringements (e.g. conflict minerals)

- ○ Yes
- ◉ No

Points Available: 0.00

Other Disclosure Industries

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Other industries that may cause social or environmental harm or are subject to stakeholder criticism or concern

- ◉ Yes
- ○ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" to any of the "Disclosure Industries" listed above, please provide a detailed explanation of the company's involvement for each affirmative response:

If this does not apply to you, please enter "Does not apply" in the text area below.

See DQ.

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

Does not transparently report corporate financials to government

Please indicate if your company engages in any of the following practices:

Company withholds corporate financials from government

- ○ 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

Animal Testing

Please indicate if your company engages in any of the following practices:

Company's products are tested on animals

- ◉ 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

Workers not Provided Clean Drinking Water ot Toilets

Please indicate if your company engages in any of the following practices:

Company does not provide clean drinking water and clean toilets to employees during shifts

- ○ Yes
- ◉ No

Points Available: 0.00

Workers paid below minimum wage

Please indicate if your company engages in any of the following practices:

A portion of workers, contractors, subcontractors or day-workers are paid below minimum wage

- ○ Yes
- ◉ No

Points Available: 0.00

No signed employment contracts for all workers

Please indicate if your company engages in any of the following practices:

Company does not have a signed contract of employment with each worker in a language they understand

- ○ Yes
- ◉ No

Points Available: 0.00

Payslips not provided to show wage calculation and deductions

Please indicate if your company engages in any of the following practices:

Company does not provide payslips or equivalent to all workers to show how wages are calculated and any deductions made

- ○ Yes
- ◉ No

Points Available: 0.00

Activities against freedom of association/collective bargaining

Please indicate if your company engages in any of the following practices:

Company has taken a public stance against unionization, has engaged in activities that may be perceived as taking a stance against union organizing, or prohibits workers from freely associating and bargaining collectively for the terms of one's employment

- ○ Yes
- ◉ No

Points Available: 0.00

Workers cannot leave site during non-working hours

Please indicate if your company engages in any of the following practices:

Company prohibits workers from freely leaving the site during non-working hours or at the end of their shift

This includes workers who live on site.

- ○ Yes
- ◉ No

Points Available: 0.00

ID Cards Withheld or Penalties for Resignation

Please indicate if your company engages in any of the following practices:

Company keeps workers' original ID cards or passports and/or does not allow workers to resign freely without penalty, even if advance notice is given

- ○ Yes
- ◉ No

Points Available: 0.00

Workers Under Bond

Please indicate if your company engages in any of the following practices:

Company hires workers that are under bond, debt, or other obligation to the company or to labor brokers

- ○ Yes
- ◉ No

Points Available: 0.00

Confirmation of Right to Work

Please indicate if your company engages in any of the following practices:

Company does not confirm that workers have the legal right to work in jurisdiction of operations, or company does not keep personnel records that include evidence of the date of birth of each worker

- ○ Yes
- ◉ No

Points Available: 0.00

Employs Individuals on Zero-Hour Contracts

Please indicate if your company engages in any of the following practices:

Company employs individuals on zero-hour contracts

- ○ Yes
- ◉ No

Points Available: 0.00

Company workers are prisoners

Please indicate if your company engages in any of the following practices:

Company uses workers who are prisoners

- ○ Yes
- ◉ No

Points Available: 0.00

Company Employs Workers Under Age 15 (Or Other ILO Minimum Age)

Please indicate if your company engages in any of the following practices:

Company employs workers under the age of 15 (or other minimum work age covered by the International Labour Organization Convention No. 138) and/or company does not keep personnel records that include evidence of the date of birth of each

- ○ Yes
- ◉ No

Points Available: 0.00

Overtime For Hourly Workers Is Compulsory

Please indicate if your company engages in any of the following practices:

Overtime work is compulsory and exceeds 48 hours in a week

- ○ Yes
- ◉ No

Points Available: 0.00

Other Disclosure Practices

Please indicate if your company engages in any of the following practices:

Other sensitive practices that may cause social or environmental harm, or are subject to stakeholder concern

- ○ Yes
- ◉ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" to any of the "Disclosure Practices" listed above, please provide a detailed explanation of the company's engagement in each practice marked in the affirmative:

If this does not apply to you, please enter "Does not apply" in the text area below.

See DQ

Points Available: 0.00

Disclosure Outcomes & Penalties

Disclosure questions concerning litigation, relocation of communities, accidents, and on-the-job fatality.

On-Site Fatality

Please indicate if your company has experienced any of the following in the past 5 years:

Company has had an operational or on-the-job fatality

- ○ Yes
- ◉ No

Points Available: 0.00

Litigation or Arbitration

Please indicate if your company has experienced any of the following in the past 5 years:

Litigation or arbitration against company either ongoing, settled, or found against the company

- ○ Yes
- ◉ No

Points Available: 0.00

Company has filed for bankruptcy

Please indicate if your company has experienced any of the following in the past 5 years:

Company has filed for bankruptcy

- ○ Yes
- ◉ No

Points Available: 0.00

Bribery, Fraud, or Corruption

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Bribery, fraud, or corruption

- ○ Yes
- ◉ No

Points Available: 0.00

Anti-Competitive Behavior

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Anti-competitive behavior

- ○ Yes
- ◉ No

Points Available: 0.00

Financial Reporting, Taxes, Investments, or Loans

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Financial reporting, tax payments, investments, or loans

- ○ Yes
- ◉ No

Points Available: 0.00

Political Contributions or International Affairs

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Political contributions or international affairs

- ○ Yes
- ◉ No

Points Available: 0.00

Labor Issues

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Labor issues (including safety and discrimination)

- ○ Yes
- ◉ No

Points Available: 0.00

Recalls

Please indicate if your company has experienced any of the following in the past 5 years:

Recalls due to quality control issues

- (●) Yes
- ( ) No

Points Available: 0.00

Breaches of Confidential Information

Please indicate if your company has experienced any of the following in the past 5 years:

Breaches of individual privacy and/or losses of individual confidential data

- ( ) Yes
- (●) No

Points Available: 0.00

Consumer Protection

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Consumer protection (including product safety and marketing claims)

- ( ) Yes
- (●) No

Points Available: 0.00

Significant Layoffs

Please indicate if your company has experienced any of the following in the past 5 years:

Company has had layoffs of more than 20% of the workforce

- ( ) Yes
- (●) No

Points Available: 0.00

Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)

Please indicate if your company has experienced any of the following in the past 5 years:

Company sites have experienced accidental discharges to air, land or water of hazardous substances

- ( ) Yes
- (●) No

Points Available: 0.00

Large Scale Land Conversion, Acquisition, or Relocation

Please indicate if your company has experienced any of the following in the past 5 years:

Construction or operation of company involved large scale land acquisition, convergence, or degradation (including the construction or refurbishment of dams), or resulted in the resettlement or economic displacement of 5,000 or more people

- ○ Yes
- ◉ No

Points Available: 0.00

Penalties Assessed For Environmental Issues

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Environmental management penalties, including animal welfare

- ○ Yes
- ◉ No

Points Available: 0.00

Violation of Indigenous Peoples Rights

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Infringing on indigenous people's rights, for instance by utilizing lands owned or used by indigenous peoples without full documented consent of such peoples

- ○ Yes
- ◉ No

Points Available: 0.00

Other Disclosure Outcomes & Penalties

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Other penalties, complaints, or grievances filed or levied against the company for negative impacts on local communities, human rights, or other stakeholder concerns

- ○ Yes
- ◉ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" to any of the "Disclosure Outcomes & Penalties" listed above, please provide a detailed explanation of the company's experience related to each affirmative response:

If this does not apply to you, please enter "Does not apply" in the text area below.

See DQ

Points Available: 0.00

Supply Chain Disclosure

Disclosure questions concerning the significant suppliers of the company

Supplier Child Labor, Prison Labor, or Forced Labor

Please indicate if any of the following statements are true regarding your company's suppliers:

Employment of workers under the age of 15, use of workers who are currently prisoners, or other practices that are relevant to risk of forced labor

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

Suppliers in Conflict Zones

Please indicate if any of the following statements are true regarding your company's suppliers:

Operation in conflict zones

- ◉ Yes
- ○ No
- ○ Don't Know

Points Available: 0.00

Suppliers Negative Social Impact

Please indicate if any of the following statements are true regarding your company's suppliers:

Practices or outcomes that produced substantial negative impacts regarding human rights, labor conditions, or local communities

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

Suppliers Negative Environmental Impact

Please indicate if any of the following statements are true regarding your company's suppliers:

Practices or outcomes that produced substantial negative environmental impact

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00