Danone Brazil
2021 Aggregated Full B Impact Assessments

Transparency Requirement for Wholly Owned Subsidiary:

As a wholly-owned subsidiary of Danone, Danone Brazil is required to make transparent its answers to all non-sensitive questions on the B Impact Assessment. Answers to questions that would reveal sensitive information (e.g. that would advantage competitors or prejudice litigation) are covered as such:

Sensitive

To learn about the scoring methodology, see "Aggregated Scoring Methodology, Summary and Brand List".

Danone Brazil
2021 Aggregated Full B Impact Assessments
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B Impact Report

Overall B Impact Score

Danone Ltda - Brazil Dairy

For Fiscal Year End Date: **December 30, 2018**

Your scores below are being compared against 578 Ordinary Businesses that also have 1000+ employees. Learn More

20.8

20.8	64.5	80		131		
0	50	100		150		200

UNVERIFIED

Impact Area Scores

Governance	2.2	+
Workers	9.2	+
Community	4.9	+
Environment	4.4	+
Customers	0	+

Danone Ltda - Brazil Dairy

Certified B Corporation

SCORE	COMPLETION	STATUS	VERSION	NAME	SECTOR	SIZE
84.9	**100%**	**Verified**	**5**	**2018 - Verified**	**Manufacturing**	**1000+**

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

Mission & Engagement

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

Level of Impact Focus

Select the description that best describes your business.

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

○ Positive social/environmental impact is desirable but not a particular focus for our business.

○ Social and environmental impact is frequently considered but it isn't a high priority.

○ We consider social and environmental impact in some aspects of our business but infrequently.

◉ We consistently incorporate social and environmental impact into decision-making because we consider it important to the success and profitability of our business.

○ We treat our social/environmental impact as a primary measure of success for our business and prioritize it even in cases where it may not drive profitability.

Points Available: 0.00

Mission Statement

Please type or paste your mission statement here.

Please type or paste your mission statement here. | Levar saúde por meio da

Points Available: 0.00

Mission Statement Characteristics

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

Please check all that apply.

☐ No written statement

☐ A written corporate mission statement that does not include a social or environmental commitment

☐ A general commitment to social and/or environmental responsibility and stewardship

☑ A commitment to a specific positive social impact (e.g. poverty alleviation, sustainable economic development)

☐ A commitment to a specific positive environmental impact (e.g. reducing waste to landfill with upcycled products)

☐ A commitment to serve a target in-need beneficiary group (e.g. low income customers, smallholder farmers)

Points Earned: 0.12 of 0.15

Social & Environmental Internal Engagement

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

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

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

Points Earned: 0.31 of 0.31

Stakeholder Engagement

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

Please check all that apply.

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

Points Earned: 0.21 of 0.62

Social/Environmental Key Performance Indicators

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

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

Points Earned: 0.31 of 0.31

Board Review of Social or Environmental Performance

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

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

Points Earned: 0.15 of 0.31

Mission-driven Executive Compensation

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

Please check all that apply.

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

Points Earned: 0.31 of 0.31

Corporate Accountability

OPERATIONS
1.6

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

Governance Structures

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

○ Owner/Manager only
○ Non-Fiduciary Advisory Board
◉ Board of Directors or Equivalent

Points Earned: 0.25 of 0.25

Governing Body Composition

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

Please check all that apply.

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

Points Earned: 0.25 of 0.50

Governing Body Characteristics

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

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

Points Earned: 0.50 of 0.50

Governing Body Stakeholder Representation

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

- ☐ Executive employee representative
- ☑ Non-executive employee representative
- ☑ Community expertise (e.g. local universities)
- ☐ Environmental expertise (e.g. environmental nonprofits)
- ☐ Customers
- ☐ None of the above
- ☐ N/A - No Board of Directors or equivalent

Points Earned: 0.13 of 0.25

Audit Committee Characteristics

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

Please check all that apply.

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

Points Earned: 0.50 of 0.50

OPERATIONS

Ethics

2.7

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

Financial Controls

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

Please check all that apply.

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

Points Earned: 0.75 of 0.75

Code of Ethics

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

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

Points Earned: 0.50 of 0.75

Breached Code of Ethics Breachment Policy

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

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

Points Earned: 0.75 of 0.75

Anti-Corruption Practices

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

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

Points Earned: 0.75 of 0.75

Transparency

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

Audited Financials

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

- ⦿ Yes
- ◯ No

Points Earned: 0.50 of 0.50

Financial Transparency with Employees

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

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

Points Earned: 1.00 of 1.00

Impact Reporting

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

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

Points Available: 1.00

Governing Body Transparency

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

Please check all that apply.

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

Points Earned: 0.50 of 0.50

Governance Metrics

OPERATIONS
0.0

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

Last Fiscal Year

On what date did your last fiscal year end?

On what date did your last fiscal year end? | December 31st, 2018 |

Points Available: 0.00

Reporting Currency

Reporting currency

- ◉ Brazilian Real- BRL

Points Available: 0.00

Revenue Year Before Last

Total Earned Revenue

From the fiscal year before last

From the fiscal year before last

Sensitive

Revenue Last Year

Total Earned Revenue

From the last fiscal year

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

From the last fiscal year

Sensitive

Earnings Before Interest & Taxes Last Year

EBIT (Earnings Before Interest & Taxes)

From the last fiscal year

From the last fiscal year

Sensitive

Earnings Before Interest & Taxes Year Before Last

EBIT (Earnings Before Interest & Taxes)

From the fiscal year before last

From the fiscal year before last

Sensitive

Net Income Year Before Last

Net Income

From the fiscal year before last

From the fiscal year before last

Sensitive

Net Income Last Year

Net Income

From the last fiscal year

From the last fiscal year

Sensitive

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. [   ]

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

○ Signed a contract or board resolution to amend or adopt a legal form that requires consideration of employees, community, and the environment (i.e. Signed B Corp Term sheet but have not yet adopted stakeholder consideration)

● Amended corporate governing documents to require the consideration of employees, community and the environment (e.g. Amended Articles of Incorporation)

○ Has a specific legal entity/governance structure that preserves mission (i.e. cooperative)

○ Legal entity/governance structure preserves mission and requires stakeholder consideration (i.e. Benefit Corp or cooperative that has amended governing documents to include stakeholder consideration)

○ Other - Please describe

○ None of the above

Points Earned: 7.50 of 10.00

Workers

OPERATIONS

Worker Metrics

0.0

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

Majority Hourly vs. Salaried Workers

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

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

- 🔘 Fixed Salary
- ⚪ Daily/Hourly Wage

Points Available: 0.00

---

of Full Time Workers

Number of Total Full-Time Workers

Current Total Full-Time Workers

Current Total Full-Time Workers `2607`

☐ We do not track this

Points Available: 0.00

---

of Full Time Workers Last Year

Number of Total Full-Time Workers

Total Full-Time Workers 12 months ago

Total Full-Time Workers 12 months ago `2720`

☐ We do not track this

Points Available: 0.00

---

of Part Time Workers Last Year

Number of Total Part-Time Workers

Total Part-Time Workers 12 months ago

Total Part-Time Workers 12 months ago `0`

☐ We do not track this

Points Available: 0.00

---

of Part Time Workers

Number of Total Part-Time Workers

Current Total Part-Time Workers

Current Total Part-Time Workers `0`

☐ We do not track this

Points Available: 0.00

of Temporary Workers

Number of Total Temporary Workers

Current Total Temporary Workers

Current Total Temporary Workers | 0 |

☐ We do not track this

Points Available: 0.00

---

of Temporary Workers Last Year

Number of Total Temporary Workers

Total Temporary Workers 12 months ago

Total Temporary Workers 12 months ago | 0 |

☐ We do not track this

Points Available: 0.00

Compensation & Wages

OPERATIONS
5.6

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

Total Wages

Total Wages (including bonuses)

Total Wages (including bonuses)

Sensitive

Lowest Paid Wage

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

Please exclude students and interns in this calculation.

What is the company's lowest wage calculated on an hourly basis? | 1051 |

☐ We do not track this

Points Available: 0.00

Paying Above the Minimum Wage

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

🔘 Yes
⚪ No

Points Earned: 1.23 of 1.23

% Above the Minimum Wage

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

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

○ <10%
● 10-29%
○ 30-49%
○ 50-69%
○ 70-89%
○ 90%+
○ N/A

Points Earned: 0.49 of 2.46

Inflation Rate Compensation Adjustments

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

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

● Yes
○ No

Points Earned: 1.23 of 1.23

% Increase in Wages

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

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

○ 0%
○ 0.1-1.9%
● 2.0-4.9%
○ 5%+

Points Earned: 0.82 of 1.23

Bonus Plan Characteristics

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

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

Points Earned: 1.23 of 1.23

Bonus Pool Distribution

Tell us how your bonus pool is distributed.

Tell us how your bonus pool is distributed. | De acordo com o alcanc

Points Available: 0.00

Non-Cash Bonus

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

If you provide a non-cash bonus, describe what the bonus is and how you value it. | We do not provide. NA

Points Available: 0.00

Employees Receiving a Bonus

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

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

Points Earned: 0.62 of 1.23

High to Low Pay Ratio

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

- ● >30x
- ○ 21-30x
- ○ 16-20x
- ○ 11-15x
- ○ 6-10x
- ○ 1-5x

Points Available: 2.46

OPERATIONS

Compensation & Wages (Salaried)   0.4

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

Bonus Plan Characteristics

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

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

- ○ 0%
- ○ <1%
- ◉ 1-5%
- ○ 6-15%
- ○ >15%

Points Earned: 0.41 of 1.23

Benefits

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

Supplementary Health Benefits

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

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

Points Earned: 1.58 of 1.58

Paid Secondary Caregiver Leave

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

- ○ None
- ○ Up to 2 weeks
- ◉ 2 to 5 weeks
- ○ Greater than 5 weeks

Points Earned: 1.05 of 1.58

Healthcare Eligibility for Part Time Workers

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

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

Points Earned: 0.40 of 0.79

Supplementary Benefits

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

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

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

Points Earned: 1.58 of 1.58

Workers Participating in Healthcare Plan

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

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

○ <50%
○ 50%-75%
○ 76%-99%
◉ 100%
○ N/A

Points Earned: 0.79 of 0.79

Part Time Worker Participation in Healthcare Plan

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

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

Points Available: 1.58

Worker Benefits (Salaried)

OPERATIONS
1.9

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

Number of Paid Days Off

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

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

Points Earned: 0.95 of 1.05

Paid Primary Caregiver Leave for Salary Workers

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

○ 0-5 weeks
○ 6-11 weeks
○ 12-17 weeks
○ 18-23 weeks
⦿ 24+ weeks

Points Earned: 1.05 of 1.05

Training & Education

OPERATIONS
0.7

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

Amount of Training for New Hires

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

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

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

Points Earned: 0.18 of 0.27

Intern Hiring Practices

Which of the following is true of intern hiring practices?

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

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

Points Earned: 0.53 of 0.53

Training & Education (Salaried)

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

Cross-Job Skills Training Participation

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

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

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

Points Earned: 0.20 of 0.78

Life Skill Training Participation

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

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

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

Points Earned: 0.20 of 0.78

Skills-Based Training Participation

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

Skills-based training to advance core job responsibilities

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

Points Earned: 0.59 of 0.78

External Professional Development Participation

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

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

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

Points Earned: 0.39 of 1.56

OPERATIONS
4.6

Worker Ownership

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

% Participation in Employee Ownership

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

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

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

Points Earned: 3.50 of 3.50

% of Company Owned by Non-Executive Employees

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

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

- ○ 0%
- ● 1-24%
- ○ 25-49%
- ○ 50%+
- ○ N/A

Points Earned: 1.17 of 3.50

Management & Worker Communication

OPERATIONS
2.0

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

Employee Review Process

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

Check all that apply.

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

Points Earned: 0.48 of 0.48

Worker Satisfaction Surveys

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

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

Points Earned: 0.48 of 0.48

Employee Satisfaction

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

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

- ◯ N/A
- ◯ <65%
- ◯ 65-80%
- ⦿ 81-90%
- ◯ >90%

Points Earned: 0.36 of 0.48

Termination Policy

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

Exclude situations requiring immediate dismissal / with cause.

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

Points Earned: 0.48 of 0.48

Worker / Management Conflict Mediation

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

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

Points Earned: 0.24 of 0.48

OPERATIONS

Human Rights & Labor Policy

0.6

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

Employee Handbook Information

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

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

Points Earned: 0.30 of 0.30

Non-Discrimination Policy

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

Please check all that apply.

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

Points Earned: 0.30 of 0.30

Labor Practices Review

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

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

Points Available: 0.60

Occupational Health & Safety

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

Worker Safety Practices

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

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

Points Earned: 0.34 of 0.34

Health and Safety Program

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

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

Points Earned: 0.69 of 0.69

Evaluating Health and Safety Risk

Which of the following describe your company's practices to evaluate and mitigate occupational health and safety risks?

- ☐ None - No measures to evaluate and mitigate workplace risks
- ☐ Has a documented standard procedure for investigating the root causes of accidents and major incidents
- ☑ Has implemented corrective actions after an incident is investigated
- ☑ Conducts an annual evaluation of the safety and health system and includes senior management in the evaluation

Points Earned: 0.46 of 0.69

Handling Hazardous Materials

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

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

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

Points Earned: 0.34 of 0.34

Machinery Practices

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

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

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

Points Earned: 0.34 of 0.34

Worker Business Models Introduction - Impact Business Model

IMPACT BUSINESS MODELS
0.0

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

Workers Impact Business Model Introduction

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

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

Points Available: 0.00

Community

Job Creation

OPERATIONS
0.8

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

New Jobs Added Year Before Last

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

Prior 12 months:

Prior 12 months: 499
- ☐ We do not track this

Points Available: 0.00

New Jobs Added Last Year

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

Last 12 months:

Last 12 months: `0`

☐ We do not track this

Points Available: 0.00

Job Growth Rate

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

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

- ⦿ 0% (Has not grown on net basis)
- ◯ 1-5%
- ◯ 6-15%
- ◯ >15%

Points Available: 2.67

Promoting Employees

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

Exclude material owners in your calculation.

- ◯ 0%
- ⦿ 1-5%
- ◯ 6-15%
- ◯ >15%

Points Earned: 0.89 of 2.67

Attrition Rate

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

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

Sensitive

Departed Employees

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

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

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

Sensitive

Diversity & Inclusion

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

Female Employees

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

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

Number of total full-time and part-time female employees. 1223

☐ We do not track this

Points Available: 0.00

Non-managerial Worker Diversity

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

Chronically-underemployed

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

Points Available: 0.89

Non-managerial Worker Diversity

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

Women

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

Points Earned: 0.59 of 0.89

Female Management

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

Women

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

Points Earned: 0.89 of 0.89

Management from Underemployed Groups

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

Chronically underemployed

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

Points Available: 0.89

Executive Diversity Statistics

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

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

Points Earned: 0.59 of 0.89

Minority/Previously Excluded Executives

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

Chronically underemployed

Chronically underemployed [0]

- ☐ We do not track this

Points Available: 0.00

Female Executives

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

Women

Women [33]

- ☐ We do not track this

Points Available: 0.00

Board of Directors Diversity

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

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

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

Points Earned: 0.89 of 0.89

Managing Gender Pay Equity Managers

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

Managers

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

- ⦿ Yes
- ◯ No
- ◯ N/A - Only one gender represented
- ◯ Don't know

Points Earned: 0.29 of 0.29

Manging Gender Pay Equity Non-Managers

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

Non-executive full-time workers

- ◯ Yes
- ⦿ No
- ◯ N/A - Only one gender represented
- ◯ Don't know

Points Available: 0.29

Supplier Ownership Diversity

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

- ◯ 0%
- ◯ 1-9%
- ◯ 10-19%
- ◯ 20-29%
- ◯ 30%+
- ⦿ Don't Know

Points Available: 0.89

Managing Gender Pay Equity Executives

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

Executives

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

- ◯ Yes
- ⦿ No
- ◯ N/A - Only one gender represented
- ◯ Don't know

Points Available: 0.29

Diversity and Inclusion Training

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

Check all that apply.

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

Points Earned: 0.59 of 0.89

OPERATIONS

Civic Engagement & Giving

3.1

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

Corporate Citizenship Program

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

A corporate citizenship program should include allocated resources and oversight.

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

Points Earned: 0.67 of 0.89

Volunteer Service Policies

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

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

Points Earned: 0.67 of 0.89

% of Employees Volunteer Service

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

- ◯ 0%
- ⦿ 1-24%
- ◯ 25-49%
- ◯ 50-74%
- ◯ >75%
- ◯ Don't know

Points Earned: 0.22 of 0.89

Tracking Volunteer Service

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

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

Points Earned: 0.15 of 0.44

Total Amount of Volunteer Service Hours

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

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

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

`501`

- ☐ We do not track this

Points Available: 0.00

Volunteer Service Per Capita

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

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

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

Points Earned: 0.30 of 0.89

Total Amount of Charitable Donations

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

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

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

Sensitive

% of Revenue Donated

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

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

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

Points Earned: 0.71 of 3.56

Policy Advocacy for Social and Environmental Standards

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

Check all that apply.

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

Points Earned: 0.44 of 0.44

OPERATIONS
Local Involvement
2.8

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

Geographic Structure and Scope

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

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

Points Available: 0.00

Local Purchasing and Hiring Policies

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

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

Points Available: 1.20

Spending on Local Suppliers

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

- ○ <20%
- ● 20-39%
- ○ 40-59%
- ○ 60%+
- ○ Don't know

Points Earned: 0.40 of 1.20

National Sourcing

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

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

Points Earned: 1.20 of 1.20

In Country Management

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

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

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

Points Earned: 1.20 of 1.20

Local Impact Assessments

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

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

Points Available: 1.20

Suppliers, Distributors & Product

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

Significant Supplier Descriptions

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

All companies have significant suppliers, which are defined as the largest suppliers of the company amounting to approximately 80% of non-labor costs. Select all that apply.

- ☑ Product Manufacturers
- ☐ Professional Service Firms (Consulting, Legal, Accounting)
- ☐ Independent Contractors
- ☑ Marketing/Advertising
- ☐ Office Supplies
- ☐ Benefits Providers
- ☐ Technology
- ☑ Raw materials
- ☑ Farms
- ☐ Other

Points Available: 0.00

Social or Environmental Screening of Suppliers

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

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

- ◉ Yes
- ○ No

Points Available: 0.00

Purchases from Tier 1 Significant Suppliers

Value of Purchases from Significant Suppliers

Tier 1

Tier 1 [   ]
- ☑ We do not track this

Points Available: 0.00

Purchases from Tier 2 Significant Suppliers

Value of Purchases from Significant Suppliers

Tier 2

Tier 2 [   ]
- ☑ We do not track this

Points Available: 0.00

Number of Tier 2 Significant Suppliers

Number of Significant Suppliers

Tier 2

Tier 2 [   ]
- ☑ We do not track this

Points Available: 0.00

Number of Tier 1 Significant Suppliers

Number of Significant Suppliers

Tier 1

Tier 1 [17   ]
- ☐ We do not track this

Points Available: 0.00

Supplier Screen Topics

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

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

Points Earned: 0.54 of 1.07

Supplier Evaluation Practices

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

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

Points Earned: 0.54 of 1.07

Length of Supplier Relationships

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

- ○ Less than 24 months
- ● 24-60 months
- ○ 61-96 month
- ○ 96+ months
- ○ Don't know

Points Earned: 0.36 of 1.07

Verified Fair Wages

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

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

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

Points Available: 1.07

Supplier Code of Conduct

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

- ⦿ Yes
- ○ No

Points Earned: 1.07 of 1.07

Supplier Code of Conduct Topics

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

This may include policies on Fair Trade.

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

Points Earned: 1.07 of 1.07

Supplier Code of Conduct Remediation

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

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

Points Earned: 0.36 of 1.07

Supplier Code of Conduct Self-Audits

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

Tier 1 Suppliers with self-audit

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

Points Available: 0.27

Supplier Code of Conduct Third Party Verification

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

Tier 2 Suppliers with third party verification

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

Points Available: 0.27

Supplier Code of Conduct Self-Audits

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

Tier 2 Suppliers with self-audit

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

Points Available: 0.27

Supplier Code of Conduct Third Party Verification

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

Tier 1 Suppliers with third party verification

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

Points Available: 0.27

Supplier Feedback Mechanisms

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

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

Points Earned: 1.07 of 1.07

Tracking Supplier Information

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

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

Points Earned: 1.07 of 1.07

Support for In Need Suppliers

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

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

Points Earned: 1.07 of 1.07

Independent Contractor Practices

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

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

Points Earned: 0.54 of 1.07

Social or Environmental Purchases

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

- ◉ 0%
- ○ <10%
- ○ 10-19%
- ○ 20-30%
- ○ >30%
- ○ Don't Know

Points Available: 1.07

Product Accreditations and Certifications

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

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

Points Available: 1.07

Community Business Models Introduction - Impact Business Model

IMPACT BUSINESS MODELS
0.0

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

Community Oriented Business Models

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

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

Points Available: 0.00

Supply Chain Poverty Alleviation - Impact Business Model

IMPACT BUSINESS MODELS
1.4

Recognizes supply chain strategies that reduce poverty through trade terms, positive labor conditions, and support for underserved suppliers

Supporting Underserved Suppliers

Does your company source from and/or provide support to populations in low-income, poor, or very poor markets through your supply chain purchasing practices?

- ☑ Yes
- ☐ No (you may skip the rest of this section)

Points Available: 0.00

Purchasing From Underserved Suppliers

Do you purchase directly from underserved suppliers in low-income, poor, or very poor markets?

- ⦿ Yes, I purchase directly from underserved suppliers
- ◯ No, I purchase from brokers or other companies that are verified to be purchasing from and supporting underserved suppliers

Points Available: 0.00

Types Of Underserved Suppliers

What types of suppliers from underserved markets are in your supply chain?

- ☐ Small-scale Factories in Underserved Markets
- ☐ Fair Wage/ Labor Certified Plantation/Estate Farms in Underserved Markets
- ☑ Worker or Producer-Owned Cooperatives
- ☑ Small-Holder Small Scale Farms/Suppliers in Underserved Markets (less than 50 employees)
- ☐ Micro-entrepreneurs/artisans in underserved markets

Points Available: 0.00

Beneficial Trade Terms for Underserved Suppliers

Are any of the following trade terms provided to underserved suppliers?

- ☑ A premium is paid beyond market price for community support and development
- ☑ Input materials come from a relationship where contracts are signed and executed for the next year
- ☐ Input materials come from a relationship where the contract price was partially or fully paid in advance to significant suppliers (including loans through a partner organization)
- ☐ Pricing of product is determined collaboratively with suppliers
- ☑ Onsite visits are made to suppliers on at least an annual basis.
- ☐ None of the above

Points Available: 0.00

% Purchases with Beneficial Trade Terms

What % of your cost of materials comes from the stated under-served supplier groups that received the previous trade terms?

What % of your cost of materials comes from the stated under-served supplier groups that received the previous trade terms?

`4.8`

- ☐ We do not track this

Points Available: 0.00

Purchases from Suppliers with Beneficial Terms

What is the total cost of materials sourced through the previous trade terms?

What is the total cost of materials sourced through the previous trade terms?

- ☑ We do not track this

Points Available: 0.00

Tracking Supplier Premiums

Do you track the premium paid to suppliers?

◉ Yes
○ No

Points Earned: 0.58 of 0.58

Premium Paid to Suppliers

If yes, what is the average premium paid to suppliers in the last year (either on product or wage)?

If yes, what is the average premium paid to suppliers in the last year (either on product or wage)? [_____]

☑ We do not track this

Points Available: 0.00

Methodology to Determine Premium Paid

Describe in the text box the methodology your company uses to calculate producer price premium.

Describe in the text box the methodology your company uses to calculate producer price premium. [_____]

Points Available: 0.00

Innovative Supply Chain Poverty Alleviation

Is there something different or innovative about the company's approach to fair-trade sourcing that has changed the industry? Is this something replicable, unique at the time it was created, and that has been emulated by other organizations? Please explain.

Is there something different or innovative about the company's approach to fair-trade sourcing that has changed the industry? Is this something replicable, unique at the time it was created, and that has been emulated by other organizations? Please explain.

[_____]

Points Available: 0.00

Support for Small-Scale Suppliers

Does the company provide or participate in support services for underserved suppliers?

This question factors into a calculated question that contributes to your overall score.

☑ Capacity building to improve the efficiency of operations for the supplier
☑ Capacity building to improve the social or environmental practices of the supplier
☑ Support and training to improve quality and maintain quality assurance for the supplier
☐ We do not purchase directly from underserved suppliers, or we do not provide capacity building services

Points Available: 0.00

% of Purchases from Supported Small-Scale Suppliers

What % of your total cost of materials (excluding labor) comes from suppliers that have received the above capacity building support?

What % of your total cost of materials (excluding labor) comes from suppliers that have received the above capacity building support?

2.5

☐ We do not track this

Points Available: 0.00

Verification of Fair Wages and Working Conditions

Are working conditions and wages of suppliers verified to meet credible standards to ensure dignity and equitable economic empowerment for employees? If so, what methodology is used to determine standards?

☐ Suppliers meet third party certification standards (such as Fair Trade Certification)

☐ Workers receive wage equivalent to or greater than a third party fair or living wage calculation for the relevant industry/product/market

☐ Suppliers are not verified to meet third party labor standards

☑ None of the above.

Points Available: 0.00

Purchasing From Underserved Suppliers

What % of your cost of materials comes from under-served supplier groups that are verified for labor and wage practices as previously described?

What % of your cost of materials comes from under-served supplier groups that are verified for labor and wage practices as previously described?

☑ We do not track this

Points Available: 0.00

Wage and Working Conditions Screening

How are wage and working conditions screened and monitored to ensure that continual compliance with the previous standards?

○ Suppliers are verified or certified by a third party to meet standards

○ Company visits and reviews supplier facilities and documents compliance with the standards above

● None of the above

Points Available: 0.58

Third Party Certification of Supply Chain

Are the company's trade practices or purchases certified by a third party, including any of the following?

- ☐ Fair Trade International
- ☐ Fair Trade USA
- ☐ Rainforest Alliance
- ☑ Other (Please Describe)

Points Available: 0.00

Tracking Impact on Workers

Does your company track the impact of your work with small-scale suppliers on the lives of suppliers' employees?

- ○ Yes
- ● No

Points Available: 0.58

Tracking Impact Explanation

If your company tracks the impact of your work with small-scale suppliers on the lives of suppliers' employees, please explain how.

If your company tracks the impact of your work with small-scale suppliers on the lives of suppliers' employees, please explain how.

Points Available: 0.00

Innovative Supply Chain Poverty Alleviation

Is there something different or innovative about the company's approach to sourcing from small-scale suppliers that has changed the industry? Is this something replicable, unique at the time it was created, and that has been emulated by other organizations? Please explain.

Is there something different or innovative about the company's approach to sourcing from small-scale suppliers that has changed the industry? Is this something replicable, unique at the time it was created, and that has been emulated by other organizations? Please explain.

Points Available: 0.00

Supply Chain Transparency

Do customers and/or the public have access to information about the company's supply chain practices?

- ○ Customers have access to information about suppliers being sourced from, including their location
- ○ Customers can access information on the social and environmental standards required of suppliers
- ● None of the above

Points Available: 0.58

Land, Office, Plant

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

Facility Environmental Efficiency

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

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

Points Earned: 0.43 of 1.07

Recycling Programs

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

See Explain this for definition.

- ◉ Yes
- ◯ No

Points Earned: 1.07 of 1.07

Environmentally Efficient Equipment

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

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

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

Points Earned: 0.36 of 0.53

Environmental Management Systems

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

Please check all that apply.

- ☑ Environmental policy statement documenting the organization's commitment to the environment
- ☑ Completed assessment of the environmental aspects and impacts of the organization's business activities, including upstream and downstream emissions
- ☐ Stated objectives and reduction targets for key environmental aspects of the organization's operations
- ☐ Monitoring and reporting of progress on key aspects' reduction targets
- ☐ Programming designed, with allocated resources, to achieve these targets
- ☐ 3rd party auditing and certification of EMS
- ☐ No environmental management system

Points Earned: 0.85 of 2.13

Context-Based Environmental Management

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

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

Points Earned: 1.07 of 1.07

Product Design for the Environment

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

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

Points Earned: 0.36 of 1.07

Natural Habitat Conservation Procedures

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

Procedures include a Conservation Strategic Plan.

☐ No conservation procedures/plan in place

☑ Includes percentage of habitat protected or restored by type of habitat and status

☑ Addresses future plans and targets for managing impacts regarding habitat loss or degradation, loss of biodiversity, or overall depletion of ecosystems

☐ N/A - Company does not have opportunity to control or influence land development processes

Points Earned: 1.07 of 1.07

Inputs

OPERATIONS
7.8

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

Life Cycle Assessments

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

○ 100%

○ 25-49%

○ 75-99%

◉ 1-24%

○ 50-74%

○ 0

○ No formal life cycle study, but life cycle considerations taken into materials selection

○ N/A: My revenue is generated from a service and a LCA can not be conducted

Points Earned: 0.71 of 2.83

% of Environmentally Preferred Input Materials

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

○ 0%

◉ 1-9%

○ 10-24%

○ 25-49%

○ 50-74%

○ 75-94%

○ 95%+

○ Don't know

○ N/A - Company does not sell a physical product

Points Available: 2.83

Monitoring Water Use Relative to Revenue

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

Water

- ○ We do not currently monitor and record usage
- ○ We monitor and record usage (no reduction targets)
- ● We monitor and record usage, and have specific reduction targets
- ○ We monitor and record, set reduction targets and report progress on targets annually to a voluntary public reporting program
- ○ We have met or exceeded those targets in the last FY

Points Earned: 1.89 of 2.83

Monitoring Energy Use Relative to Revenue

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

Energy

- ○ We do not currently monitor and record usage
- ○ We monitor and record usage (no reduction targets)
- ● We monitor and record usage, and have specific reduction targets
- ○ We monitor and record, set reduction targets and report progress on targets annually to a voluntary public reporting program
- ○ We have met or exceeded those targets in the last FY

Points Earned: 1.89 of 2.83

Total Water Use

Total water use (liters) during the last 12 months

Total water use (liters) during the last 12 months `1473049000`

- ☐ 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: `322472`

- ☐ We do not track this

Points Available: 0.00

Total Energy Use

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

Total company energy use (Gigajoules) during the last 12 months `540468`

- ☐ We do not track this

Points Available: 0.00

Low Impact Renewable Energy Use

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

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

○ 0%
○ 1-9%
○ 10-24%
○ 25-49%
● 50%+

Points Earned: 2.83 of 2.83

Energy Use Reductions

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

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

○ 0%
● 1-4%
○ 5-9%
○ 10-14%
○ 15-19%
○ 20%+
○ Don't know

Points Earned: 0.57 of 2.83

OPERATIONS

Outputs

10.4

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

Monitoring Toxic Wastewater

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

Hazardous and toxic wastewater

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

Points Earned: 1.43 of 1.43

Monitoring Air Emissions

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

Significant air emissions

- ○ We do not currently monitor and record our emissions
- ● Our company monitors and records emissions (no reduction targets)
- ○ Our company monitors emissions and has specific reduction targets
- ○ Our company monitors emissions and has met specific reduction targets in the last fiscal year
- ○ Eliminated emissions of this by-product entirely
- ○ N/A

Points Earned: 0.48 of 1.43

Monitoring Greenhouse Gas Emissions

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

Scopes 1 and 2 greenhouse gas (GHG) emissions

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

Points Earned: 0.95 of 1.43

Monitoring and Reporting Non-hazardous Waste

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

Non-hazardous waste

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

Points Earned: 0.95 of 1.43

Monitoring Hazardous Waste

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

Hazardous waste

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

Points Earned: 0.48 of 1.43

Hazardous Waste Disposal

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

Hazardous waste includes batteries, paint, medical waste, electronic equipment, etc.

○ <90%
○ 90-99%
⦿ 100%
○ Don't know

Points Earned: 1.43 of 1.43

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, fertilizer.

☑ 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

Points Earned: 1.43 of 1.43

Total Scope 3 GHGs

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

Scope 3

Scope 3 307230456444
☐ We do not track this

Points Available: 0.00

Total Scope 1 GHGs

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

Scope 1

Scope 1 | 3498490899

☐ 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 | 9484198825

☐ We do not track this

Points Available: 0.00

Non-hazardous Waste Generated

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

Waste Produced: Non-Hazardous Waste (metric tons) during the last 12 months | 39888

☐ We do not track this

Points Available: 0.00

Total Hazardous Waste Produced

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

Waste Produced: Hazardous Waste (metric tons) during the last 12 months | 1537

☐ We do not track this

Points Available: 0.00

Types of Carbon Credits Purchased

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

☐ Voluntary Carbon Credits
☐ Certified Carbon Credits
☑ None

Points Available: 0.71

Greenhouse Gas Reduction Strategies

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

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

Points Earned: 1.43 of 1.43

Waste Generation

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

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

Points Earned: 1.14 of 1.43

Wastewater Testing

Has your company tested wastewater emissions for potential contamination during the last 12 months?

- ○ No
- ○ Yes - results indicate some contamination; no corrective action taken to date
- ● Yes - results indicate some contamination; corrective action taken
- ○ Yes - results indicate no contamination

Points Earned: 0.71 of 1.43

OPERATIONS
0.3

Transportation, Distribution & Suppliers

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

Sourcing % raw materials from Local Suppliers

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

Raw materials (in currency terms) grown or harvested

By company or local independent suppliers.

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

Points Earned: 0.17 of 0.69

Sourcing % of COGS from Local Suppliers

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

Cost of Goods Sold (excluding labor)

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

Points Earned: 0.17 of 0.69

Reducing Carbon Emissions from Transportation

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

Please check all that apply.

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

Points Available: 0.69

Suppliers Tracking Energy Use

What % of Significant Suppliers track and report the following?

Energy usage

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

Points Available: 0.34

Suppliers Tracking Air and Water Emissions

What % of Significant Suppliers track and report the following?

Any hazardous or toxic air or water emissions

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

Points Available: 0.34

Suppliers Tracking Water Use

What % of Significant Suppliers track and report the following?

Water usage

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

Points Available: 0.34

Suppliers Tracking Hazardous Waste

What % of Significant Suppliers track and report the following?

Generation/recycling/reduction of hazardous waste

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

Points Available: 0.34

Suppliers Tracking Waste and Recycling

What % of Significant Suppliers track and report the following?

Generation/recycling/reduction of solid waste

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

Points Available: 0.34

Suppliers Tracking Greenhouse Gases

What % of Significant Suppliers track and report the following?

GHG Emissions

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

Points Available: 0.34

Suppliers Using Renewable Energy

What % of Significant Suppliers have achieved the following?

Used at least 10% renewable energy at their facilities

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

Points Available: 0.17

Suppliers Reducing Greenhouse Gases

What % of Significant Suppliers have achieved the following?

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

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

Points Available: 0.17

Suppliers Responsibly Disposing Hazardous Waste

What % of Significant Suppliers have achieved the following?

Responsibly disposed of all hazardous waste generated from production

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

Points Available: 0.17

Suppliers Reducing Water Use

What % of Significant Suppliers have achieved the following?

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

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

Points Available: 0.17

Suppliers Reducing Waste

What % of Significant Suppliers have achieved the following?

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

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

Points Available: 0.17

Environmental Models Introduction - Impact Business Model

IMPACT BUSINESS MODELS
0.0

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

Environmental Business Model

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

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

Points Available: 0.00

Customers

Customer Models Introduction - Impact Business Model

IMPACT BUSINESS MODELS
0.0

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

specific, material, positive impact for its customers beyond the value normally provided from goods or services.

Customer Impact Business Model Introduction

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

○ Yes
◉ No

Points Available: 0.00

Disclosure Questionnaire

Disclosure Industries

Disclosure questions on specific production and trade.

Internationally Banned Pesticides/Herbicides

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

Pesticides/herbicides subject to international phase-out or bans

○ Yes
◉ No

Points Available: 0.00

Disclosure Wildlife Regulated Under CITES

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

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

○ Yes
◉ No

Points Available: 0.00

Radioactive Materials

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

Radioactive materials

○ Yes
◉ No

Points Available: 0.00

Chemicals

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

Chemical-intensive industries 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

Commercial Logging

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

Commercial logging and logging equipment

○ Yes
◉ No

Points Available: 0.00

Internationally Banned Pharmaceuticals

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

Pharmaceuticals subject to international phase-outs or bans

○ 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

○ Yes
◉ No

Points Available: 0.00

Fossil fuels

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

Fossil fuel-based oil or coal utility

○ Yes
◉ No

Points Available: 0.00

Banned Persistent Organic Pollutants

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

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

○ Yes
◉ No

Points Available: 0.00

Banned Ozone Depleting Substances

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

Ozone depleting substances subject to international phase-out

○ Yes
◉ No

Points Available: 0.00

Genetically Modified Organisms

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

Genetically modified organisms

○ 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

○ Yes
◉ No

Points Available: 0.00

Large Drift Fishing Nets (>2.5Km)

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

Drift net fishing in the marine environment using nets in excess of 2.5 km in length

○ Yes
◉ No

Points Available: 0.00

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:

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

○ 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

○ Yes
◉ No

Points Available: 0.00

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

○ Yes
◉ No

Points Available: 0.00

Unbonded Asbestos Fibers

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

Unbonded asbestos fibers

○ Yes
● No

Points Available: 0.00

Disclosure Alcohol

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

Alcohol (excluding beer and wine)

○ Yes
● No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

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

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

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

Not applicable

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

○ Yes
● No

Points Available: 0.00

Company prohibits freedom of association/collective bargaining

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

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

○ Yes
● No

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

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

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

Overtime For Hourly Workers Is Compulsory

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

Overtime work for hourly workers is compulsory

○ 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 does not transparently report corporate financials to government

○ Yes
◉ No

Points Available: 0.00

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

Please indicate if 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

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

○ Yes
◉ No

Points Available: 0.00

Animal Testing

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

Animal testing is conducted

○ 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

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/Passports

○ 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 to employees at all times

○ Yes
● No

Points Available: 0.00

Conduct Business in Conflict Zones

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

Company exploitatively operates in conflict zones

○ 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

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

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 domestic regulations

○ Yes
● No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

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

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

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

Not applicable

Points Available: 0.00

Disclosure Outcomes

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

On-Site Fatality

Please indicate if 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

Recalls

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

Material recalls due to quality control issues

- ◯ Yes
- ⦿ No

Points Available: 0.00

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

Please indicate if 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

Company/Suppliers Involved In Large Scale Land Conversion

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 conversion and/or degradation

- ◯ Yes
- ⦿ No

Points Available: 0.00

Company/Suppliers Do Build/Refurbish Dams

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

Construction or operation of company and involved the construction or refurbishment of dams

- ○ 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 facilities resulted in physical resettlement or economic displacement involving 5,000 or more people near your facility

- ○ Yes
- ◉ No

Points Available: 0.00

Breaches of Confidential Information

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

Company has had material breaches of individual's confidential information

- ○ 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

Company/Suppliers Involved In Large Scale Land Acquisition

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

- ○ 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:

Material litigation or arbitration against company

- ◉ Yes
- ○ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

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

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

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

Points Available: 0.00

Disclosure Penalties

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

Political Contributions or International Affairs

Please indicate if 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

- ○ Yes
- ◉ No

Points Available: 0.00

Animal Welfare Penalties Assessed

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:

Animal welfare

- ○ 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

Penalties Assessed Pertaining To Company Taxes

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:

Taxes

◉ 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

○ Yes
◉ No

Points Available: 0.00

International Affairs 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:

Geographic operations 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 (internal and supply chain)

◉ Yes
○ No

Points Available: 0.00

Penalties Assessed Regarding 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:

Investments or Loans

○ 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:

Product safety

○ 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 issues

○ Yes
◉ No

Points Available: 0.00

Penalties Assessed Regarding Company's Employee Safety

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:

Employee safety or workplace conditions

○ Yes
◉ No

Points Available: 0.00

Penalties Assessed Regarding Company's Marketing

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:

Marketing

◉ Yes
○ No

Points Available: 0.00

Penalties Assessed Regarding Diversity/Equal Opportunity

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:

Diversity and equal opportunity

- ● Yes
- ○ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

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

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

If you selected "Yes" previously, please provide a detailed explanation of the complaint/fine/sanction here. | More information to be si |

Points Available: 0.00

Supplier Disclosure

Disclosure questions concerning the significant suppliers of the company

Workers Who are Prisoners

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

Significant suppliers use any workers who are prisoners

- ○ Yes
- ○ No
- ● Don't Know

Points Available: 0.00

Business in Conflict Zones

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

Significant Suppliers exploitatively operate in conflict zones

- ○ True
- ○ False
- ● Don't Know

Points Available: 0.00

Accidental Hazardous Substances

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

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

○ Yes
○ No
◉ Don't Know

Points Available: 0.00

Land Acquisition

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

Construction or operation of Significant Suppliers involved large scale land acquisition

○ Yes
○ No
◉ Don't Know

Points Available: 0.00

Construction or Refurbishment of Dams

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

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

○ Yes
○ No
◉ Don't Know

Points Available: 0.00

Land Conversion or Degradation

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

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

○ Yes
○ No
◉ Don't Know

Points Available: 0.00

Resettlement or Economic Displacement

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

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

○ Yes
○ No
● Don't Know

Points Available: 0.00

Material Fines or Sanctions

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

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

○ Yes
○ No
● Don't Know

Points Available: 0.00

Operational Fatality

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

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

○ Yes
○ No
● Don't Know

Points Available: 0.00

Workers Under the Age of 15

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

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

○ Yes
○ No
● Don't Know

Points Available: 0.00

Other Disclosures

Other Disclosures

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

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

Are there any other sensitive aspects of the business that are necessary to disclose? Not applicable.

Points Available: 0.00

B Impact Report

Overall B Impact Score

Danone Ltda - Brazil Water

For Fiscal Year End Date: **December 30, 2018**

Your scores below are being compared against 611 Ordinary Businesses that also have 250-999 employees. Learn More

21.9

| 21.9 | 57.1 | 80 | 131 |

| 0 | 50 | 100 | 150 | 200 |

UNVERIFIED

Impact Area Scores

Governance	3.3		+
Workers	8.8		+
Community	3.7		+
Environment	6		+
Customers	0		+

SCORE	COMPLETION	STATUS	VERSION	NAME	SECTOR	SIZE
82.8	100%	Verified	5	2018 - Verified	Manufacturing	250-999

Mission & Engagement

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

Level of Impact Focus

Select the description that best describes your business.

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

○ Positive social/environmental impact is desirable but not a particular focus for our business.

○ Social and environmental impact is frequently considered but it isn't a high priority.

○ We consider social and environmental impact in some aspects of our business but infrequently.

◉ We consistently incorporate social and environmental impact into decision-making because we consider it important to the success and profitability of our business.

○ We treat our social/environmental impact as a primary measure of success for our business and prioritize it even in cases where it may not drive profitability.

Points Available: 0.00

Mission Statement

Please type or paste your mission statement here.

Please type or paste your mission statement here. | Levar saúde e nutrição p |

Points Available: 0.00

Mission Statement Characteristics

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

Please check all that apply.

☐ No written statement

☐ A written corporate mission statement that does not include a social or environmental commitment

☐ A general commitment to social and/or environmental responsibility and stewardship

☑ A commitment to a specific positive social impact (e.g. poverty alleviation, sustainable economic development)

☐ A commitment to a specific positive environmental impact (e.g. reducing waste to landfill with upcycled products)

☐ A commitment to serve a target in-need beneficiary group (e.g. low income customers, smallholder farmers)

Points Earned: 0.19 of 0.25

Social & Environmental Internal Engagement

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

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

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

Points Earned: 0.50 of 0.50

Social/Environmental Key Performance Indicators

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

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

Points Earned: 0.50 of 0.50

Mission-driven Executive Compensation

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

Please check all that apply.

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

Points Earned: 0.50 of 0.50

Stakeholder Engagement

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

Check all that apply.

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

Points Earned: 0.13 of 0.25

Corporate Accountability

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

Governance Structures

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

- ○ Owner/Manager only
- ○ Non-Fiduciary Advisory Board
- ⦿ Board of Directors or Equivalent

Points Earned: 0.33 of 0.33

Governing Body Characteristics

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

Please check all that apply.

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

Points Earned: 0.67 of 0.67

Governing Body Responsibilities

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

Please check all that apply.

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

Points Earned: 0.33 of 0.67

Governing Body Stakeholder Representation

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

Select all that apply.

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

Points Earned: 0.17 of 0.33

Ethics

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

Financial Controls

Does the company maintain any of the following financial controls?

Please check all that apply.

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

Points Earned: 0.55 of 0.55

Instruction on Code of Ethics

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

Please check all that apply.

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

Points Earned: 0.55 of 0.55

Code of Ethics

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

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

Points Earned: 0.36 of 0.55

Breached Code of Ethics Breachment Policy

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

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

Points Earned: 0.55 of 0.55

Anti-Corruption Practices

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

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

Points Earned: 0.36 of 0.55

Conflict of Interest Questionnaire

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

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

- ◉ Yes
- ○ No
- ○ N/A - No Board of Directors or equivalent

Points Earned: 0.27 of 0.27

Transparency

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

Financial Reporting Standards

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

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

Points Earned: 1.33 of 1.33

Reviewed / Audited Financials

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

- ○ None/ Neither Audited nor Reviewed
- ○ Locally-accredited auditing firm or CPA/CFA
- ◉ Internationally-accredited auditing firm or CPA/CFA

Points Earned: 0.33 of 0.33

Financial Transparency with Employees

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

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

Points Earned: 0.67 of 0.67

Impact Reporting

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

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

Points Available: 0.67

Governance Metrics

OPERATIONS
0.0

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

Last Fiscal Year

On what date did your last fiscal year end?

On what date did your last fiscal year end? | December 31st, 2018 |

Points Available: 0.00

Reporting Currency

Reporting currency

- ⦿ Brazilian Real- BRL

Points Available: 0.00

Revenue Year Before Last

Total Earned Revenue

From the fiscal year before last

From the fiscal year before last `323.231`

☐ We do not track this

Points Available: 0.00

Revenue Last Year

Total Earned Revenue

From the last fiscal year

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

From the last fiscal year `277980747`

☐ We do not track this

Points Available: 0.00

Earnings Before Interest & Taxes Last Year

EBIT (Earnings Before Interest & Taxes)

From the last fiscal year

From the last fiscal year `-48.507`

☐ We do not track this

Points Available: 0.00

Earnings Before Interest & Taxes Year Before Last

EBIT (Earnings Before Interest & Taxes)

From the fiscal year before last

From the fiscal year before last `-90.678`

☐ We do not track this

Points Available: 0.00

Net Income Year Before Last

Net Income

From the fiscal year before last

From the fiscal year before last `-147.469`

☐ We do not track this

Points Available: 0.00

Net Income Last Year

Net Income

From the last fiscal year

From the last fiscal year `-73.54`

☐ We do not track this

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. [   ]

☑ We do not track this

Points Available: 0.00

Mission Locked - Impact Business Model

IMPACT BUSINESS MODELS
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, has your company done any of the following to legally ensure that its social or environmental mission will be maintained over time, regardless of company ownership?

○ Signed a contract or board resolution to amend or adopt a legal form that requires consideration of employees, community, and the environment (i.e. Signed B Corp Term sheet but have not yet adopted stakeholder consideration)

⦿ Amended corporate governing documents to require the consideration of employees, community and the environment (e.g. Amended Articles of Incorporation)

○ Has a specific legal entity/governance structure that preserves mission (i.e. cooperative)

○ Legal entity/governance structure preserves mission and requires stakeholder consideration (i.e. Benefit Corp or cooperative that has amended governing documents to include stakeholder consideration)

○ Other - Please describe

○ None of the above

Points Earned: 7.50 of 10.00

Workers

Worker Metrics

OPERATIONS
0.0

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

Majority Hourly vs. Salaried Workers

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

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

- ⦿ Fixed Salary
- ◯ Daily/Hourly Wage

Points Available: 0.00

---

of Full Time Workers

Number of Total Full-Time Workers

Current Total Full-Time Workers

Current Total Full-Time Workers [630]

☐ We do not track this

Points Available: 0.00

---

of Full Time Workers Last Year

Number of Total Full-Time Workers

Total Full-Time Workers 12 months ago

Total Full-Time Workers 12 months ago [659]

☐ We do not track this

Points Available: 0.00

---

of Part Time Workers Last Year

Number of Total Part-Time Workers

Total Part-Time Workers 12 months ago

Total Part-Time Workers 12 months ago [1]

☐ We do not track this

Points Available: 0.00

---

of Part Time Workers

Number of Total Part-Time Workers

Current Total Part-Time Workers

Current Total Part-Time Workers [2]

☐ We do not track this

Points Available: 0.00

---

of Temporary Workers

Number of Total Temporary Workers

Current Total Temporary Workers

Current Total Temporary Workers `0`

☐ We do not track this

Points Available: 0.00

---

of Temporary Workers Last Year

Number of Total Temporary Workers

Total Temporary Workers 12 months ago

Total Temporary Workers 12 months ago `1`

☐ We do not track this

Points Available: 0.00

Compensation & Wages

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

Total Wages

Total Wages (including bonuses)

Total Wages (including bonuses) `2.534`

☐ We do not track this

Points Available: 0.00

Lowest Paid Wage

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

Please exclude students and interns in this calculation.

What is the company's lowest wage calculated on an hourly basis? `1048`

☐ We do not track this

Points Available: 0.00

Inflation Rate Compensation Adjustments

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

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

◯ Yes
🔘 No

Points Available: 1.82

% Increase in Wages

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

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

- ◯ 0%
- ◯ 0.1-1.9%
- ◯ 2.0-4.9%
- 🔘 5%+

Points Earned: 1.82 of 1.82

Bonus Plan Characteristics

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

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

Points Earned: 1.82 of 1.82

Bonus Pool Distribution

Tell us how your bonus pool is distributed.

Tell us how your bonus pool is distributed. | N/A. De acordo com o al |

Points Available: 0.00

Non-Cash Bonus

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

If you provide a non-cash bonus, describe what the bonus is and how you value it. | We do not provide. NA |

Points Available: 0.00

Employees Receiving a Bonus

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

- ◯ 0%
- ◯ 1-24%
- ◯ 25-49%
- 🔘 50-74%
- ◯ 75-99%
- ◯ 100%

Points Earned: 0.91 of 1.82

High to Low Pay Ratio

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

- ⦿ >20x
- ◯ 16-20x
- ◯ 11-15x
- ◯ 6-10x
- ◯ 1-5x

Points Available: 3.63

OPERATIONS
0.4

Compensation & Wages (Salaried)

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

Bonus Plan Characteristics

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

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

- ◯ 0%
- ◯ <1%
- ⦿ 1-5%
- ◯ 6-15%
- ◯ >15%

Points Earned: 0.47 of 1.40

OPERATIONS
6.1

Benefits

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

Supplementary Health Benefits

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

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

Points Earned: 2.37 of 2.37

Paid Secondary Caregiver Leave

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

○ None
◉ Up to 2 weeks
○ 2 to 5 weeks
○ Greater than 5 weeks

Points Earned: 0.79 of 2.37

Healthcare Eligibility for Part Time Workers

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

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

Points Earned: 0.59 of 1.19

Supplementary Benefits

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

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

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

Points Earned: 2.37 of 2.37

Worker Benefits (Salaried)

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

Number of Paid Days Off

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

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

Points Earned: 0.77 of 0.85

Paid Primary Caregiver Leave for Salary Workers

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

- ○ 0-5 weeks
- ○ 6-11 weeks
- ○ 12-17 weeks
- ○ 18-23 weeks
- ◉ 24+ weeks

Points Earned: 0.85 of 0.85

OPERATIONS

Training & Education
0.7

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

Amount of Training for New Hires

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

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

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

Points Earned: 0.18 of 0.27

Intern Hiring Practices

Which of the following is true of intern hiring practices?

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

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

Points Earned: 0.53 of 0.53

Training & Education (Salaried)

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

Cross-Job Skills Training Participation

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

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

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

Points Earned: 0.20 of 0.78

Life Skill Training Participation

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

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

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

Points Available: 0.78

Skills-Based Training Participation

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

Skills-based training to advance core job responsibilities

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

Points Earned: 0.59 of 0.78

External Professional Development Participation

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

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

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

Points Earned: 0.39 of 1.56

Worker Ownership

OPERATIONS
4.6

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

% Participation in Employee Ownership

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

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

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

Points Earned: 3.50 of 3.50

% of Company Owned by Non-Executive Employees

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

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

- ○ 0%
- ● 1-24%
- ○ 25-49%
- ○ 50%+
- ○ N/A

Points Earned: 1.17 of 3.50

Management & Worker Communication

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

Employee Review Process

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

Check all that apply.

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

Points Earned: 0.40 of 0.40

Worker Satisfaction Surveys

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

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

Points Earned: 0.30 of 0.40

Employee Satisfaction

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

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

○ N/A
○ <65%
○ 65-80%
● 81-90%
○ >90%

Points Earned: 0.30 of 0.40

Termination Policy

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

Exclude situations requiring immediate dismissal / with cause.

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

Points Earned: 0.20 of 0.40

Worker / Management Conflict Mediation

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

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

Points Earned: 0.20 of 0.40

OPERATIONS
Management & Worker Communication (Salaried)   0.3

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

Performance Reviews

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

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

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

Points Earned: 0.30 of 0.40

Human Rights & Labor Policy

OPERATIONS
0.6

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

Employee Handbook Information

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

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

Points Earned: 0.30 of 0.30

Non-Discrimination Policy

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

Please check all that apply.

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

Points Earned: 0.30 of 0.30

Labor Practices Review

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

○ Yes
◉ No

Points Available: 0.60

Occupational Health & Safety

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

Worker Safety Practices

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

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

Points Earned: 0.34 of 0.34

Health and Safety Program

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

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

Points Earned: 0.46 of 0.69

Evaluating Health and Safety Risk

Which of the following describe your company's practices to evaluate and mitigate occupational health and safety risks?

☐ None - No measures to evaluate and mitigate workplace risks
☑ Has a documented standard procedure for investigating the root causes of accidents and major incidents
☑ Has implemented corrective actions after an incident is investigated
☑ Conducts an annual evaluation of the safety and health system and includes senior management in the evaluation

Points Earned: 0.69 of 0.69

Handling Hazardous Materials

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

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

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

Points Earned: 0.34 of 0.34

Machinery Practices

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

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

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

Points Earned: 0.34 of 0.34

Worker Business Models Introduction - Impact Business Model

IMPACT BUSINESS MODELS
0.0

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

Workers Impact Business Model Introduction

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

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

Points Available: 0.00

Community

Job Creation

OPERATIONS
1.3

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

and low-income communities.

New Jobs Added Year Before Last

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

Prior 12 months:

Prior 12 months: 292

☐ We do not track this

Points Available: 0.00

New Jobs Added Last Year

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

Last 12 months:

Last 12 months: 275

☐ We do not track this

Points Available: 0.00

Job Growth Rate

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

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

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

Points Available: 2.67

Promoting Employees

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

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

○ 0%
● 1-24%
○ 25-49%
○ 50%+

Points Earned: 1.33 of 2.67

Attrition Rate

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

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

- ● >10%
- ○ 5-10%
- ○ 2.5-4.9%
- ○ 0-2.4%

Points Available: 2.67

Departed Employees

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

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

Number of full-time and part-time workers that departed/left the company during the last 12 months. `237`

- ☐ We do not track this

Points Available: 0.00

Diversity & Inclusion

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

Female Employees

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

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

Number of total full-time and part-time female employees. `172`

- ☐ We do not track this

Points Available: 0.00

Ownership Diversity

What % of the company is owned by:

Women and/or individuals from chronically-underemployed communities

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

Points Available: 0.94

Non-managerial Worker Diversity

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

Chronically-underemployed

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

Points Available: 0.94

Non-managerial Worker Diversity

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

Women

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

Points Earned: 0.31 of 0.94

Expatriate Management

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

Expatriates

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

Points Available: 0.00

Female Management

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

Women

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

Points Earned: 0.94 of 0.94

Management from Underemployed Groups

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

Chronically-underemployed

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

Points Available: 0.94

Nonprofit Ownership

What % of the company is owned by:

Non-profit organization

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

Points Available: 0.47

Ownership by Individuals from Underemployed Groups

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

Individuals from chronically underemployed communities

Individuals from chronically underemployed communities [　　　　　　　]

☑ We do not track this

Points Available: 0.00

Female Ownership

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

Women

Women [　　　　　　　]

☑ We do not track this

Points Available: 0.00

Board of Directors Diversity

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

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

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

Points Earned: 0.94 of 0.94

Supplier Ownership Diversity

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

⦿ 0%
○ 1-9%
○ 10-19%
○ 20-29%
○ 30%+
○ Don't Know

Points Available: 0.94

Diversity and Inclusion Training

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

Check all that apply.

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

Points Earned: 0.94 of 0.94

Civic Engagement & Giving

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

Corporate Citizenship Program

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

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

Points Earned: 0.84 of 0.84

Civic Memberships and Partnerships

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

Check all that apply.

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

Points Earned: 0.42 of 0.42

Volunteer Service Policies

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

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

Points Earned: 0.63 of 0.84

% of Employees Volunteer Service

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

- ○ 0%
- ● 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ >75%
- ○ Don't know

Points Earned: 0.21 of 0.84

Tracking Volunteer Service

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

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

Points Available: 0.42

Total Amount of Volunteer Service Hours

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

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

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

[   ]

- ☑ We do not track this

Points Available: 0.00

Volunteer Service Per Capita

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

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

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

Points Available: 0.84

Total Amount of Charitable Donations

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

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

Total amount (in currency terms) donated to registered charities in the last fiscal year. `358128`
☐ We do not track this

Points Available: 0.00

% of Revenue Donated

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

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

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

Points Earned: 1.35 of 3.37

Policy Advocacy for Social and Environmental Standards

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

Check all that apply.

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

Points Earned: 0.21 of 0.42

Local Involvement

OPERATIONS
2.0

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

Local Purchasing and Hiring Policies

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

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

Points Available: 1.50

Spending on Local Suppliers

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

- ○ <20%
- ● 20-39%
- ○ 40-59%
- ○ 60%+
- ○ Don't know

Points Earned: 0.50 of 1.50

Focus on Local Customers

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

○ Yes
◉ No

Points Available: 1.50

In Country Management

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

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

○ <49%
○ 50-74%
○ 75-94%
◉ 95%+

Points Earned: 1.50 of 1.50

Suppliers, Distributors & Product

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

Significant Supplier Descriptions

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

All companies have significant suppliers, which are defined as the largest suppliers of the company amounting to approximately 80% of non-labor costs. Select all that apply.

☐ Product Manufacturers
☑ Professional Service Firms (Consulting, Legal, Accounting)
☐ Independent Contractors
☑ Marketing/Advertising
☐ Office Supplies
☑ Benefits Providers
☐ Technology
☑ Raw materials
☐ Farms
☐ Other

Points Available: 0.00

Social or Environmental Screening of Suppliers

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

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

◉ Yes
○ No

Points Available: 0.00

Supplier Screen Topics

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

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

Points Earned: 0.75 of 1.50

Supplier Evaluation Practices

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

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

Points Earned: 0.75 of 1.50

Length of Supplier Relationships

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

- ○ Less than 12 months
- ○ 13-36 months
- ○ 37-60 months
- ○ 61+ months
- ◉ Don't know

Points Available: 1.50

Verified Fair Wages

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

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

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

Points Available: 1.50

Supplier Code of Conduct

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

- ◉ Yes
- ○ No

Points Earned: 1.50 of 1.50

Support for In Need Suppliers

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

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

Points Available: 1.50

Independent Contractor Practices

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

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

Points Available: 1.50

Supplier Certifications

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

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

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

Points Earned: 0.38 of 1.50

Product Accreditations and Certifications

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

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

Points Earned: 1.00 of 1.50

Tracking System for Quality Assurance

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

- ● Yes
- ○ No
- ○ NA

Points Earned: 1.50 of 1.50

Community Business Models Introduction - Impact Business Model

IMPACT BUSINESS MODELS
0.0

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

Community Oriented Business Models

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

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

Points Available: 0.00

Microfranchise Microdistribution Introduction - Impact Business Model

IMPACT BUSINESS MODELS
0.0

Gating question for picking the model (microfranchise or microdistribution) most relevant to your business.

Microfranchise Model

Does your company sell products or services through a microfranchise (sales through the creation of branded, owner-operated micro-businesses with fewer than 10 employees) or microdistribution (sales through a distribution network of independent sales representatives/agents) model that provide income generation opportunities for low-income individuals or individuals from chronically underemployed communities?

Check only one. Based on your response to this question, complete either the Microfranchise section or the Microdistribution section.

○ Microfranchise - My company uses a microfranchise model to distribute its products/services (If Yes, complete the following questions)

◉ Microdistribution - My company uses a microdistribution model to distribute its products/services (If Yes, complete the following questions)

Points Available: 0.00

Microdistribution Poverty Alleviation - Impact Business Model

IMPACT BUSINESS MODELS
7.2

Recognizes micro-entrepreneurship opportunities for underserved individuals via product distribution

Microdistribution Model Characteristics

Does your microdistribution model include the following:

☑ Microdistributors are small and independently-owned businesses (fewer than 50 workers) or smaller (including sole proprietors)

☐ Microdistributors are low income, poor or very poor individuals, or individuals from chronically underemployed or underserved communities

☑ Income from distribution of your company's product or service comprises at least half (50%) of microdistributors' total business income

☑ Microdistributors receive training in order to effectively sell product/service

☐ None of the above

Points Available: 0.00

Microdistribution Model Summary

Did you select 3 of the 4 previous statements?

○ No (less than 3 statements selected) - If no, skip the remaining questions in this section.

◉ Yes, 3 or more statements selected (If Yes, complete the following questions)

Points Available: 0.00

Sales Through Microdistributors

What amount of total revenues is generated from sales through microdistributors highlighted in the previous question about your microdistribution model characteristics?

What amount of total revenues is generated from sales through microdistributors highlighted in the previous question about your microdistribution model characteristics? 15093800

☐ We do not track this

Points Available: 0.00

% of Business From Microdistributors

What % of total business is generated through microdistributors highlighted in the previous question about your microdistributor model characteristics?

○ 0%
● 1-15%
○ 16-30%
○ 31-50%
○ 51%+

Points Earned: 7.20 of 28.80

Micro-entrepreneur Individuals Served

How many micro-distributors were in your company's distribution network during the last 12 months? If possible, provide one figure at the "individual" micro distributor. Do not double-count (i.e. - if you report 3 businesses, do not also report the number of individuals that are employed by those businesses).

Micro-entrepreneur Individuals

Micro-entrepreneur Individuals [   ]
☑ We do not track this

Points Available: 0.00

Microenterprises Served

How many micro-distributors were in your company's distribution network during the last 12 months? If possible, provide one figure at the "individual" micro distributor. Do not double-count (i.e. - if you report 3 businesses, do not also report the number of individuals that are employed by those businesses).

Microenterprises

Microenterprises [   ]
☑ We do not track this

Points Available: 0.00

Income Tracking of Microdistributors

Do you track how income levels change over time for the microdistributors in your network?

○ Yes
● No

Points Available: 1.20

Growth in Income for Microdistributors

If yes, by what % did household or personal income rise during the last year for the average microdistributor

If yes, by what % did household or personal income rise during the last year for the average microdistributor

☑ We do not track this

Points Available: 0.00

Innovative Microdistribution

Is there something different or innovative about the company's approach to micro-distribution that has changed the industry? Is this something replicable, unique at the time it was created, and that has been emulated by other organizations?

Please explain.

Is there something different or innovative about the company's approach to micro-distribution that has changed the industry? Is this something replicable, unique at the time it was created, and that has been emulated by other organizations?

No.

Points Available: 0.00

Environment

OPERATIONS
Land, Office, Plant
3.6

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

Previously Constructed Buildings

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

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

Points Earned: 0.38 of 0.94

Facility Environmental Efficiency

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

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

Points Earned: 0.56 of 0.94

Recycling Programs

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

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

Points Earned: 0.94 of 0.94

Recycling Programs

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

See Explain this for definition.

- ◉ Yes
- ○ No

Points Earned: 0.94 of 0.94

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: 0.16 of 0.47

Environmental Management Systems

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

Please check all that apply.

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

Points Earned: 0.38 of 1.88

Environmental Reviews or Audits

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

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

- ◉ No
- ○ Internal Review
- ○ 3rd party-conducted review
- ○ 3rd party-conducted audit
- ○ Other (describe)

Points Available: 0.94

Indoor Air Quality Audits

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

Select all options that apply.

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

Points Earned: 0.31 of 0.94

OPERATIONS

Inputs

6.9

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

Monitoring and Managing Water Use

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

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

Points Available: 2.13

Monitoring Energy Usage

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

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

Points Available: 2.13

Environmentally Certified Products

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

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

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

Points Earned: 1.06 of 2.13

Environmental Assessment and Product Design

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

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

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

Points Earned: 2.13 of 2.13

% of Environmentally Preferred Input Materials

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

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

Points Earned: 0.53 of 2.13

Water Conservation Practices

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

Please check all that apply.

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

Points Earned: 0.53 of 2.13

Electricity Sources

From what sources does your company get its electricity?

Please check all that apply.

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

Points Earned: 1.59 of 2.13

Low Impact Renewable Energy Use

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

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

- ○ 0%
- ○ 1-9%
- ● 10-24%
- ○ 25-49%
- ○ 50%+

Points Earned: 1.06 of 2.13

Outputs

OPERATIONS

9.5

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

Monitoring Toxic Wastewater

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

Hazardous and toxic wastewater

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

Points Earned: 1.88 of 1.88

Monitoring Greenhouse Gas Emissions

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

Scopes 1 and 2 greenhouse gas (GHG) emissions

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

Points Available: 1.88

Monitoring and Reporting Non-hazardous Waste

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

Non-hazardous waste

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

Points Available: 1.88

Monitoring Hazardous Waste

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

Hazardous waste

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

Points Earned: 0.63 of 1.88

Hazardous Waste Disposal

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

Hazardous waste includes batteries, paint, medical waste, electronic equipment, etc.

- ○ <90%
- ○ 90-99%
- ⦿ 100%
- ○ Don't know

Points Earned: 1.88 of 1.88

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, fertilizer.

- ☑ 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

Points Earned: 1.88 of 1.88

Scope of Emission Calculation

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

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

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

Points Available: 0.00

Types of Carbon Credits Purchased

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

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

Points Earned: 0.70 of 0.94

Wastewater Disposal

How is non-hazardous wastewater disposed of?

Please check all that apply.

- ☐ Unsure/no water treatment system
- ☐ Through municipal/public sewer systems
- ☑ 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 (describe)

Points Earned: 0.70 of 0.94

Wastewater Testing

Has your company tested wastewater emissions for potential contamination during the last 12 months?

○ No
○ Yes - results indicate some contamination; no corrective action taken to date
○ Yes - results indicate some contamination; corrective action taken
◉ Yes - results indicate no contamination

Points Earned: 1.88 of 1.88

Transportation, Distribution & Suppliers

OPERATIONS
0.0

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

Significant Suppliers Reporting Practices

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

Please check all that apply.

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

Points Available: 1.54

Significant Suppliers Reporting Practices

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

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

◉ 0%
○ 1-19%
○ 20-39%
○ 40-50%
○ >50%

Points Available: 0.77

Sourcing % raw materials from Local Suppliers

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

Raw materials (in currency terms) grown or harvested

By company or local independent suppliers.

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

Points Available: 0.77

Sourcing % of COGS from Local Suppliers

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

Cost of Goods Sold (excluding labor)

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

Points Available: 0.77

Shipping Policies

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

- ○ Yes
- ● No

Points Available: 0.38

Managing Impact of Transportation

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

Please check all that apply.

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

Points Available: 0.77

Environmental Models Introduction
- Impact Business Model

IMPACT BUSINESS MODELS
0.0

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

Environmental Business Model

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

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

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

☑ None of the above

Points Available: 0.00

Customers

Customer Models Introduction
- Impact Business Model

IMPACT BUSINESS MODELS
0.0

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

Customer Impact Business Model Introduction

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

○ Yes
◉ No

Points Available: 0.00

Disclosure Questionnaire

Disclosure Industries

Disclosure questions on specific production and trade.

Internationally Banned Pesticides/Herbicides

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

Pesticides/herbicides subject to international phase-out or bans

○ Yes
◉ No

Points Available: 0.00

Disclosure Wildlife Regulated Under CITES

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

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

○ Yes
◉ No

Points Available: 0.00

Radioactive Materials

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

Radioactive materials

○ Yes
◉ No

Points Available: 0.00

Chemicals

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

Chemical-intensive industries 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

Commercial Logging

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

Commercial logging and logging equipment

○ Yes
◉ No

Points Available: 0.00

Internationally Banned Pharmaceuticals

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

Pharmaceuticals subject to international phase-outs or bans

○ 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

○ Yes
◉ No

Points Available: 0.00

Fossil fuels

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

Fossil fuel-based oil or coal utility

○ Yes
◉ No

Points Available: 0.00

Banned Persistent Organic Pollutants

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

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

○ Yes
◉ No

Points Available: 0.00

Banned Ozone Depleting Substances

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

Ozone depleting substances subject to international phase-out

○ Yes
◉ No

Points Available: 0.00

Genetically Modified Organisms

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

Genetically modified organisms

○ 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

○ Yes
⦿ No

Points Available: 0.00

Large Drift Fishing Nets (>2.5Km)

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

Drift net fishing in the marine environment using nets in excess of 2.5 km in length

○ Yes
⦿ No

Points Available: 0.00

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:

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

○ 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

- ◉ Yes
- ◯ No

Points Available: 0.00

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

- ◯ Yes
- ◉ No

Points Available: 0.00

Unbonded Asbestos Fibers

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

Unbonded asbestos fibers

- ◯ Yes
- ◉ No

Points Available: 0.00

Disclosure Alcohol

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

Alcohol (excluding beer and wine)

- ◯ Yes
- ◉ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

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

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

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

Mineração Bonafont

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

○ Yes
◉ No

Points Available: 0.00

Company prohibits freedom of association/collective bargaining

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

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

○ Yes
◉ No

Points Available: 0.00

Workers cannot leave site during non-working hours

Please indicate if 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

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

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

Overtime For Hourly Workers Is Compulsory

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

Overtime work for hourly workers is compulsory

○ 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 does not transparently report corporate financials to government

○ Yes
◉ No

Points Available: 0.00

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

Please indicate if 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

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

○ Yes
◉ No

Points Available: 0.00

Animal Testing

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

Animal testing is conducted

○ 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

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/Passports

○ 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 to employees at all times

○ Yes
◉ No

Points Available: 0.00

Conduct Business in Conflict Zones

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

Company exploitatively operates in conflict zones

○ 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

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

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 domestic regulations

○ Yes
◉ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

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

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

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

Todas falsas.

Points Available: 0.00

Disclosure Outcomes

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

On-Site Fatality

Please indicate if 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

Recalls

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

Material recalls due to quality control issues

○ Yes
◉ No

Points Available: 0.00

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

Please indicate if 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

Company/Suppliers Involved In Large Scale Land Conversion

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 conversion and/or degradation

○ Yes
◉ No

Points Available: 0.00

Company/Suppliers Do Build/Refurbish Dams

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

Construction or operation of company and involved the construction or refurbishment of dams

○ 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 facilities resulted in physical resettlement or economic displacement involving 5,000 or more people near your facility

○ Yes
◉ No

Points Available: 0.00

Breaches of Confidential Information

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

Company has had material breaches of individual's confidential information

○ 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

Company/Suppliers Involved In Large Scale Land Acquisition

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

○ 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:

Material litigation or arbitration against company

⦿ Yes
○ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

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

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

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

Points Available: 0.00

Disclosure Penalties

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

Political Contributions or International Affairs

Please indicate if 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

○ Yes
⦿ No

Points Available: 0.00

Animal Welfare Penalties Assessed

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:

Animal welfare

○ 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

Penalties Assessed Pertaining To Company Taxes

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:

Taxes

● 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

○ Yes
● No

Points Available: 0.00

International Affairs 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:

Geographic operations 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 (internal and supply chain)

- ◉ Yes
- ○ No

Points Available: 0.00

Penalties Assessed Regarding 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:

Investments or Loans

- ○ 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:

Product safety

- ○ 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 issues

- ◉ Yes
- ○ No

Points Available: 0.00

Penalties Assessed Regarding Company's Employee Safety

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:

Employee safety or workplace conditions

- ○ Yes
- ◉ No

Points Available: 0.00

Penalties Assessed Regarding Company's Marketing

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:

Marketing

○ Yes
◉ No

Points Available: 0.00

Penalties Assessed Regarding Diversity/Equal Opportunity

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:

Diversity and equal opportunity

○ Yes
◉ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

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

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

If you selected "Yes" previously, please provide a detailed explanation of the complaint/fine/sanction here. | More information to be su

Points Available: 0.00

Supplier Disclosure

Disclosure questions concerning the significant suppliers of the company

Workers Who are Prisoners

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

Significant suppliers use any workers who are prisoners

○ Yes
○ No
◉ Don't Know

Points Available: 0.00

Business in Conflict Zones

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

Significant Suppliers exploitatively operate in conflict zones

- ○ True
- ○ False
- ● Don't Know

Points Available: 0.00

Accidental Hazardous Substances

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

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

- ○ Yes
- ○ No
- ● Don't Know

Points Available: 0.00

Land Acquisition

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

Construction or operation of Significant Suppliers involved large scale land acquisition

- ○ Yes
- ○ No
- ● Don't Know

Points Available: 0.00

Construction or Refurbishment of Dams

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

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

- ○ Yes
- ○ No
- ● Don't Know

Points Available: 0.00

Land Conversion or Degradation

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

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

- ○ Yes
- ○ No
- ● Don't Know

Points Available: 0.00

Resettlement or Economic Displacement

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

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

○ Yes
○ No
◉ Don't Know

Points Available: 0.00

Material Fines or Sanctions

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

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

○ Yes
○ No
◉ Don't Know

Points Available: 0.00

Operational Fatality

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

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

○ Yes
○ No
◉ Don't Know

Points Available: 0.00

Workers Under the Age of 15

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

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

○ Yes
○ No
◉ Don't Know

Points Available: 0.00

Other Disclosures

Other Disclosures

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

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

Are there any other sensitive aspects of the business that are necessary to disclose? N/A
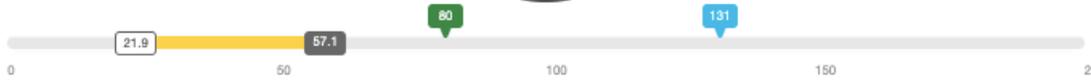
Points Available: 0.00

B Impact Report

Overall B Impact Score

Danone Ltda - Brazil Water

For Fiscal Year End Date: **December 30, 2018**

Your scores below are being compared against 611 Ordinary Businesses that also have 250-999 employees. Learn More

21.9

21.9	57.1	80	131
0	50	100	150	2 0 0

UNVERIFIED

Impact Area Scores

Governance	3.3	+
Workers	8.8	+
Community	3.7	+
Environment	6	+
Customers	0	+

Danone Ltda - Brazil Water

Certified B Corporation

SCORE	COMPLETION	STATUS	VERSION	NAME	SECTOR	SIZE
82.8	100%	Verified	5	2018 - Verified	Manufacturing	250-999

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

Mission & Engagement

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

Level of Impact Focus

Select the description that best describes your business.

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

○ Positive social/environmental impact is desirable but not a particular focus for our business.

○ Social and environmental impact is frequently considered but it isn't a high priority.

○ We consider social and environmental impact in some aspects of our business but infrequently.

◉ We consistently incorporate social and environmental impact into decision-making because we consider it important to the success and profitability of our business.

○ We treat our social/environmental impact as a primary measure of success for our business and prioritize it even in cases where it may not drive profitability.

Points Available: 0.00

Mission Statement

Please type or paste your mission statement here.

Please type or paste your mission statement here. | Levar saúde e nutrição p |

Points Available: 0.00

Mission Statement Characteristics

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

Please check all that apply.

☐ No written statement

☐ A written corporate mission statement that does not include a social or environmental commitment

☐ A general commitment to social and/or environmental responsibility and stewardship

☑ A commitment to a specific positive social impact (e.g. poverty alleviation, sustainable economic development)

☐ A commitment to a specific positive environmental impact (e.g. reducing waste to landfill with upcycled products)

☐ A commitment to serve a target in-need beneficiary group (e.g. low income customers, smallholder farmers)

Points Earned: 0.19 of 0.25

Social & Environmental Internal Engagement

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

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

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

Points Earned: 0.50 of 0.50

Social/Environmental Key Performance Indicators

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

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

Points Earned: 0.50 of 0.50

Mission-driven Executive Compensation

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

Please check all that apply.

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

Points Earned: 0.50 of 0.50

Stakeholder Engagement

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

Check all that apply.

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

Points Earned: 0.13 of 0.25

Corporate Accountability

OPERATIONS
1.5

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

Governance Structures

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

- ◯ Owner/Manager only
- ◯ Non-Fiduciary Advisory Board
- ◉ Board of Directors or Equivalent

Points Earned: 0.33 of 0.33

Governing Body Characteristics

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

Please check all that apply.

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

Points Earned: 0.67 of 0.67

Governing Body Responsibilities

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

Please check all that apply.

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

Points Earned: 0.33 of 0.67

Governing Body Stakeholder Representation

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

Select all that apply.

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

Points Earned: 0.17 of 0.33

OPERATIONS

Ethics
2.6

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

Financial Controls

Does the company maintain any of the following financial controls?

Please check all that apply.

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

Points Earned: 0.55 of 0.55

Instruction on Code of Ethics

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

Please check all that apply.

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

Points Earned: 0.55 of 0.55

Code of Ethics

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

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

Points Earned: 0.36 of 0.55

Breached Code of Ethics Breachment Policy

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

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

Points Earned: 0.55 of 0.55

Anti-Corruption Practices

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

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

Points Earned: 0.36 of 0.55

Conflict of Interest Questionnaire

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

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

- ◉ Yes
- ○ No
- ○ N/A - No Board of Directors or equivalent

Points Earned: 0.27 of 0.27

OPERATIONS
Transparency
2.3

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

Financial Reporting Standards

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

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

Points Earned: 1.33 of 1.33

Reviewed / Audited Financials

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

- ○ None/ Neither Audited nor Reviewed
- ○ Locally-accredited auditing firm or CPA/CFA
- ◉ Internationally-accredited auditing firm or CPA/CFA

Points Earned: 0.33 of 0.33

Financial Transparency with Employees

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

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

Points Earned: 0.67 of 0.67

Impact Reporting

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

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

Points Available: 0.67

Governance Metrics

OPERATIONS
0.0

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

Last Fiscal Year

On what date did your last fiscal year end?

On what date did your last fiscal year end? | December 31st, 2018 |

Points Available: 0.00

Reporting Currency

Reporting currency

- ◉ Brazilian Real- BRL

Points Available: 0.00

Revenue Year Before Last

Total Earned Revenue

From the fiscal year before last

From the fiscal year before last

Sensitive

Revenue Last Year

Total Earned Revenue

From the last fiscal year

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

From the last fiscal year

Sensitive

Earnings Before Interest & Taxes Last Year

EBIT (Earnings Before Interest & Taxes)

From the last fiscal year

From the last fiscal year

Sensitive

Earnings Before Interest & Taxes Year Before Last

EBIT (Earnings Before Interest & Taxes)

From the fiscal year before last

From the fiscal year before last

Sensitive

Net Income Year Before Last

Net Income

From the fiscal year before last

From the fiscal year before last

Sensitive

Net Income Last Year

Net Income

From the last fiscal year

From the last fiscal year

Sensitive

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. [   ]

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

○ Signed a contract or board resolution to amend or adopt a legal form that requires consideration of employees, community, and the environment (i.e. Signed B Corp Term sheet but have not yet adopted stakeholder consideration)

◉ Amended corporate governing documents to require the consideration of employees, community and the environment (e.g. Amended Articles of Incorporation)

○ Has a specific legal entity/governance structure that preserves mission (i.e. cooperative)

○ Legal entity/governance structure preserves mission and requires stakeholder consideration (i.e. Benefit Corp or cooperative that has amended governing documents to include stakeholder consideration)

○ Other - Please describe

○ None of the above

Points Earned: 7.50 of 10.00

Workers

OPERATIONS
Worker Metrics   0.0

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

Majority Hourly vs. Salaried Workers

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

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

🔘 Fixed Salary
⚪ Daily/Hourly Wage

Points Available: 0.00

---

of Full Time Workers

Number of Total Full-Time Workers

Current Total Full-Time Workers

Current Total Full-Time Workers `630`

☐ We do not track this

Points Available: 0.00

---

of Full Time Workers Last Year

Number of Total Full-Time Workers

Total Full-Time Workers 12 months ago

Total Full-Time Workers 12 months ago `659`

☐ We do not track this

Points Available: 0.00

---

of Part Time Workers Last Year

Number of Total Part-Time Workers

Total Part-Time Workers 12 months ago

Total Part-Time Workers 12 months ago `1`

☐ We do not track this

Points Available: 0.00

---

of Part Time Workers

Number of Total Part-Time Workers

Current Total Part-Time Workers

Current Total Part-Time Workers `2`

☐ We do not track this

Points Available: 0.00

---

of Temporary Workers

Number of Total Temporary Workers

Current Total Temporary Workers

Current Total Temporary Workers | 0

☐ We do not track this

Points Available: 0.00

---

of Temporary Workers Last Year

Number of Total Temporary Workers

Total Temporary Workers 12 months ago

Total Temporary Workers 12 months ago | 1

☐ We do not track this

Points Available: 0.00

OPERATIONS

4.5

Compensation & Wages

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

Total Wages

Total Wages (including bonuses)

Total Wages (including bonuses)

Sensitive

Lowest Paid Wage

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

Please exclude students and interns in this calculation.

What is the company's lowest wage calculated on an hourly basis? | 1048

☐ We do not track this

Points Available: 0.00

Inflation Rate Compensation Adjustments

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

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

○ Yes
◉ No

Points Available: 1.82

% Increase in Wages

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

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

- ○ 0%
- ○ 0.1-1.9%
- ○ 2.0-4.9%
- ◉ 5%+

Points Earned: 1.82 of 1.82

Bonus Plan Characteristics

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

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

Points Earned: 1.82 of 1.82

Bonus Pool Distribution

Tell us how your bonus pool is distributed.

Tell us how your bonus pool is distributed. | N/A. De acordo com o al |

Points Available: 0.00

Non-Cash Bonus

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

If you provide a non-cash bonus, describe what the bonus is and how you value it. | We do not provide. NA |

Points Available: 0.00

Employees Receiving a Bonus

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

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

Points Earned: 0.91 of 1.82

High to Low Pay Ratio

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

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

Points Available: 3.63

Compensation & Wages (Salaried)

OPERATIONS
0.4

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

Bonus Plan Characteristics

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

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

- ○ 0%
- ○ <1%
- ◉ 1-5%
- ○ 6-15%
- ○ >15%

Points Earned: 0.47 of 1.40

Benefits

OPERATIONS
6.1

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

Supplementary Health Benefits

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

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

Points Earned: 2.37 of 2.37

Paid Secondary Caregiver Leave

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

○ None
◉ Up to 2 weeks
○ 2 to 5 weeks
○ Greater than 5 weeks

Points Earned: 0.79 of 2.37

Healthcare Eligibility for Part Time Workers

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

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

Points Earned: 0.59 of 1.19

Supplementary Benefits

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

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

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

Points Earned: 2.37 of 2.37

OPERATIONS
1.6

Worker Benefits (Salaried)

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

Number of Paid Days Off

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

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

Points Earned: 0.77 of 0.85

Paid Primary Caregiver Leave for Salary Workers

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

○ 0-5 weeks
○ 6-11 weeks
○ 12-17 weeks
○ 18-23 weeks
● 24+ weeks

Points Earned: 0.85 of 0.85

OPERATIONS
Training & Education   0.7

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

Amount of Training for New Hires

During the last 12 months, what was the average amount of training that a newly hired worker received?

Use average of both full-time and part-time employees.

○ No training
○ On-the-job training (1-day to 1 week)
● On-the job training (1 week to 1 month)
○ Apprenticeship/technical training (1 month+)
○ N/A - No new hires during the last 12 months

Points Earned: 0.18 of 0.27

Intern Hiring Practices

Which of the following is true of intern hiring practices?

Check all that apply. If there is no third party living wage calculated for your country of operations, please do not select "payment of a living wage."

- ☑ There is a formalized policy/program outlining the objectives of internships or internship programs for participants
- ☑ Company partners with education institutions to provide internship opportunities
- ☐ Interns are paid a living wage
- ☑ Interns receive formal performance reviews
- ☑ Interns have a formal opportunity to provide feedback on experience
- ☑ Interns have been hired on as full time permanent employees in the past two years
- ☑ Intern tenures are restricted to not exceed 1 year if interns are not currently enrolled in school
- ☐ None of the above apply to my intern programs
- ☐ N/A - Company does not employ interns

Points Earned: 0.53 of 0.53

Training & Education (Salaried)

This section reviews opportunities for your business to help develop your salaried workforce.

Cross-Job Skills Training Participation

Excluding newly hired workers, what % of full-time and part-time workers received the following types of formal training during the last 12 months?

Skills-based training on cross-job functions (i.e. training beyond regular job responsibilities, e.g. public speaking training or management training for non-managers)

- ○ 0%
- ● 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75%+
- ○ Don't know

Points Earned: 0.20 of 0.78

Life Skill Training Participation

Excluding newly hired workers, what % of full-time and part-time workers received the following types of formal training during the last 12 months?

Training on life skills for personal development (i.e. literacy, personal financial planning, etc.)

- ○ 0%
- ○ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75%+
- ● Don't know

Points Available: 0.78

Skills-Based Training Participation

Excluding newly hired workers, what % of full-time and part-time workers received the following types of formal training during the last 12 months?

Skills-based training to advance core job responsibilities

- ○ 0%
- ○ 1-24%
- ○ 25-49%
- ● 50-74%
- ○ 75%+
- ○ Don't know

Points Earned: 0.59 of 0.78

External Professional Development Participation

What % of full-time workers have participated in external professional development opportunities or lifelong learning opportunities in the past fiscal year?

Only include professional development paid for in advance, reimbursed or subsidized by the company.

- ○ None
- ● 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75%+

Points Earned: 0.39 of 1.56

Worker Ownership

OPERATIONS
4.6

This section reviews opportunities for your business to engage workers by offering partial ownership of the company.

% Participation in Employee Ownership

What % of all full-time employees (including founders and executives) own stocks, stock equivalents and stock options, or participate in an ESOP or other qualified ownership plans in the company?

Select N/A if your company is a consumer/shared services cooperative, a producer cooperative or a nonprofit.

- ○ 0%
- ○ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75-99%
- ● 100%
- ○ N/A

Points Earned: 3.50 of 3.50

% of Company Owned by Non-Executive Employees

What % of the company is owned by non-executive, non-founder, full-time workers?

Select 0% if none of the workers own the business. Select N/A if your company is a consumer/shared services cooperative, a producer cooperative or a nonprofit.

- ○ 0%
- ● 1-24%
- ○ 25-49%
- ○ 50%+
- ○ N/A

Points Earned: 1.17 of 3.50

Management & Worker Communication

This section reviews opportunities to improve workers' performance by offering more guidance through one-on-one feedback and a written employee handbook.

Employee Review Process

Is there a formal consistent process for providing performance feedback to all tenured employees which includes any of the following?

Check all that apply.

- ☑ Is conducted on at least an annual basis
- ☑ Includes peer and subordinate input
- ☑ Provides written guidance for career development
- ☐ Includes social and environmental goals
- ☑ Clearly identifies achievable goals
- ☐ None of the above

Points Earned: 0.40 of 0.40

Worker Satisfaction Surveys

Does the company do any of the following regarding worker satisfaction / engagement?

- ☑ Company conducts anonymous surveys at least biannually
- ☐ Company separates survey results by gender and/or by other underrepresented groups
- ☑ Company shares results with employees
- ☐ None of the above

Points Earned: 0.30 of 0.40

Employee Satisfaction

What percent of your employees are 'Satisfied' or 'Engaged'?

Select N/A if satisfaction or engagement is not formally surveyed.

○ N/A
○ <65%
○ 65-80%
● 81-90%
○ >90%

Points Earned: 0.30 of 0.40

Termination Policy

Which of the following is included in your company's termination policy?

Exclude situations requiring immediate dismissal / with cause.

○ No required written notice prior to termination
● Written notice of worker performance only
○ Written notice of worker performance and a stated probationary period
○ N/A--no written termination policy

Points Earned: 0.20 of 0.40

Worker / Management Conflict Mediation

Has the company identified one of the following designated agents to mediate complaints / issues between workers or workers and management?

☐ Informally-designated worker who passes information to other workers
☐ Union representative
☑ Human Resources-designated representative
☐ Employee Representative mutually-designated by company management and employees
☐ 3rd party Ombudsman
☐ Other (describe)
☐ None of the above

Points Earned: 0.20 of 0.40

OPERATIONS
Management & Worker Communication (Salaried)   0.3

This section reviews opportunities to improve workers' performance by offering more guidance through one-on-one feedback and a written employee handbook.

Performance Reviews

Is there a written performance review for any of the following workers?

Check the box if all workers in that category receive a formal performance review on an annual basis.

- ☐ No written performance review
- ☑ Managers
- ☑ Full-time non-managerial workers
- ☐ Part-time non-managerial workers
- ☐ Temporary workers

Points Earned: 0.30 of 0.40

Human Rights & Labor Policy

OPERATIONS
0.6

Questions include your company's policies, practices and certifications related to human rights.

Employee Handbook Information

Does your company have a written employee handbook that workers have access to and includes the following information?

- ☐ No written employee handbook
- ☑ A non-discrimination statement
- ☑ An anti-harassment policy
- ☑ Statement on work hours
- ☑ Pay and performance issues
- ☑ Policies on benefits, training and leave
- ☑ Grievance resolution
- ☐ Disciplinary procedures and possible sanctions
- ☑ Statement regarding workers' right to bargain collectively and freedom of association
- ☐ Prohibition of child labor and forced/compulsory labor

Points Earned: 0.30 of 0.30

Non-Discrimination Policy

If you have a written non-discrimination policy, which of the following are covered in hiring and in the workplace?

Please check all that apply.

- ☐ No written policy
- ☑ Gender
- ☑ Race
- ☑ Color
- ☑ Disability
- ☑ Political opinion
- ☑ Sexual orientation
- ☑ Age
- ☑ Religion
- ☑ HIV status

Points Earned: 0.30 of 0.30

Labor Practices Review

Have your company's human rights and labor practices been certified or reviewed by an independent third party during the last 12 months?

○ Yes
◉ No

Points Available: 0.60

Occupational Health & Safety

This section reviews opportunities to protect your workers against accidents and injuries.

Worker Safety Practices

Which of the following are true of your occupational health and safety policies?

- ☑ There are written policies and practices to minimize on-the-job employee accidents and injuries
- ☑ Injury/accident/lost /absentee days are measured and transparent
- ☑ A worker health and safety committee helps monitor and advise on health and safety programs.
- ☐ None of the above

Points Earned: 0.34 of 0.34

Health and Safety Program

Does your company have a formal safety and health program to engage with workers that includes the following:

- ☐ None - no formal safety and health program
- ☑ Annual safety and health training for all workers, including at least one emergency drill per year
- ☐ Injury/accident/illness/lost days data is recorded and made transparent for all workers
- ☐ Formal safety reporting system for employees to submit their safety concerns
- ☑ A safety position, safety committee or safety program representative reporting to senior level position (Vice-President or higher)

Points Earned: 0.46 of 0.69

Evaluating Health and Safety Risk

Which of the following describe your company's practices to evaluate and mitigate occupational health and safety risks?

- ☐ None - No measures to evaluate and mitigate workplace risks
- ☑ Has a documented standard procedure for investigating the root causes of accidents and major incidents
- ☑ Has implemented corrective actions after an incident is investigated
- ☑ Conducts an annual evaluation of the safety and health system and includes senior management in the evaluation

Points Earned: 0.69 of 0.69

Handling Hazardous Materials

If your company uses any hazardous or dangerous materials on-site, check all that apply.

Hazardous materials include chemicals, gasoline or fuel, fertilizer, pesticides, etc.

- ☐ All workers who are in contact with hazardous materials receive initial and on-going (2x per year) training for proper storage, handling, and disposal of materials
- ☑ All workers who handle hazardous materials are required to wear protective gear, including clothing, eye and foot protection
- ☑ All workers are made aware of all health risks associated with handling hazardous materials
- ☑ We monitor the health of all workers who work with hazardous materials and provide them with annual health check-ups
- ☑ Other (describe)
- ☐ None
- ☐ N/A

Points Earned: 0.34 of 0.34

Machinery Practices

Does your company do any of the following with regard to equipment or machinery used by workers?

This includes machinery, vehicles, etc. Check all that apply. Select N/A only if the company has no equipment.

- ☑ All workers who use equipment receive initial and ongoing training on proper operation and emergency shut-off of the machinery
- ☑ All workers are required to wear appropriate protective gear, including clothing, eye and foot protection, when working with machinery
- ☑ The company regularly inspects whether correct protective gear and operation of machinery is being followed by workers
- ☑ Machinery is checked at least once per year for necessary maintenance issues
- ☑ Signs regarding hazards and proper use of equipment are posted on or near equipment in the local language
- ☑ Other (describe)
- ☐ None
- ☐ N/A

Points Earned: 0.34 of 0.34

Worker Business Models Introduction - Impact Business Model

IMPACT BUSINESS MODELS
0.0

This section of the assessment identifies if a company is designed to deliver a specific, material, positive impact for its workers through providing distributed ownership for all employees.

Workers Impact Business Model Introduction

Is your company structured to benefit its employees in the following way?

- ☐ Ownership structures that provide significant equity (>40%) and empowerment to all employees (i.e. employee-owned companies/cooperative)
- ☑ No

Points Available: 0.00

Community

Job Creation

OPERATIONS
1.3

This section surveys growth in the company and employment opportunities available for under-employed populations

and low-income communities.

New Jobs Added Year Before Last

Number of net full-time and part-time jobs that have been added to your company's payroll. Enter 0 if none or if your company has no workers.

Prior 12 months:

Prior 12 months: 292

☐ We do not track this

Points Available: 0.00

New Jobs Added Last Year

Number of net full-time and part-time jobs that have been added to your company's payroll. Enter 0 if none or if your company has no workers.

Last 12 months:

Last 12 months: 275

☐ We do not track this

Points Available: 0.00

Job Growth Rate

What % of full-time and part-time jobs were newly created at your company during the last 12 months?

This does not include existing positions that were filled due to vacancy.

- ● 0% (Has not grown on a net basis)
- ○ 1-14%
- ○ 15-24%
- ○ 25%+

Points Available: 2.67

Promoting Employees

What % of positions above entry level have been filled through internal promotion during the last 12 months?

If there have been no job openings above an entry level, enter 0.

- ○ 0%
- ● 1-24%
- ○ 25-49%
- ○ 50%+

Points Earned: 1.33 of 2.67

Attrition Rate

What % of full-time and part-time workers have left the company during the last 12 months?

Calculation should include voluntary and involuntary separation, but exclude workers dismissed with cause.

Sensitive

Departed Employees

Number of full-time and part-time workers that departed/left the company during the last 12 months.

Enter 0 if None. Select N/A only if there are no workers.

Number of full-time and part-time workers that departed/left the company during the last 12 months.

Sensitive

Diversity & Inclusion

This section is an opportunity to highlight diversity in various areas of your organization, such as the workforce, Board of Directors, and suppliers.

Female Employees

Number of total full-time and part-time female employees.

Enter 0 if None. Select N/A only if there are no workers.

Number of total full-time and part-time female employees. `172`

☐ We do not track this

Points Available: 0.00

Ownership Diversity

What % of the company is owned by:

Women and/or individuals from chronically-underemployed communities

○ 0%
◉ 1-9%
○ 10-24%
○ 25-39%
○ 40-49%
○ 50%+
○ Don't know

Points Available: 0.94

Non-managerial Worker Diversity

What % of non-managerial full-time and part-time employees are women or from chronically-underemployed communities?

Chronically-underemployed

○ 0%
○ 1-9%
○ 10-24%
○ 25-39%
○ 40-49%
○ 50%+
⦿ Don't know

Points Available: 0.94

Non-managerial Worker Diversity

What % of non-managerial full-time and part-time employees are women or from chronically-underemployed communities?

Women

○ 0%
○ 1-9%
⦿ 10-24%
○ 25-39%
○ 40-49%
○ 50%+
○ Don't know

Points Earned: 0.31 of 0.94

Expatriate Management

What % of management (both full-time and part-time workers) are women, from chronically-underemployed communities or expatriates?

Expatriates

⦿ 0%
○ 1-9%
○ 10-24%
○ 25-39%
○ 40-49%
○ 50%+
○ Don't know

Points Available: 0.00

Female Management

What % of management (both full-time and part-time workers) are women, from chronically-underemployed communities or expatriates?

Women

- ○ 0%
- ○ 1-9%
- ○ 10-24%
- ○ 25-39%
- ● 40-49%
- ○ 50%+
- ○ Don't know

Points Earned: 0.94 of 0.94

Management from Underemployed Groups

What % of management (both full-time and part-time workers) are women, from chronically-underemployed communities or expatriates?

Chronically-underemployed

- ○ 0%
- ○ 1-9%
- ○ 10-24%
- ○ 25-39%
- ○ 40-49%
- ○ 50%+
- ● Don't know

Points Available: 0.94

Nonprofit Ownership

What % of the company is owned by:

Non-profit organization

- ● 0%
- ○ 1-9%
- ○ 10-24%
- ○ 25-39%
- ○ 40-49%
- ○ 50%+
- ○ Don't know

Points Available: 0.47

Ownership by Individuals from Underemployed Groups

Optional unweighted metrics: Approximately what % of the company's ownership is held by the following groups?

Individuals from chronically underemployed communities

Individuals from chronically underemployed communities [_____]

☑ We do not track this

Points Available: 0.00

Female Ownership

Optional unweighted metrics: Approximately what % of the company's ownership is held by the following groups?

Women

Women [_____]

☑ We do not track this

Points Available: 0.00

Board of Directors Diversity

What % of the members of your Board of Directors (or equivalent) are women or individuals from chronically underemployed communities?

Select N/A only if your company is governed by an owner/manager structure and does not have a Board of Directors or governing body.

○ 0%
○ 1-9%
○ 10-24%
○ 25-39%
◉ 40-49%
○ 50%+
○ N/A - No board of directors or equivalent
○ Don't know

Points Earned: 0.94 of 0.94

Supplier Ownership Diversity

What % of your Significant Suppliers are majority owned by women or individuals from underrepresented populations?

◉ 0%
○ 1-9%
○ 10-19%
○ 20-29%
○ 30%+
○ Don't Know

Points Available: 0.94

Diversity and Inclusion Training

Does the company provide specific content in worker training on inclusion and diversity issues related to any of the following specific underrepresented groups?

Check all that apply.

- ☑ Gender inclusiveness
- ☑ Minorities
- ☑ LGBT community
- ☑ Individuals with disabilities
- ☐ Other underrepresented groups (please describe)
- ☐ None of the Above

Points Earned: 0.94 of 0.94

Civic Engagement & Giving

This portion of the review highlights opportunities to encourage employee volunteerism and to donate cash or products that can accelerate the efforts of local non-profits.

Corporate Citizenship Program

Does your company have a formal corporate citizenship program (with allocated resources) in place that includes the following:

- ☐ Statement on the intended social or environmental impact of company's charitable contributions
- ☑ Cash and in-kind donations (excluding political causes)
- ☑ Volunteer and pro bono service
- ☐ Formal donations commitment (e.g. 1% for the planet)
- ☐ Matching individual workers' charitable donations
- ☑ Allowing workers and/or customers to select charities to receive company's donations
- ☑ Other (please describe)
- ☐ None of the above

Points Earned: 0.84 of 0.84

Civic Memberships and Partnerships

Does your company have membership or a civic partnership with any of the following types of organizations?

Check all that apply.

- ☐ None
- ☑ Business or Trade Associations
- ☑ Chamber of Commerce
- ☐ Governmental Institutions
- ☐ Local academic institutions
- ☑ Cooperatives
- ☑ Other (describe)

Points Earned: 0.42 of 0.42

Volunteer Service Policies

Are full-time employees granted in writing any of the following options for volunteer service?

- ☐ Non-paid time off
- ☑ Paid time off
- ☐ 20 hours or more a year of paid time off
- ☐ Workers offered incentives for volunteerism (office parties, competitions with prizes, etc.)
- ☐ Do not offer paid or unpaid time off

Points Earned: 0.63 of 0.84

% of Employees Volunteer Service

What % of employees took paid time off for volunteer service last year?

- ○ 0%
- ◉ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ >75%
- ○ Don't know

Points Earned: 0.21 of 0.84

Tracking Volunteer Service

Does your company monitor and record volunteer hours of company workers?

- ◉ We do not currently monitor and record our hours contributed
- ○ Our company monitors and records hours contributed (no increase targets)
- ○ Our company monitors hours contributed and has specific increase targets
- ○ Our company monitors hours contributed and has met specific increase targets during the reporting period

Points Available: 0.42

Total Amount of Volunteer Service Hours

Number of hours volunteered by full-time and part-time employees of the organization during the last fiscal year.

This should include both paid and unpaid time spent volunteering during traditional work hours, either for company-organized events or for employee-initiated activities.

Number of hours volunteered by full-time and part-time employees of the organization during the last fiscal year.

[   ]

- ☑ We do not track this

Points Available: 0.00

Volunteer Service Per Capita

What was the % of per capita worker volunteer, community service, or pro bono time donated in the reporting period?

Calculate by total volunteer hours / total hours worked, generally 2000 hours per FTE.

○ 0%
○ 0.1-0.5% of time
○ 0.6-1% of time
○ 1.1-2% of time
○ >2% of time
◉ Don't know / not monitored

Points Available: 0.84

Total Amount of Charitable Donations

Total amount (in currency terms) donated to registered charities in the last fiscal year.

Report with the currency specified in "Reporting currency" for this metric.

Total amount (in currency terms) donated to registered charities in the last fiscal year.

Sensitive

% of Revenue Donated

What was the equivalent % of revenue donated to charity during the last fiscal year?

Please include tax deductible in-kind donations but do not include pro bono time.

○ No donations last FY
○ Less than 0.1% of revenues
◉ 0.1-0.4% of revenues
○ 0.5-0.9% of revenues
○ 1-1.9% of revenues
○ 2%+ of revenues
○ Don't know

Points Earned: 1.35 of 3.37

Policy Advocacy for Social and Environmental Standards

Has your company worked with policymakers and/or stakeholders (including competitors) to develop or advocate for increased adoption of social and environmental standards or voluntary practices in your industry in the past two years?

Check all that apply.

- ☐ Yes, company has offered support in name and/or signed petitions
- ☐ Yes, company has provided active staff time or financial support
- ☐ Yes, company has directly introduced, testified, made recommendations or provided expertise to advance standards
- ☑ Yes, company has worked with other industry players on a cooperative initiative
- ☐ Yes, and efforts resulted in a specific institutional, industry or regulatory reform
- ☐ Other (please describe)
- ☐ None of the above

Points Earned: 0.21 of 0.42

Local Involvement

OPERATIONS
2.0

This section explores ways for your business to further engage with the community through local ownership and suppliers.

Local Purchasing and Hiring Policies

Does your company have the following written local purchasing or hiring policies in place?

- ☑ No written local purchasing strategy in place
- ☐ Written preference at each facility to purchase from local suppliers
- ☐ Ready-to-use lists of preferred local suppliers/vendors for specific facilities
- ☐ Written preference for hiring and recruiting local managers with equitable compensation
- ☐ Preference for hiring and recruiting local staff (management and non-management) with training for employees
- ☐ Incentives for staff to live within 40 km of local company facility
- ☐ Other (please describe)

Points Available: 1.50

Spending on Local Suppliers

What % of your company's expenses (excluding labor) was spent with independent suppliers local to the company's headquarters or relevant production facilities?

- ○ <20%
- ● 20-39%
- ○ 40-59%
- ○ 60%+
- ○ Don't know

Points Earned: 0.50 of 1.50

Focus on Local Customers

Do a majority of your customers live locally to your company's headquarters or production facilities?

○ Yes
◉ No

Points Available: 1.50

In Country Management

What % of senior management is native to the country of operations?

Native individuals are born and/or raised in the country.

○ <49%
○ 50-74%
○ 75-94%
◉ 95%+

Points Earned: 1.50 of 1.50

Suppliers, Distributors & Product

This portion of the assessment addresses actions to upkeep standards of your company's significant suppliers and products.

Significant Supplier Descriptions

Please select the types of companies that represent your Significant Suppliers:

All companies have significant suppliers, which are defined as the largest suppliers of the company amounting to approximately 80% of non-labor costs. Select all that apply.

☐ Product Manufacturers
☑ Professional Service Firms (Consulting, Legal, Accounting)
☐ Independent Contractors
☑ Marketing/Advertising
☐ Office Supplies
☑ Benefits Providers
☐ Technology
☑ Raw materials
☐ Farms
☐ Other

Points Available: 0.00

Social or Environmental Screening of Suppliers

Does your company screen and/or evaluate Significant Suppliers for social and environmental impact?

This question determines the set of supplier-focused questions your company will respond to.

◉ Yes
○ No

Points Available: 0.00

Supplier Screen Topics

What is the social and environmental screen that is used for a majority of your company's Significant Suppliers:

- ☐ No formal screening process in place
- ☑ Screened for negative practices or regulatory non-compliance (e.g. no child labor)
- ☐ Screened for positive practices (e.g. environmentally-friendly manufacturing process; excellent labor practices, etc)

Points Earned: 0.75 of 1.50

Supplier Evaluation Practices

When monitoring and evaluating the on-going social and environmental performance of the majority of Significant Suppliers, which of the following apply?

- ☐ No formal supplier monitoring and evaluation process
- ☑ Significant Suppliers are evaluated based on company's own criteria
- ☐ Significant Suppliers are evaluated based on specific social and environmental performance standards that are best-in-class for your industry (ISO, SA8000, etc)
- ☐ Company visits a majority of Significant Suppliers on-site

Points Earned: 0.75 of 1.50

Length of Supplier Relationships

What is the average tenure of your relationships with Significant Suppliers?

- ○ Less than 12 months
- ○ 13-36 months
- ○ 37-60 months
- ○ 61+ months
- ◉ Don't know

Points Available: 1.50

Verified Fair Wages

Is the payment of a fair wage to workers for a majority of Significant Suppliers verified or certified?

Fair wages are based on fair trade standard or local living standard.

- ◉ Neither verified nor certified
- ○ Verified by the company
- ○ Certified as part of a product or production process certification or certified by another third-party
- ○ Other (describe)

Points Available: 1.50

Supplier Code of Conduct

Does your company have a formal Code of Conduct policy or contract that specifically holds the suppliers, distributors or retailers that your company works with accountable for social and environmental performance?

- ⦿ Yes
- ○ No

Points Earned: 1.50 of 1.50

Support for In Need Suppliers

Do you have a program that identifies suppliers in need of support, education and/or training? If so, which of the following characteristics apply to your program?

- ☐ Company reviews all Significant Suppliers for potential training needs
- ☐ Company has a formal education and support program for selected Significant Suppliers
- ☐ Company sets goals and expectations with suppliers to improve their social and environmental performance
- ☐ Company provides incentives for suppliers with strong social and environmental performance
- ☐ Other (describe)
- ☑ No formal supplier development program

Points Available: 1.50

Independent Contractor Practices

Which of the following describe your relationships with all your company's independent contractors?

- ☐ Formal routine process for independent contractors to receive post-project/contract performance feedback
- ☐ Formal routine process for independent contractors to communicate post-project or post-contract feedback to the company
- ☐ Independent contractors are verified to either work on a time-bound basis, or else split their time with work for other clients. Contractors not meeting either criteria have been offered employment.
- ☐ Independent contractors are paid a living wage (when calculated as hourly wage when living wage data is available)
- ☑ We have independent contractors, but have not engaged in any of these practices
- ☐ N/A - We haven't used independent contractors in the last year

Points Available: 1.50

Supplier Certifications

During the last fiscal year, what % of your Significant Suppliers (on currency basis) had internationally-recognized product certifications?

Select 0% if you do not know whether your Significant Suppliers are certified.

- ○ 0%
- ⦿ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75%+
- ○ Don't know

Points Earned: 0.38 of 1.50

Product Accreditations and Certifications

During the last fiscal year, what % of revenues are generated from products that have a certification that assesses the product or production process for the product (including certifications related to social and environmental performance)?

○ 0%
○ 1-9%
○ 10-24%
◉ 25-74%
○ 75-99%
○ 100%
○ Don't know
○ N/A

Points Earned: 1.00 of 1.50

Tracking System for Quality Assurance

Does your company have a tracking system in place for all products to manage quality assurance issues?

◉ Yes
○ No
○ NA

Points Earned: 1.50 of 1.50

Community Business Models Introduction - Impact Business Model

IMPACT BUSINESS MODELS
0.0

This section of the assessment identifies specific ways that a company's business model may be designed to deliver a specific, material, positive impact for their community.

Community Oriented Business Models

Is your company structured to benefit community stakeholders in any of the following ways?

☐ A producer-owned cooperative structure in which suppliers share control and benefits of company operations (e.g. farmer cooperative, artisanal cooperative)
☐ Purchasing fair/direct trade to improve livelihoods for underserved groups in your supply chain
☑ A micro-distribution or micro-franchising model that provides economic opportunities to underserved groups
☐ A formal standing commitment to donate a significant portion of sales/profits/ownership to charitable causes (>2% sales, >20% profits/ownership)
☐ Providing high quality jobs and/or professional development for individuals with chronic barriers to employment (workforce development programs)
☐ Our company was created as a result of a government privatization scheme (within the past 5 years) or to produce a product in and for the local economy that previously had only been available through import (import substitution model)
☐ None of the above

Points Available: 0.00

Microfranchise Microdistribution Introduction - Impact Business Model

IMPACT BUSINESS MODELS
0.0

Gating question for picking the model (microfranchise or microdistribution) most relevant to your business.

Microfranchise Model

Does your company sell products or services through a microfranchise (sales through the creation of branded, owner-operated micro-businesses with fewer than 10 employees) or microdistribution (sales through a distribution network of independent sales representatives/agents) model that provide income generation opportunities for low-income individuals or individuals from chronically underemployed communities?

Check only one. Based on your response to this question, complete either the Microfranchise section or the Microdistribution section.

○ Microfranchise - My company uses a microfranchise model to distribute its products/services (If Yes, complete the following questions)

◉ Microdistribution - My company uses a microdistribution model to distribute its products/services (If Yes, complete the following questions)

Points Available: 0.00

Microdistribution Poverty Alleviation - Impact Business Model

IMPACT BUSINESS MODELS
7.2

Recognizes micro-entrepreneurship opportunities for underserved individuals via product distribution

Microdistribution Model Characteristics

Does your microdistribution model include the following:

☑ Microdistributors are small and independently-owned businesses (fewer than 50 workers) or smaller (including sole proprietors)

☐ Microdistributors are low income, poor or very poor individuals, or individuals from chronically underemployed or underserved communities

☑ Income from distribution of your company's product or service comprises at least half (50%) of microdistributors' total business income

☑ Microdistributors receive training in order to effectively sell product/service

☐ None of the above

Points Available: 0.00

Microdistribution Model Summary

Did you select 3 of the 4 previous statements?

○ No (less than 3 statements selected) - If no, skip the remaining questions in this section.

◉ Yes, 3 or more statements selected (If Yes, complete the following questions)

Points Available: 0.00

Sales Through Microdistributors

What amount of total revenues is generated from sales through microdistributors highlighted in the previous question about your microdistribution model characteristics?

What amount of total revenues is generated from sales through microdistributors highlighted in the previous question about your microdistribution model characteristics? 15093800

☐ We do not track this

Points Available: 0.00

% of Business From Microdistributors

What % of total business is generated through microdistributors highlighted in the previous question about your microdistributor model characteristics?

○ 0%
● 1-15%
○ 16-30%
○ 31-50%
○ 51%+

Points Earned: 7.20 of 28.80

Micro-entrepreneur Individuals Served

How many micro-distributors were in your company's distribution network during the last 12 months? If possible, provide one figure at the "individual" micro distributor. Do not double-count (i.e. - if you report 3 businesses, do not also report the number of individuals that are employed by those businesses).

Micro-entrepreneur Individuals

Micro-entrepreneur Individuals [   ]
☑ We do not track this

Points Available: 0.00

Microenterprises Served

How many micro-distributors were in your company's distribution network during the last 12 months? If possible, provide one figure at the "individual" micro distributor. Do not double-count (i.e. - if you report 3 businesses, do not also report the number of individuals that are employed by those businesses).

Microenterprises

Microenterprises [   ]
☑ We do not track this

Points Available: 0.00

Income Tracking of Microdistributors

Do you track how income levels change over time for the microdistributors in your network?

○ Yes
● No

Points Available: 1.20

Growth in Income for Microdistributors

If yes, by what % did household or personal income rise during the last year for the average microdistributor

If yes, by what % did household or personal income rise during the last year for the average microdistributor

[ ]

☑ We do not track this

Points Available: 0.00

Innovative Microdistribution

Is there something different or innovative about the company's approach to micro-distribution that has changed the industry? Is this something replicable, unique at the time it was created, and that has been emulated by other organizations?

Please explain.

Is there something different or innovative about the company's approach to micro-distribution that has changed the industry? Is this something replicable, unique at the time it was created, and that has been emulated by other organizations?

No.

Points Available: 0.00

Environment

OPERATIONS

Land, Office, Plant

3.6

The section of the review is an opportunity to feature company efforts in place to preserve the environment through company property management.

Previously Constructed Buildings

What % of the square footage or metric of all company facilities is located in previously constructed buildings?

- ○ 0%
- ○ 1-24%
- ● 25-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%

Points Earned: 0.38 of 0.94

Facility Environmental Efficiency

Which best describes a majority of the company's offices and plant facilities' environmental efficiency?

- ☑ Buildings employ energy saving strategies (e.g. energy use monitoring, efficient appliances and lighting, renewable energy use)
- ☑ Buildings use systems for increasing water efficiency (e.g. water efficient appliances, fixtures, and landscaping)
- ☑ Buildings use systems to monitor and improve air quality (e.g. increased ventilation)
- ☐ Building construction and/or operations make use of sustainable materials (e.g. reclaimed products)
- ☐ New building sites are chosen based on sustainability considerations (e.g. minimizing impact on ecosystems and waterways)
- ☐ Buildings are LEED certified or LEED equivalent certified
- ☐ Other (describe)
- ☐ None

Points Earned: 0.56 of 0.94

Recycling Programs

Does your company have any of the following recycle/reduce/reuse programs?

- ☑ Company recycles and reuses materials on premises, with clearly-marked bins for use
- ☑ A written recycle/reduce/reuse policy that is posted at plant facilities with clearly-marked bins
- ☐ Other (describe)
- ☐ None

Points Earned: 0.94 of 0.94

Recycling Programs

Does the majority of your facilities on a square foot basis have a facility wide recycling program that has ongoing collection of at least all standard materials in your area?

See Explain this for definition.

- ◉ Yes
- ○ No

Points Earned: 0.94 of 0.94

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: 0.16 of 0.47

Environmental Management Systems

Does your company have an environmental management system that includes any of the following?

Please check all that apply.

- ☐ No environmental management system
- ☑ Policy statement documenting the company's commitment to the environment
- ☐ Internal or external assessment undertaken of the environmental impact of your company's business activities
- ☐ Stated objectives and targets exist for environmental aspects of your company operations
- ☐ Programming designed, with allocated resources, to achieve these targets
- ☐ Periodic compliance and auditing to evaluate impact of activities
- ☐ Other (describe)

Points Earned: 0.38 of 1.88

Environmental Reviews or Audits

Has your company gone through an environmental review or audit during the last 24 months?

If yes, select what type of audit or review was conducted; if no, select no.

- ◉ No
- ○ Internal Review
- ○ 3rd party-conducted review
- ○ 3rd party-conducted audit
- ○ Other (describe)

Points Available: 0.94

Indoor Air Quality Audits

Do you conduct an annual indoor air quality audit of your facilities that includes the following?

Select all options that apply.

- ☑ No smoking within 25 feet of building entrances
- ☐ Compliance with the following criteria in ASHRAE Standard 62.1 1010, Ventilation for Acceptable Indoor Air Quality: Ventilation rates for applicable spaces meeting combined outdoor air rate in cfm per person shown in Table 6.1 (Compliance may be shown through CO2 measurement, BMS data or volumetric measurements.)
- ☐ Compliance with Table 5.1, Air Intake Minimum Separation Distances
- ☐ Compliance with Operations and Maintenance Section 8 via documented O&M records
- ☐ HVAC Filters - ASHRAE 52.1 2007 MERV rating of at least 8, with no air by pass
- ☐ Temperature and relative humidity levels in compliance with ASHRAE Standard 55
- ☐ Written IAQ Compliant response policy
- ☐ None of the above

Points Earned: 0.31 of 0.94

OPERATIONS

Inputs

6.9

The portion of the assessment is an opportunity to highlight conservation of energy, water, and materials in your company's operations.

Monitoring and Managing Water Use

Does your company monitor, record and/or report its water usage?

- ◉ We do not currently monitor and record our usage
- ○ We monitor and record usage (no reduction targets)
- ○ We monitor and record usage, and have specific reduction targets
- ○ We monitor usage and have met specific reduction targets during the last fiscal year

Points Available: 2.13

Monitoring Energy Usage

Does your company monitor, record and/or report its energy usage?

- ◉ We do not currently monitor and record usage
- ○ We monitor and record usage (no reduction targets)
- ○ We monitor and record usage, and have specific reduction targets
- ○ We monitor usage and have met specific reduction targets during the last fiscal year

Points Available: 2.13

Environmentally Certified Products

During the last fiscal year, what % of your products sold had a product certification that assesses the environmental impacts of the product/production process for that product?

Select N/A only if there is no physical product being sold.

- ○ 0%
- ○ 1-24%
- ◉ 25-49%
- ○ 50-74%
- ○ 75%+
- ○ N/A

Points Earned: 1.06 of 2.13

Environmental Assessment and Product Design

Has your company conducted any of the following during the last 24 months with regard to a majority of the products you manufacture or sell:

A majority of products represent at least 50% of revenues.

- ☐ Periodic Life Cycle Assessment
- ☐ Cradle-to-Cradle certification
- ☑ Product has been source reduced
- ☐ Product has gone through toxicity reduction exercise
- ☐ None
- ☐ N/A My revenue is generated from a service

Points Earned: 2.13 of 2.13

% of Environmentally Preferred Input Materials

What is the % of recycled, biodegradable, or environmentally-preferred/sustainable materials in the product (including packaging)?

○ 0%
◉ 1-24%
○ 25-49%
○ 50-74%
○ 75%+
○ Don't know
○ N/A - Company does not sell a physical product

Points Earned: 0.53 of 2.13

Water Conservation Practices

Has your company implemented any of the following water conservation methods at your corporate office or plant facilities?

Please check all that apply.

☐ Low-flow faucets/taps, toilets/urinals, showerheads
☐ Water recycling/reuse during the production process
☐ Harvest rainwater
☑ Other (describe)
☐ None of the above

Points Earned: 0.53 of 2.13

Electricity Sources

From what sources does your company get its electricity?

Please check all that apply.

☐ Diesel-generators
☐ Municipal or private power grid (sources unknown/not renewable)
☑ Municipal or private power grid (at least 10% of municipal/private power is generated from renewable sources such as solar, wind or small-scale hydropower)
☐ Bio-fuel or other clean/renewable based generators
☐ Renewable energy sources (including on-site renewable)
☐ Other (describe)

Points Earned: 1.59 of 2.13

Low Impact Renewable Energy Use

During the last fiscal year, what % of energy used by your company came from low-impact renewable sources?

Include on-site renewable generation. If none, or if you don't know, enter 0.

○ 0%
○ 1-9%
● 10-24%
○ 25-49%
○ 50%+

Points Earned: 1.06 of 2.13

Outputs

<div style="text-align:right">OPERATIONS
9.5</div>

The section of the review is a chance to present information on reductions to emissions of greenhouse gases and waste at your company's facilities.

Monitoring Toxic Wastewater

Please select the option that best describe how you monitor and record the following outputs. Select N/A only if your company has no physical plant (for greenhouse gas emissions).

Hazardous and toxic wastewater

○ We do not currently monitor and record our emissions
○ Our company monitors and records emissions (no reduction targets)
○ Our company monitors emissions and has specific reduction targets
● Our company monitors emissions and has met specific reduction targets during the last FY
○ Eliminated emissions of this by-product entirely
○ N/A

Points Earned: 1.88 of 1.88

Monitoring Greenhouse Gas Emissions

Please select the option that best describe how you monitor and record the following outputs. Select N/A only if your company has no physical plant (for greenhouse gas emissions).

Scopes 1 and 2 greenhouse gas (GHG) emissions

● We do not currently monitor and record our emissions
○ Our company monitors and records emissions (no reduction targets)
○ Our company monitors emissions and has specific reduction targets
○ Our company monitors emissions and has met specific reduction targets during the last FY
○ Eliminated emissions of this by-product entirely
○ N/A

Points Available: 1.88

Monitoring and Reporting Non-hazardous Waste

Please select the option that best describe how you monitor and record the following outputs. Select N/A only if your company has no physical plant (for greenhouse gas emissions).

Non-hazardous waste

- ⦿ We do not currently monitor and record our emissions
- ○ Our company monitors and records emissions (no reduction targets)
- ○ Our company monitors emissions and has specific reduction targets
- ○ Our company monitors emissions and has met specific reduction targets during the last FY
- ○ Eliminated emissions of this by-product entirely
- ○ N/A

Points Available: 1.88

Monitoring Hazardous Waste

Please select the option that best describe how you monitor and record the following outputs. Select N/A only if your company has no physical plant (for greenhouse gas emissions).

Hazardous waste

- ○ We do not currently monitor and record our emissions
- ⦿ Our company monitors and records emissions (no reduction targets)
- ○ Our company monitors emissions and has specific reduction targets
- ○ Our company monitors emissions and has met specific reduction targets during the last FY
- ○ Eliminated emissions of this by-product entirely
- ○ N/A

Points Earned: 0.63 of 1.88

Hazardous Waste Disposal

During the last fiscal year, what % of hazardous waste was disposed of responsibly, with a documented 3rd party?

Hazardous waste includes batteries, paint, medical waste, electronic equipment, etc.

- ○ <90%
- ○ 90-99%
- ⦿ 100%
- ○ Don't know

Points Earned: 1.88 of 1.88

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, fertilizer.

- ☑ 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

Points Earned: 1.88 of 1.88

Scope of Emission Calculation

If yes, what aspects of your company's operations are included in the emission calculation?

Select N/A if you do not track GHG emissions.

- ☑ Scope 1
- ☑ Scope 2
- ☑ Scope 3
- ☐ N/A

Points Available: 0.00

Types of Carbon Credits Purchased

Has your company purchased any of the following types of carbon credits during the last fiscal year?

- ☑ Voluntary Carbon Credits
- ☐ Certified Carbon Credits
- ☐ None

Points Earned: 0.70 of 0.94

Wastewater Disposal

How is non-hazardous wastewater disposed of?

Please check all that apply.

- ☐ Unsure/no water treatment system
- ☐ Through municipal/public sewer systems
- ☑ 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 (describe)

Points Earned: 0.70 of 0.94

Wastewater Testing

Has your company tested wastewater emissions for potential contamination during the last 12 months?

○ No
○ Yes - results indicate some contamination; no corrective action taken to date
○ Yes - results indicate some contamination; corrective action taken
⦿ Yes - results indicate no contamination

Points Earned: 1.88 of 1.88

Transportation, Distribution & Suppliers

OPERATIONS
0.0

The section of the review addresses environmental conscious efforts of significant suppliers and distribution methods.

Significant Suppliers Reporting Practices

Do any of your company's significant suppliers monitor and report on the following?

Please check all that apply.

☐ Use of renewable energy at their facilities
☐ Water recycling on-site or use a close-loop or other water recovery system
☐ Waste production
☐ Proper disposal of hazardous materials and provide documentation of such disposal
☐ Implementation of programs to reduce waste production or divert waste from landfills
☐ Have implemented programs to reduce GHG emissions, ozone depleting, toxic air and toxic water emissions
☐ Other (describe)
☑ None

Points Available: 1.54

Significant Suppliers Reporting Practices

During the last fiscal year, what % of your company's Costs of Goods Sold (less labor expenses) were procured from significant suppliers who monitor and report on any of the previously selected factors?

Select 0% if none of the previous factors were selected.

⦿ 0%
○ 1-19%
○ 20-39%
○ 40-50%
○ >50%

Points Available: 0.77

Sourcing % raw materials from Local Suppliers

What % of the following was spent with suppliers located within 200 miles (or 322 km) of where the end product was used during the last fiscal year?

Raw materials (in currency terms) grown or harvested

By company or local independent suppliers.

- ○ 0%
- ○ 1-9%
- ○ 10-19%
- ○ 20-29%
- ○ 30%+
- ◉ Don't know

Points Available: 0.77

Sourcing % of COGS from Local Suppliers

What % of the following was spent with suppliers located within 200 miles (or 322 km) of where the end product was used during the last fiscal year?

Cost of Goods Sold (excluding labor)

- ○ 0%
- ○ 1-9%
- ○ 10-19%
- ○ 20-29%
- ○ 30%+
- ◉ Don't know

Points Available: 0.77

Shipping Policies

Has your company implemented an environmentally-efficient shipping or distribution policy?

- ○ Yes
- ◉ No

Points Available: 0.38

Managing Impact of Transportation

Has your company adopted any of the following techniques for minimizing the transportation-related environmental impact of its distribution and supply chain?

Please check all that apply.

- ☐ Utilize clean or low-emission vehicles (including hybrid, LPG, and electric) to transport and distribute product
- ☐ Utilize strategic planning software to minimize fuel usage and shipping footprint
- ☐ Train drivers and handlers in fuel efficient techniques
- ☐ Utilize freight/shipping methods with lower environmental impacts (i.e. - avoiding air shipment)
- ☐ Other (describe)
- ☑ None

Points Available: 0.77

Environmental Models Introduction - Impact Business Model

IMPACT BUSINESS MODELS
0.0

This section of the assessment identifies specific ways that a company's business model may be designed to deliver a specific, material, positive impact for the environment.

Environmental Business Model

Are your company's products or process structured to restore or preserve the environment in any of the following ways?

☐ Through a manufacturing, wholesale or agriculture process which is designed to significantly reduce environmental impact compared to typical practices for the industry

☐ Through a product or service that preserves, conserves, or restores the environment or resources

☑ None of the above

Points Available: 0.00

Customers

Customer Models Introduction - Impact Business Model

IMPACT BUSINESS MODELS
0.0

This section of the assessment identifies specific ways that a company's product may be designed to deliver a specific, material, positive impact for its customers beyond the value normally provided from goods or services.

Customer Impact Business Model Introduction

Does your product/service address a social or economic problem for or through your customers?

○ Yes
◉ No

Points Available: 0.00

Disclosure Questionnaire

Disclosure Industries

Disclosure questions on specific production and trade.

Internationally Banned Pesticides/Herbicides

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Pesticides/herbicides subject to international phase-out or bans

○ Yes
◉ No

Points Available: 0.00

Disclosure Wildlife Regulated Under CITES

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Wildlife or wildlife products regulated under the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES)

○ Yes
◉ No

Points Available: 0.00

Radioactive Materials

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Radioactive materials

○ Yes
◉ No

Points Available: 0.00

Chemicals

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Chemical-intensive industries 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

Commercial Logging

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Commercial logging and logging equipment

○ Yes
◉ No

Points Available: 0.00

Internationally Banned Pharmaceuticals

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Pharmaceuticals subject to international phase-outs or bans

○ 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

○ Yes
◉ No

Points Available: 0.00

Fossil fuels

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Fossil fuel-based oil or coal utility

○ Yes
◉ No

Points Available: 0.00

Banned Persistent Organic Pollutants

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Persistent organic pollutants (POPs) that are banned or scheduled to be phased out of production

○ Yes
◉ No

Points Available: 0.00

Banned Ozone Depleting Substances

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Ozone depleting substances subject to international phase-out

○ Yes
◉ No

Points Available: 0.00

Genetically Modified Organisms

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Genetically modified organisms

○ 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

○ Yes
⦿ No

Points Available: 0.00

Large Drift Fishing Nets (>2.5Km)

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Drift net fishing in the marine environment using nets in excess of 2.5 km in length

○ Yes
⦿ No

Points Available: 0.00

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:

Any product or activity deemed illegal under host country laws or regulations or international conventions and agreements

○ 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

- ⦿ Yes
- ◯ No

Points Available: 0.00

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

- ◯ Yes
- ⦿ No

Points Available: 0.00

Unbonded Asbestos Fibers

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Unbonded asbestos fibers

- ◯ Yes
- ⦿ No

Points Available: 0.00

Disclosure Alcohol

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Alcohol (excluding beer and wine)

- ◯ Yes
- ⦿ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" previously, please provide a detailed explanation of the company's involvement here.

If this does not apply to you, please enter "Does not apply" in the text area below.

If you selected "Yes" previously, please provide a detailed explanation of the company's involvement here.

Mineração Bonafont

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 has reduced or minimized taxes through the use of corporate shells or structural means

○ Yes
◉ No

Points Available: 0.00

Company prohibits freedom of association/collective bargaining

Please indicate if your company engages in any of the following practices:

Company prohibits workers from freely associating and bargaining collectively for the terms of one's employment

○ Yes
◉ No

Points Available: 0.00

Workers cannot leave site during non-working hours

Please indicate if 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

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

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

Overtime For Hourly Workers Is Compulsory

Please indicate if your company engages in any of the following practices:

Overtime work for hourly workers is compulsory

○ 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 does not transparently report corporate financials to government

○ Yes
◉ No

Points Available: 0.00

Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)

Please indicate if 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

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

○ Yes
◉ No

Points Available: 0.00

Animal Testing

Please indicate if your company engages in any of the following practices:

Animal testing is conducted

○ 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

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/Passports

○ 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 to employees at all times

○ Yes
◉ No

Points Available: 0.00

Conduct Business in Conflict Zones

Please indicate if your company engages in any of the following practices:

Company exploitatively operates in conflict zones

○ 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

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

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 domestic regulations

- ◯ Yes
- ⦿ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" previously, please provide a detailed explanation of the company's engagement in these practices here.

If this does not apply to you, please enter "Does not apply" in the text area below.

If you selected "Yes" previously, please provide a detailed explanation of the company's engagement in these practices here.

Todas falsas.

Points Available: 0.00

Disclosure Outcomes

Disclosure questions concerning litigation, relocation of communities, accidents, and on-the-job fatality.

On-Site Fatality

Please indicate if 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

Recalls

Please indicate if your company has experienced any of the following in the past 5 years:

Material recalls due to quality control issues

- ◯ Yes
- ⦿ No

Points Available: 0.00

Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)

Please indicate if 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

Company/Suppliers Involved In Large Scale Land Conversion

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 conversion and/or degradation

○ Yes
◉ No

Points Available: 0.00

Company/Suppliers Do Build/Refurbish Dams

Please indicate if your company has experienced any of the following in the past 5 years:

Construction or operation of company and involved the construction or refurbishment of dams

○ 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 facilities resulted in physical resettlement or economic displacement involving 5,000 or more people near your facility

○ Yes
◉ No

Points Available: 0.00

Breaches of Confidential Information

Please indicate if your company has experienced any of the following in the past 5 years:

Company has had material breaches of individual's confidential information

○ 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

Company/Suppliers Involved In Large Scale Land Acquisition

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

○ 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:

Material litigation or arbitration against company

◉ Yes
○ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" previously, please provide a detailed explanation of the company's experience related to the previous statement here.

If this does not apply to you, please enter "Does not apply" in the text area below.

If you selected "Yes" previously, please provide a detailed explanation of the company's experience related to the previous statement here. Verificar se teremos sim

Points Available: 0.00

Disclosure Penalties

Disclosure questions concerning complaints, fees and sanctions applied to your company.

Political Contributions or International Affairs

Please indicate if 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

○ Yes
◉ No

Points Available: 0.00

Animal Welfare Penalties Assessed

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:

Animal welfare

○ 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

Penalties Assessed Pertaining To Company Taxes

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:

Taxes

● 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

○ Yes
● No

Points Available: 0.00

International Affairs 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:

Geographic operations 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 (internal and supply chain)

- ● Yes
- ○ No

Points Available: 0.00

Penalties Assessed Regarding 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:

Investments or Loans

- ○ 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:

Product safety

- ○ 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 issues

- ● Yes
- ○ No

Points Available: 0.00

Penalties Assessed Regarding Company's Employee Safety

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:

Employee safety or workplace conditions

- ○ Yes
- ● No

Points Available: 0.00

Penalties Assessed Regarding Company's Marketing

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:

Marketing

○ Yes
◉ No

Points Available: 0.00

Penalties Assessed Regarding Diversity/Equal Opportunity

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:

Diversity and equal opportunity

○ Yes
◉ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" previously, please provide a detailed explanation of the complaint/fine/sanction here.

If this does not apply to you, please enter "Does not apply" in the text area below.

If you selected "Yes" previously, please provide a detailed explanation of the complaint/fine/sanction here. | More information to be su

Points Available: 0.00

Supplier Disclosure

Disclosure questions concerning the significant suppliers of the company

Workers Who are Prisoners

Please indicate if any of the following statements are true regarding your company's suppliers:

Significant suppliers use any workers who are prisoners

○ Yes
○ No
◉ Don't Know

Points Available: 0.00

Business in Conflict Zones

Please indicate if any of the following statements are true regarding your company's suppliers:

Significant Suppliers exploitatively operate in conflict zones

○ True
○ False
◉ Don't Know

Points Available: 0.00

Accidental Hazardous Substances

Please indicate if any of the following statements are true regarding your company's suppliers:

Significant Suppliers' sites have experienced accidental discharges to air, land or water of hazardous substances

○ Yes
○ No
◉ Don't Know

Points Available: 0.00

Land Acquisition

Please indicate if any of the following statements are true regarding your company's suppliers:

Construction or operation of Significant Suppliers involved large scale land acquisition

○ Yes
○ No
◉ Don't Know

Points Available: 0.00

Construction or Refurbishment of Dams

Please indicate if any of the following statements are true regarding your company's suppliers:

Construction or operation of Significant Suppliers involved the construction or refurbishment of dams

○ Yes
○ No
◉ Don't Know

Points Available: 0.00

Land Conversion or Degradation

Please indicate if any of the following statements are true regarding your company's suppliers:

Construction or operation of Significant Suppliers involved large scale land conversion and/or degradation

○ Yes
○ No
◉ Don't Know

Points Available: 0.00

Resettlement or Economic Displacement

Please indicate if any of the following statements are true regarding your company's suppliers:

Construction or operation of Significant Suppliers' facilities resulted in physical resettlement or economic displacement involving 5,000 or more people near their facility

○ Yes
○ No
● Don't Know

Points Available: 0.00

Material Fines or Sanctions

Please indicate if any of the following statements are true regarding your company's suppliers:

Significant Suppliers have had material fines or sanctions in the last five years regarding the issues indicated in the goal Disclosure Penalties.

○ Yes
○ No
● Don't Know

Points Available: 0.00

Operational Fatality

Please indicate if any of the following statements are true regarding your company's suppliers:

Significant Suppliers have had an operational or on-the-job fatality

○ Yes
○ No
● Don't Know

Points Available: 0.00

Workers Under the Age of 15

Please indicate if any of the following statements are true regarding your company's suppliers:

Significant Suppliers employ workers under the age of 15 (or other minimum work age covered by the International Labour Organization Convention No. 138)

○ Yes
○ No
● Don't Know

Points Available: 0.00

Other Disclosures

Other Disclosures

Are there any other sensitive aspects of the business that are necessary to disclose?

If this does not apply to you, please type "does not apply" in the area below.

Are there any other sensitive aspects of the business that are necessary to disclose? N/A

Points Available: 0.00

B Impact Report

Overall B Impact Score

Danone Ltda. - Nutricia Brazil

For Fiscal Year End Date: **December 30, 2018**

Your scores below are being compared against 611 Ordinary Businesses that also have 250-999 employees. Learn More

88.2

| 57.1 | 80 | 88.2 | 131 |

| 0 | 50 | 100 | 150 | 200 |

UNVERIFIED

Impact Area Scores

Governance	14.1	+
Workers	29.3	+
Community	12.9	+
Environment	23.5	+
Customers	8.2	+

SCORE	COMPLETION	STATUS	VERSION	NAME	SECTOR	SIZE
88.2	100%	Verified	6	2019 - Verified	Manufacturing	250-999

As wholly-owned subsidiary of Danone Brazil, Danone Ltda - Nutricia Brazil is required to make its full B Impact Assessment transparent. The PDF contains a completed B Impact Assessment that has been reviewed by B Lab with Danone Ltda - Nutricia Brazil as part of their certification as a B Corporation. Answers to questions that would reveal sensitive information (e.g. that would advantage competitors or prejudice litigation) are highlighted with a "Sensitive" textbox.

Mission & Engagement

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 0.29

Mission Statement

Please share the text of your formal mission statement here.

Please share the text of your formal mission statement here. Levar saúde por meio da

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
- ☑ Specific, formal training is integrated into new employee and new manager training
- ☑ Specific, formal training is integrated into ongoing employee and manager training
- ☐ Workers articulate goals and achievements related to social and environmental metrics as an individual or part of a workplace team
- ☑ All supervisors and managers receive training on how to communicate social and environmental goals to employees and implement accountability for results
- ☐ None of the above

Points Earned: 0.57 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: 0.29 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
- ☑ Our CEO or President
- ☑ Senior managers reporting to the CEO or President

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
- ☐ We have a formal stakeholder engagement plan or policy that includes identification of relevant stakeholder groups
- ☐ We have created mechanisms to identify and engage traditionally underrepresented stakeholder groups or demographics
- ☐ We have formal and regular processes in place to gather information from stakeholders (focus groups, surveys, community meetings, etc.)
- ☐ We have formal procedures to address results from stakeholder engagement, with a designated individual or team responsible for appropriate follow ups.
- ☐ We report the results of stakeholder engagement on social and environmental performance to the highest level of oversight in the company, such as the Board
- ☐ We publicly report on stakeholder engagement mechanisms and results
- ☐ Other - please describe
- ☑ No formal stakeholder engagement

Points Available: 0.29

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?

- ☑ 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: 0.40 of 0.57

Identification of Material Issues

Based on the processes you have highlighted, what are the material issues that have been identified?

Based on the processes you have highlighted, what are the material issues that have been identified? Levar saúde por meio da

Points Available: 0.00

Ethics & Transparency

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: 0.39 of 0.39

Governing Body Characteristics

Which of the following apply to your company's Board of Directors?

Please check all that apply.

☑ Meets at least twice annually
☑ Meets at least quarterly
☑ Includes at least one independent member
☑ Includes at least 50% independent members
☑ Oversees executive compensation
☑ Has an Audit Committee with at least one independent member
☑ Has a Compensation Committee with at least one independent member
☐ Company is a cooperative and elects Board from membership
☐ None of the above
☐ N/A - no Board of Directors

Points Earned: 0.39 of 0.39

Governing Body Stakeholder Representation

Does your company's Board of Directors have voting seats representing:

Select all that apply.

☑ Executive employees
☑ Non-executive employees
☑ Community expertise (e.g. local university representative)
☐ Environmental expertise (e.g. environmental nonprofits)
☐ Customers
☐ None of the above
☐ N/A - no Board of Directors

Points Earned: 0.10 of 0.19

Governing Body Responsibilities

Does your company's Board of Directors have written responsibility for:

Please check all that apply.

- ☑ Guiding corporate strategy, setting strategic goals, and creating major plans of action
- ☐ Approving annual budgets, overseeing major capital expenditures, and general risk management
- ☐ Other
- ☐ None of the above
- ☐ N/A - no Board of Directors or equivalent

Points Earned: 0.19 of 0.39

Conflict of Interest Questionnaire

Do all Board members and officers complete an annual conflict of interest questionnaire?

- ◉ Yes
- ○ No
- ○ N/A - No Board of Directors or equivalent

Points Earned: 0.19 of 0.19

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: 0.26 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.

- ☐ 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: 0.26 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?

- ☐ 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: 0.29 of 0.39

Anti-Corruption Practices

Which of the following anti-corruption reporting and prevention systems are in place?

- ☑ Written employee whistle-blowing policy with confidentiality policy
- ☑ Circulation of whistle-blowing policy to all employees and business partners
- ☐ Communication of the anti-corruption system at least annually to the relevant internal and external stakeholders
- ☑ Annual training on the anti-corruption system
- ☐ Providing supporting tools and guidance (e.g. self-assessment survey for high-risk departments)
- ☑ Anonymous mechanisms to report concerns and grievances
- ☑ Individual or department oversight with direct access to Board of Directors
- ☑ We take part of a collective action/coalition with governments, community-based organizations, NGOs and other businesses to act against corruption
- ☐ Other - please describe
- ☐ None of the above

Points Earned: 0.39 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?

- ☐ Responsibility for the monitoring has been clearly assigned and resources have been made available
- ☑ Mechanisms are in place for continuous monitoring (internal employee self-evaluations, automated controls monitoring)
- ☐ The management of the company (e.g. Board of Directors, Audit Committee) review the results of internal and external reviews and ensure that required changes are implemented in an appropriate and prompt manner
- ☐ External independent assurance is conducted to provide further security to management and stakeholders regarding the effectiveness of the anti-corruption programme
- ☐ Regular reporting announcements about the program are made at least annually to relevant internal and external stakeholders (workshops, CEO announcement, newsletter)
- ☐ None of the above

Points Earned: 0.08 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.

- ☑ 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: 0.39 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
- ☑ 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
- ☑ 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: 0.29 of 0.39

Governance Metrics

OPERATIONS
0.0

This section asks for your company to provide important financial information that will be referenced later in the assessment.

Last Fiscal Year

On what date did your last fiscal year end?

If your company has not yet completed its first fiscal year, please put your anticipated fiscal year end date.

On what date did your last fiscal year end? | December 31st, 2018 |

Points Available: 0.00

Reporting Currency

Select your reporting currency

- ⦿ Brazilian Real- BRL

Points Available: 0.00

Revenue Year Before Last

Total Earned Revenue

From the fiscal year before last

If your company has not yet completed its first fiscal year, please put $0

From the fiscal year before last

Sensitive

Revenue Last Year

Total Earned Revenue

From the last fiscal year

This question will be used for scored calculation questions later in the assessment. Please complete for accurate scoring. If your company has not yet completed its first fiscal year, please put $0

From the last fiscal year

Sensitive

Net Income Last Year

Net Income

From the last fiscal year

If your company has not yet completed its first fiscal year, please put $0

From the last fiscal year

Sensitive

Net Income Year Before Last

Net Income

From the fiscal year before last

From the fiscal year before last

Sensitive

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 [   ]

☑ 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?

○ 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 or governance structure that requires consideration of all stakeholders in its decision-making (e.g. benefit corporation)

○ As an independent or publicly-owned business, amended corporate governing documents or adopted a legal entity or governance structure that requires consideration of all stakeholders in its decision-making (e.g. benefit corporation)

○ None of the above

Points Earned: 7.50 of 10.00

Workers

Workers Impact Area Introduction

OPERATIONS
0.0

This section gives you a chance to articulate the qualifications for being considered a worker in the company before answering related questions.

Majority Hourly vs. Salaried Workers

Are the majority (greater than 50%) of your employees paid on a fixed salary or a daily or hourly wage?

This is a REQUIRED question that determines the set of additional questions your company will respond to regarding your employee impact.

◉ Fixed Salary

○ Daily or hourly wage

Points Available: 0.00

Use Of Contracted Labor

Is any of your company's labor performed by subcontracted organizations or individuals, such as outsourced staffing services or independent contractors?

Your answers determine which future questions in the assessment are applicable to your company.

☐ Yes, some of our labor is contracted to third party subcontractors that manage staff on our behalf

☐ Yes, we hire individual independent contractors who are contracted to work 20+ hours per week for the company indefinitely, or for longer than a 6 month period

☐ While we utilize independent contractors, they do not work for us greater than 20 hours per week for longer than a 6 month period

☑ None of the above

Points Available: 0.00

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

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of Full Time Workers

Number of Total Full-Time Workers

Current Total Full-Time Workers

Current Total Full-Time Workers 914
- ☐ We do not track this

Points Available: 0.00

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of Full Time Workers Last Year

Number of Total Full-Time Workers

Total full-time workers twelve months ago

Total full-time workers twelve months ago 946
- ☐ We do not track this

Points Available: 0.00

---

of Part Time Workers

Number of Total Part-Time Workers

Current Total Part-Time Workers

Current Total Part-Time Workers 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

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

Current Total Temporary Workers 23

☐ 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

Total temporary workers twelve months ago 40

☐ We do not track this

Points Available: 0.00

Financial Security

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? 1083

☐ We do not track this

Points Available: 0.00

% of Employees Paid Individual Living Wage

What percentage of employees on an FTE (Full Time Equivalent) basis are paid at least the equivalent of a living wage for an individual?

Please exclude students and interns in this calculation.

○ <75%
○ 75-89%
○ 90-99%
○ 100%
● N/A

Points Available: 2.52

% of Employees Paid Family Living Wage

What percentage of employees on an FTE (Full Time Equivalent) basis are paid at least the equivalent of a living wage for a family?

Please exclude students and interns in this calculation.

- ○ <75%
- ○ 75-89%
- ○ 90-99%
- ○ 100%
- ◉ N/A

Points Available: 2.52

% Above the Minimum Wage

What percentage above the legal minimum wage does your lowest-paid hourly employee earn?

- ○ 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: 0.63 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: 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: 0.94 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?

Check all that apply.

- ☐ 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 employees is eligible for health care benefits either through company or government plan?

- ◯ <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?

- ☑ 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?

- ☑ Annual safety and health training for all workers, including at least one emergency drill per year
- ☑ Data on injury, accident, lost, or absentee days are recorded and made transparent for all workers
- ☑ Formal safety reporting system for employees to submit their safety concerns
- ☑ A safety position, safety committee, or safety program representative who reports to a senior level position (e.g. Vice President or higher)
- ☑ A documented standard procedure for investigating the root causes of accidents and major incidents
- ☑ 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
- ☐ 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.

- ☑ 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
- ☐ 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
- ☐ Compliance with the following criteria in ASHRAE Standard 62.1 1010, Ventilation for Acceptable Indoor Air Quality: Ventilation rates for applicable spaces meeting combined outdoor air rate in cfm per person shown in Table 6.1 (Compliance may be shown through CO2 measurement, BMS data or volumetric measurements.)
- ☑ Compliance with Table 5.1, Air Intake Minimum Separation Distances
- ☐ Compliance with Operations and Maintenance Section 8 via documented O&M records
- ☐ HVAC Filters - ASHRAE 52.1 2007 MERV rating of at least 8, with no air by pass
- ☑ Temperature and relative humidity levels in compliance with ASHRAE Standard 55
- ☐ Written IAQ Compliant response policy
- ☐ None of the above

Points Earned: 0.74 of 1.11

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.

- ☑ 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)

OPERATIONS
0.3

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: 0.08 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
3.5

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" 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: 0.30 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
- ☑ Other - please describe
- ☐ None of the above

Points Earned: 1.00 of 1.00

Worker Empowerment

How does your company engage and empower workers?

- ☑ We have formalized feedback and complaint mechanisms beyond direct reporting lines to address concerns and improve company practices
- ☑ We have processes in place to provide input from employees prior to operational and/or strategic policy or practice changes
- ☐ Employee complaint / input mechanisms are reviewed at least every other year, with input from employees themselves into the process
- ☐ Company tracks usage of input/ feedback / complaint mechanisms and resolution / implementation rates
- ☐ We have adopted open book management or self-management principles within the workplace
- ☐ Workers have opportunity to elect member(s) to the Board of Directors
- ☐ Other - please describe
- ☐ None of the above

Points Earned: 0.25 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
- ☐ 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.

- ☑ We calculate employee attrition rate
- ☐ We benchmark employee attrition rate to relevant benchmarks
- ☑ We regularly (at least once a year) conduct employee satisfaction or engagement surveys
- ☐ We benchmark employee satisfaction to relevant industry benchmarks
- ☐ We disaggregate calculations based on different demographic groups to identify trends
- ☐ We outperform industry benchmarks on attrition
- ☐ We outperform industry benchmarks on satisfaction
- ☐ None of the above

Points Earned: 0.25 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

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

Engagement & Satisfaction (Salaried)

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 12 weeks to 6 months of time off for parental leave (including unpaid and paid leave)
- ☑ Primary caregivers receive 6 months or more of time off for parental leave (including unpaid and paid leave)
- ☐ 5-12 weeks of primary parental leave (or equivalent) is fully paid
- ☐ 12-18 weeks of primary parental leave (or equivalent) is fully paid
- ☑ 18-24 weeks of primary parental leave (or equivalent) is fully paid
- ☐ 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

Community

Community Impact Area Introduction

OPERATIONS
0.0

This section of the assessment identifies specific ways that a company's business model may be designed to deliver a specific, material, positive impact for their community.

Community Oriented 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
4.4

Diversity, Equity, & Inclusion

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 Available: 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)
- ☑ 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: 0.61 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

☑ 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: 0.61 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

☑ Gender

☑ 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 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

Female Directors

How many of your company Board Directors 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

Directors from Underrepresented Populations

How many of your company Board Directors identify as from another underrepresented social group?

If collecting this type of demographic data is not legal in your jurisdiction, select N/A.

- ○ 0%
- ○ 1-9%
- ○ 10-19%
- ○ 20-29%
- ○ 30%+
- ● Don't know
- ○ N/A

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 Available: 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

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.

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: 0

☐ We do not track this

Points Available: 0.00

Job Growth Rate

How many of your company's full-time and part-time jobs were newly created over the last twelve months AND pay at least 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?

- ○ 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?

- ☐ 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: 0.59 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?

- ○ <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?

○ 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
0.6

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 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: 0.11 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

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 Available: 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: 0.27 of 0.27

Supply Chain Management

Significant Supplier Descriptions

Please select the types of companies that represent your Significant Suppliers:

All companies have significant suppliers, which are defined as the largest suppliers of the company amounting to approximately 80% of non-labor costs. Select all that apply.

- ☑ Product Manufacturers
- ☐ Professional Service Firms (Consulting, Legal, Accounting)
- ☐ Independent Contractors
- ☑ Marketing and advertising
- ☐ Office Supplies
- ☑ Benefits Providers
- ☐ Technology
- ☑ Raw materials
- ☐ Farms
- ☐ Other - please describe

Points Available: 0.00

Social or Environmental Screening of Suppliers

Does your company screen or evaluate Significant Suppliers for social and environmental impact?

This question determines the set of supplier-focused questions your company will respond to.

- ◉ Yes
- ○ No

Points Available: 0.00

Supplier Screen Topics

What does your company formally screen for regarding the social or environmental practices and performance of your suppliers?

- ☑ Compliance with all local laws and regulations, including those related to social and environmental performance
- ☑ Good governance, including policies related to ethics and corruption
- ☑ Positive practices beyond what is required by regulations (e.g. environmentally-friendly manufacturing process, excellent labor practices)
- ☐ Third-party certifications related to positive social and/or environmental performance
- ☐ Other - please describe
- ☐ We have no formal screening process in place

Points Earned: 0.75 of 0.75

Supplier Evaluation Practices

What methods does your company use to evaluate the social or environmental impact of your suppliers?

- ☐ We share policies or rules with suppliers but we don't have a verification process in place
- ☐ We require suppliers to complete an assessment we designed
- ☑ We use third-party risk or impact assessment tools (Sedex, BIA)
- ☑ We conduct routine audits or reviews of suppliers at least every two years
- ☐ We have third parties conduct routine audits or reviews of suppliers at least every two years
- ☐ Other (please describe)
- ☐ None of the above

Points Earned: 0.75 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.

- ☑ 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: 0.38 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

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

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: 0.04 of 0.38

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

% 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 Available: 1.50

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?

- ☑ 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: 0.19 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 Available: 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: 0.25 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

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# Environment Impact Area Introduction	0.0

This section allows your company to provide data on its energy use, carbon footprint and waste management.

Environmental Business Model

Are your company's products or process structured to restore or preserve the environment in any of the following ways?

Answering affirmatively will opt you into additional sections of the B Impact Assessment with more specific questions about this Impact Business Model.

- ☐ Through a manufacturing, wholesale or agriculture process which is designed to significantly reduce environmental impact compared to typical practices for the industry
- ☐ Through a product or service that preserves, conserves, or restores the environment or resources
- ☑ None of the above

Points Available: 0.00

	OPERATIONS
# Environmental Management	4.1

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: 0.95 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?

Please check all that apply.

- ☑ Policy statement documenting our organization's commitment to the environment
- ☑ Assessment undertaken of the environmental impact of our organization's business activities
- ☑ Stated objectives and quantifiable targets for environmental aspects of our organization's operations
- ☑ Programming designed, with allocated resources, to achieve these targets
- ☐ Periodic compliance reviews and auditing to evaluate programs conducted
- ☐ Third-party auditing and certification of EMS
- ☐ We have no environmental management system

Points Earned: 1.40 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 supply chain only

☐ Assessment conducted for only a portion of value 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 0.53

% 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 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?

- ☐ 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: 0.21 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
- ☐ None of the above

Points Earned: 0.70 of 1.05

Air & Climate

OPERATIONS
10.0

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
- ☑ 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

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 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: 540468
- ☐ 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: 0.29 of 0.33

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: 1656504
- ☐ We do not track this

Points Available: 0.00

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: 1.04 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: 0.52 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)
- ☑ 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 3 GHGs

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:

Scope 3:

Scope 3: `960`
- ☐ We do not track this

Points Available: 0.00

Total Scope 1 GHGs

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:

Scope 1:

Scope 1: `17.78`
- ☐ 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

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: 1.30 of 1.30

Shipping Policies

Has your company implemented an environmentally-efficient shipping or distribution policy?

○ Yes
⦿ No

Points Available: 0.33

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
☑ None of the above

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 Earned: 1.14 of 1.30

Supply Chain GHG Management

Has your company taken action to track and manage the greenhouse emissions produced through your supply chain? (absolute reduction)

☐ 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: 0.49 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: 0.16 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 Earned: 0.33 of 0.33

Water

Monitoring and Managing Water Use

Does your company monitor and manage your water usage?

Your answers determine which future questions in the assessment are applicable to your company.

- ☐ We do not currently monitor and record water usage
- ☑ We regularly monitor and record water usage but have not set any reduction targets
- ☑ We monitor and record water usage and have set specific reduction targets relative to previous performance (e.g. a 5% reduction of water usage from baseline year)
- ☐ We regularly monitor and record emissions and have set science-based targets necessary to achieve sustainable usage linked to our local watershed
- ☑ We have met specific reduction targets set during this reporting period

Points Earned: 1.07 of 1.07

Total Water Use

Total water use (liters) during the last 12 months

Total water use (liters) during the last 12 months `3775000`
- ☐ 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: 0.36 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 Available: 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
- ☐ 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?

- ☐ 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

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
- ☑ None of the above

Points Available: 1.07

Land & Life

OPERATIONS
6.4

Monitoring and Reporting Non-hazardous Waste

How does your company monitor and manage your waste production?

Your answers determine which future questions in the assessment are applicable to your company.

- ☐ We do not currently monitor and record waste production
- ☐ We regularly monitor and record waste production but have not set any reduction targets
- ☑ We regularly monitor and record waste production and have set specific reduction targets relative to previous performance (e.g. a 5% reduction of waste to landfill from baseline year)
- ☑ We regularly monitor and record waste produced and have set a zero waste target
- ☑ We have met the specific reduction targets set during this reporting period
- ☐ We produce zero waste to landfill / ocean

Points Earned: 0.69 of 0.69

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 `1243.8`
- ☐ 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 `1243.8`
- ☐ 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 [   ]

☑ 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: 0.69 of 0.69

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: 0.69 of 0.69

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: 0.69 of 0.69

Supply Chain Waste Management

How does your company track and manage waste in your supply chain?

☑ 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: 0.69

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: 0.69

Environment Impact Packaging

How does your company minimize the environmental impact of the packaging of your products?

- ☑ 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: 0.69 of 0.69

% of Reusable/ Recyclable Materials

What % of material (by 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 Earned: 0.57 of 0.69

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

% of Environmentally Preferred Input Materials

What % of material (by volume) comes from recycled materials, reused components, and/or certified sustainably sourced materials?

- ⦿ <20%
- ◯ 20-49%
- ◯ 50-74%
- ◯ 75-99%
- ◯ 100%
- ◯ Don't Know
- ◯ N/A - We do not sell a physical product

Points Available: 1.37

Total Hazardous Waste Produced

Waste Produced: Hazardous Waste (metric tonnes) during the last 12 months

Waste Produced: Hazardous Waste (metric tonnes) during the last 12 months [   ]
- ☐ We do not track this

Points Available: 0.00

Reducing Waste

Optional unweighted metrics: Approximately by what % has your company reduced solid and hazardous waste generation (normalized for revenue changes) over the following periods?

The past two years

The past two years [20   ]
- ☐ We do not track this

Points Available: 0.00

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: 0.17 of 0.69

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: 0.69 of 0.69

Hazardous Materials On-Site

If your company uses any hazardous materials on site, check all of the procedures that your company follows.

Hazardous materials include chemicals, pesticides, and fertilizer. Select N/A if you use no hazardous materials and chemicals.

- ☑ Written procedures for safe storage, use and disposal of each hazardous material available in the national language(s) of work
- ☑ All hazardous materials are kept in sealed containers in a locked storeroom located in a separate area from regular business activities
- ☑ All containers with hazardous materials are labeled, with instructions for proper storage, use and disposal
- ☐ None of these procedures
- ☐ N/A

Points Earned: 0.69 of 0.69

Supply Chain Chemical Management

How does your company track and manage toxins or hazardous waste in your supply chain?

- ☐ 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 Earned: 0.34 of 0.69

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
- ☐ None of the above

Points Earned: 0.17 of 0.69

Supply Chain Biodiversity Management

How does your company track and manage your supply chain's impact on biodiversity?

- ☑ 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: 0.69

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
- ☑ None of the above

Points Available: 0.69

Customers

Customers Impact Area Introduction

OPERATIONS
0.0

This section of the assessment identifies specific ways that a company's product may be designed to deliver a specific, material, positive impact for its customers beyond the value normally provided from goods or services.

Customer Impact Business Model Introduction

Does your product/service address a social or economic problem for or through your customers?

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 this social or economic problem addressed for your customers and/or their 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 the impact we described but the primary beneficiaries are other stakeholders (i.e. we donate to charities based on sales to customers, or we use sales to buy fair trade ingredients)

Points Available: 0.00

Positive Impact of Product/Service

How would you describe the positive outcome for customers created by your product/service?

How would you describe the positive outcome for customers created by your product/service? | Trough experience of mc |

Points Available: 0.00

Beneficial Product Type

Which of the following most closely matches the outcome and/or problem solved for your customers as defined above?

Only select the ONE most relevant option for each product line. This will guide you to a series of questions specific to the type of impact you indicate you are creating.

- ☐ Access to products/services that fulfill basic human needs for individuals without prior access (e.g. providers of electricity or clean drinking water to rural poor communities, affordable housing projects, waste and sanitation systems or disposal)
- ☑ Improved or maintained health 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 health impact of your product / service also have a significant positive environmental impact?

Less toxic products, for example, have a positive environmental impact in addition to a human health impact, and are included in the Environment Products and Services Section instead of this section.

- ○ 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:

Organizations: [　　　　　　　　]

☑ We do not track this

Points Available: 0.00

Total Customer Individuals

Total Number of Customers

Individuals:

Individuals: [　　　　　　　　]

☑ We do not track this

Points Available: 0.00

OPERATIONS
1.9

Customer Stewardship

Managing Customer Stewardship

Does your company do any of the following to manage the impact and value created for your customers or consumers?

☐ We offer product / service guarantees, warranties, or protection policies
☑ We have third party quality certifications or accreditations
☑ We have formal quality control mechanisms
☑ We have feedback / customer service feedback or complaint mechanisms
☑ We monitor customer or consumer satisfaction
☑ We assess the outcomes produced for our customers through the use of our product or service
☑ We have written policies in place for ethical marketing, advertisement, or customer engagement
☑ We manage the privacy and security of client / customer data
☐ None of the above

Points Earned: 0.45 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 Available: 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?

- ☑ 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: 0.23 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?

- ☐ 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

Managing Product Impacts

Does the company do any of the following with regards to managing the potential impact their products have on customers / beneficiaries?

- ☑ Company regularly monitors customer outcomes and well-being
- ☐ Company has formal program to incorporate customer testing and feedback into product design
- ☐ Company has formal programs in place to continuously improve outcomes produced for customers (including reducing negative effects or increasing positive effects)
- ☐ Other
- ☐ None of the above

Points Earned: 0.15 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?

- ☑ Company makes transparent potential risks and negative impacts of products, including, when appropriate ingredient lists
- ☐ Company has formal policies to review the accuracy and ethics of marketing and advertising
- ☑ Company complies with independent marketing and advertising standards relevant to their sector or industry
- ☑ Company has programs in place to promote social and or environmental causes through its marketing and advertising
- ☐ Company gets input of the communities that are featured on the company's messaging and advertising campaigns and is inclusive of the culture of those communities.
- ☐ Other
- ☐ None of the above

Points Earned: 0.34 of 0.45

Data Usage and Privacy

Does your company have any of the following to address data usage and privacy issues?

- ☑ Company has a formal publicly available data and privacy policy
- ☐ Company makes all users aware of information collected, length of time it is preserved, how it's used, and whether and how it is shared with other entities (public or private)
- ☐ All customers have option to decide how their data can be used
- ☐ Company's all email list building and email marketing strategies are GDPR compliant
- ☐ Other
- ☐ None of the above
- ☐ N/A - Company does not collect sensitive data

Points Earned: 0.11 of 0.45

Data Security Management

Does the company have any of the following practices to ensure security of private data?

- ☑ Data privacy is included in company wide risk management compliance processes
- ☐ All employees with access to data are trained on data privacy policies
- ☑ Company has a formal code of conduct that defines unauthorized uses of data
- ☐ Internal audits of data security
- ☐ External audits of data security
- ☐ Simulated hacks on data security
- ☐ Other
- ☐ None of the above
- ☐ N/A - Company does not collect sensitive data

Points Earned: 0.16 of 0.45

Health & Wellness Improvement - Impact Business Model

IMPACT BUSINESS MODELS
3.9

Recognizes products/services that promote the health and wellness of individuals

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 "Explain This" 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? 425642293.45

☐ 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?

☑ Individuals
☐ Households
☐ Communities
☑ Businesses or nonprofit organizations
☑ Governments
☐ None of the above

Points Available: 0.00

Organizations Served

How many customers/clients/beneficiaries were served through the provision of the previous products or services during the last 12 months? Please provide figures that are as accurate as possible. Estimates within +/- 5% acceptable. Do not double count.

Businesses and nonprofits

Businesses and nonprofits [   ]

☑ We do not track this

Points Available: 0.00

Governments Served

How many customers/clients/beneficiaries were served through the provision of the previous products or services during the last 12 months? Please provide figures that are as accurate as possible. Estimates within +/- 5% acceptable. Do not double count.

Governments

Governments [   ]

☑ We do not track this

Points Available: 0.00

Individuals Served

How many customers/clients/beneficiaries were served through the provision of the previous products or services during the last 12 months? Please provide figures that are as accurate as possible. Estimates within +/- 5% acceptable. Do not double count.

Individuals

Individuals [   ]

☑ We do not track this

Points Available: 0.00

Client Tracking Methods

Please provide a brief description of how you track your customer/client/beneficiary figures.

Please provide a brief description of how you track your customer/client/beneficiary figures. [   ]

Points Available: 0.00

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?

- ☑ 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: 0.16 of 1.25

Long Term Outcomes

Does your outcome measurement demonstrate that your company is creating long-term or permanent outcomes for your beneficiaries?

- ● Yes
- ○ No

Points Earned: 1.25 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?

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?

Cubitan: Produto para ci

Points Available: 0.00

Disclosure Questionnaire

Disclosure Industries

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.

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: [   ]

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

Company prohibits freedom of association/collective bargaining

Please indicate if your company engages in any of the following practices:

Company prohibits workers from freely associating and bargaining collectively for the terms of one's employment

○ Yes
◉ No

Points Available: 0.00

Workers cannot leave site during non-working hours

Please indicate if 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.

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:

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.
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: [   ]

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