

The Body Shop

2019 Aggregated Full B Impact Assessments

Transparency Requirement for Wholly Owned Subsidiary:

As a wholly-owned subsidiary of Natura & Co., The Body Shop is required to make transparent its answers to all non-sensitive questions on the B Impact Assessment. All answers reported refer to each of the respective subsidiaries' practices and performance except for topics managed at Corporate level (i.e The Body Shop.). In those cases, Corporate answers have been reported in the respective wholly owned subsidiaries' Assessments having made sure that they fully implemented as such at The Body Shop. Answers to questions that would reveal sensitive information (e.g. that would advantage competitors or prejudice litigation) are covered as such:

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

The Body Shop

Aggregated Full B Impact Assessments

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The Body Shop - International

Wholesale/Retail

250-999 Employees

OVERALL SCORE			
90.4			
OPERATIONS SCORE	IMPACT BUSINESS MODEL SCORE		N/A SCORE
72.3	16.8		1.3
 Governance			16.6
 Workers			23.5
 Community			27.2
 Environment			23
 Disclosure Questionnaire			NA
VERSION	COMPLETION	YEAR	STATUS
5	100%	2018	Rated
MARKET	SECTOR	SIZE	INDUSTRY
Developed - Global	Wholesale/Retail	250-999	Personal care products

Governance

Mission & Engagement

Level of Impact Focus Points Earned: 0 of 0.00000

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.

Mission Statement Characteristics Points Earned: 0.2 of 0.20000

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 beneficiary group in need (e.g. low income customers, smallholder farmers)

Mission Statement Points Earned: of 0.00000

Please type or paste your mission statement here.

The Body Shop exists to fight for a fairer and more beautiful world

Social and Environmental Performance Training Points Earned: 0.4 of 0.40000

Which type of employee training does your company provide regarding its social and environmental mission?

Please check all that apply.

- ☐ No social or environmental mission
- ☐ No training on the company's social and environmental mission
- ☐ Only informal inclusion in orientation, training and/or instruction
- ☒ Specific, formal training integrated into new employee and new manager training
- ☒ Specific, formal training integrated into ongoing employee and manager training
- ☒ Workers articulate goals and achievements on 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

Board Review of Social or Environmental Performance Points Earned: 0.4 of 0.40000

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

Managers with Responsibilities to Mission Points Earned: 0.4 of 0.40000

7

What proportion of full-time managers have social or environmental mission-related responsibilities or expectations outlined in their job description?

- ☐ 0%
- ☐ 1-49%
- ☐ 50-99%
- ☒ 100%

Social and Environmental Management Reviews Points Earned: 0.2 of 0.40000

What portion of management had a formal written performance evaluation/review in the last year that included social and/or environmental goals?

- ☐ 0
- ☒ 1-49%
- ☐ 50-99%
- ☐ 100%

Social or Environmental Performance Related Executive Job Descriptions Points Earned: 0.4 of 0.40000

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

Stakeholder Engagement Points Earned: 0.4 of 0.40000

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?

Please check all that apply.

- ☐ No formal stakeholder engagement
- ☒ Meetings or other engagement mechanisms with local community members
- ☒ 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)

Social/Environmental Key Performance Indicators Points Earned: 0.4 of 0.40000

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 (examples: 3rd-party impact assessments, progress out of poverty indexing, beneficiary outcome surveys, etc.)

Corporate Accountability

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

The answer to this question affects questions you'll encounter further on in your assessment.

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

Governing Body Characteristics Points Earned: 1 of 1.00000

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

Please check all that apply.

- ☒ Meets at least quarterly
- ☒ Includes at least 1 independent member
- ☒ Includes at least 50% independent members
- ☒ Oversees executive compensation
- ☒ Reports members names and relation to company transparently to public
- ☒ Has an Audit Committee with at least 1 independent member
- ☒ Has a Compensation Committee with at least 1 independent member
- ☐ Company is a cooperative and elects Board from membership
- ☐ None of the above
- ☐ N/A - Company has no Board of Directors or equivalent

Governing Body Stakeholder Representation Points Earned: 0 of 0.25000

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

Select all that apply.

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

Ethics

Financial Controls Points Earned: 0.27273 of 0.27273

Does the company maintain any of the following financial controls?

Please check all that apply.

Sensitive

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

- ☒ Written employee whistle-blowing policy provides legal protection to workers, with strict confidentiality easily accessible ; circulated to all employees
- ☒ Helpline or anonymous mechanism to report grievances/concerns
- ☐ Individual or department oversight with direct access to Board of Directors
- ☒ Other (please describe)

TBS Ethics Committee (comprised solely of people representing TBS including an Employee Representative may report misconduct to Natura Head of Compliance who in turn has direct access to an appointed independent member of the Natura BoD.

☐ None of the above

Instruction on Code of Ethics Points Earned: 0.27273 of 0.27273

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)

Code of Ethics Points Earned: 0.27273 of 0.27273

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 Code of Ethics

Breached Code of Ethics Breachment Policy Points Earned: 0.27273 of 0.27273

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

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.

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

Transparency

Audited Financials Points Earned: 1 of 1.00000

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

- ☒ Yes
- ☐ No

Financial Transparency with Employees Points Earned: 0.8 of 1.00000

Does the company have a formal process to share financial information with its full-time employees?

Exclude compensation data. Please check all that apply.

- ☐ 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

Ownership Transparency with Employees Points Earned: 1 of 1.00000

Do all full-time employees have access to written information that identifies all material owners and investors of the company?

- ☒ Yes
- ☐ No

Impact Reporting Points Earned: 0.75 of 1.00000

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

Governance Metrics

Last Fiscal Year Points Earned: of 0.00000

On what date did your last fiscal year end?

2017-12-31

Reporting currency

*British Pound - GBP***Revenue Last Year** Points Earned: 0 of 0.00000

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. The answer to this question affects questions you'll encounter further on in your assessment.

Sensitive

Revenue Year Before Last Points Earned: 0 of 0.00000

Total Earned Revenue From the fiscal year before last

Sensitive

Earnings Before Interest & Taxes Last Year Points Earned: 0 of 0.00000

EBIT (Earnings Before Interest & Taxes) From the last fiscal year

Sensitive

Earnings Before Interest & Taxes Year Before Last Points Earned: 0 of 0.00000

EBIT (Earnings Before Interest & Taxes) From the fiscal year before last

Sensitive

Net Income Last Year Points Earned: 0 of 0.00000

Net Income From the last fiscal year

Sensitive

Net Income Year Before Last Points Earned: 0 of 0.00000

Net Income From the fiscal year before last

Sensitive

Mission Locked

Mission Lock Points Earned: 7.5 of 10.00000

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

Workers

Worker Metrics

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. The answer to this question affects questions you'll encounter further on in your assessment.



Fixed Salary



Daily/Hourly Wage

of Full Time Workers Points Earned: 0 of 0.00000

Number of Total Full-Time Workers

Current Total Full-Time Workers

The answer to this question affects questions you'll encounter further on in your assessment.

655

of Full Time Workers Last Year Points Earned: 0 of 0.00000

Number of Total Full-Time Workers

Total Full-Time Workers 12 months ago

The answer to this question affects questions you'll encounter further on in your assessment.

597

of Part Time Workers Points Earned: 0 of 0.00000

Number of Total Part-Time Workers

Current Total Part-Time Workers

The answer to this question affects questions you'll encounter further on in your assessment.

36

of Part Time Workers Last Year Points Earned: 0 of 0.00000

Number of Total Part-Time Workers

Total Part-Time Workers 12 months ago

The answer to this question affects questions you'll encounter further on in your assessment.

28

of Temporary Workers Points Earned: 0 of 0.00000

Number of Total Temporary Workers

Current Total Temporary Workers

The answer to this question affects questions you'll encounter further on in your assessment.

64

of Temporary Workers Last Year Points Earned: 0 of 0.00000

Number of Total Temporary Workers

Total Temporary Workers 12 months ago

The answer to this question affects questions you'll encounter further on in your assessment.

75

Compensation & Wages

Total Wages Points Earned: 0 of 0.00000

Total Wages (including bonuses)

Sensitive

Lowest Paid Wage Points Earned: 0 of 0.00000

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

Please exclude students and interns in this calculation.

Sensitive

What % above living wage did your lowest-paid worker (excluding interns) receive during the last fiscal year?

- ☒ 0% or below
- ☐ 1-14%
- ☐ 15-24%
- ☐ 25%+
- ☐ N/A - No living wage data available for country of operations
-

High to Low Pay Ratio Points Earned: 0 of 1.54545

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
-

Market Compensation Comparison Points Earned: 0.5099985 of 1.54545

Based on a company referenced compensation study in the last two years, how does your company's compensation structure (excluding executive management) compare with the market?

- ☐ Don't Know: Have not referenced a compensation survey
- ☐ 1st quartile (0-24th percentile)
- ☒ 2nd quartile (25-49th percentile)
- ☐ 3rd quartile (50-74th percentile)
- ☐ 4th quartile (75-100th percentile)
-

Bonus Plan Characteristics Points Earned: 0.77273 of 0.77273

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

- ☐ Bonuses are given but there is no formal 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
-

Employees Receiving a Bonus Points Earned: 1.1590875 of 1.54545

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%
- ☐ N/A
-

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

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

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

Compensation & Wages (Salaried)

Non-executive Wage Increases

 Points Earned: 0 of 1.90000

Subtracting for inflation increase, what was the average % increase in wage/salary paid to non-executive workers in the last fiscal year?

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

- ☒ 0-2%
- ☐ 3-5%
- ☐ 6-15%
- ☐ >15%
- ☐ N/A - No workers last year

Bonus Plan Characteristics

 Points Earned: 1.26673 of 1.90000

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.

- ☐ No bonus payout, or no bonus plan
- ☐ <1%
- ☐ 1-5%
- ☒ 6-15%
- ☐ >15%

Benefits

Government Provision Of Healthcare

 Points Earned: 0 of 0.00000

Which of the following best describes the provision of healthcare 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

Healthcare Coverage

 Points Earned: 3.23636 of 3.23636

What % of employees are eligible for health care benefits either through company or government plan?

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

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

Paid Secondary Caregiver Leave Points Earned: 1.078840606 of 1.61818

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

Healthcare Eligibility for Part Time Workers Points Earned: 0.80909 of 0.80909

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

Retirement Programs Points Earned: 1.61818 of 1.61818

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

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

Worker Benefits (Salaried)

Number of Paid Days Off Points Earned: 1.7 of 1.70000

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

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

Training & Education

Intern Hiring Practices Points Earned: 0.22 of 0.22000

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

Internal Promotions Points Earned: 0.055 of 0.22000

What % of positions above entry level have been filled with internal candidates in the last 12 months?

Exclude material owners in your calculation.

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

Internal Promotions Points Earned: 0.146674 of 0.22000

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

Exclude material owners in your calculation.

- ☐ 0%
- ☐ 1-5%
- ☒ 6-15%
- ☐ >15%

Paid Professional Development Days Points Earned: 0.073326 of 0.22000

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

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

Do new and existing managers get regular training and coaching on the following?

Check all that apply.

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

Training & Education (Salaried)

Skills-Based Training Participation

 Points Earned: 0.040625 of 0.16250

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
-

Cross-Job Skills Training Participation

 Points Earned: 0.040625 of 0.16250

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
-

Life Skill Training Participation

 Points Earned: 0.040625 of 0.16250

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
-

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

Include only those that are paid for in advance, reimbursed or subsidized by the company.

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

Subsidized Educational Opportunities Points Earned: 0.1083225 of 0.32500

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

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

- ☐ 0
- ☒ 1-5%
- ☐ 6-15%
- ☐ >15%

Outplacement Services Points Earned: 0.1625 of 0.16250

For what % of terminated full-time employees are formal outplacement services provided?

Exclude employees terminated with cause.

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

Worker Ownership

% Participation in Employee Ownership Points Earned: 0 of 1.75000

What % 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

What % of the company is owned or formally reserved as part of a written plan for full-time workers and management (including founders/executives)?

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
 - ☐ Don't Know
-

% of Company Owned by Non-Executive Employees Points Earned: 0 of 3.50000

What % of the company is owned by full-time workers who are non-executive employees and non-founders?

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

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

Management & Worker Communication

Employee Review Process Points Earned: 0.7 of 0.70000

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
 - ☐ Follows a 360-degree feedback process
 - ☐ None of the above
-

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

Check all that apply.

- ☐ 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
-

Employee Satisfaction Points Earned: 0.7 of 0.70000

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%
-

Employee Metric Transparency Points Earned: 0.175 of 0.17500

Which of the following employee metrics are regularly collected, monitored and made transparent to all employees?

- ☒ Retention and turnover metrics
 - ☒ Diversity metrics
 - ☐ None
-

Termination Policy Points Earned: 0.35 of 0.35000

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

Exclude situations requiring immediate dismissal / with cause.

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

Management & Worker Communication (Salaried)

Average Tenure Points Earned: 0.3 of 0.30000

What is the average tenure of your current workforce?

- ☐ <12 months
 - ☐ 1-3 years
 - ☐ 3-5 years
 - ☒ >5 years
-

Job Flexibility/Corporate Culture

Do company policies support any of the following health and wellness initiatives above insurer-provided programs?

Check all that apply.

- ☐ Company does not offer any formal health and wellness initiatives
- ☐ Company sponsors and encourages workers to participate in health and wellness activities during the workweek (i.e. walking or steps programs)
- ☒ Company offers incentives for workers to complete health risk assessments or participate in health and wellness activities (e.g., a fund for exercise equipment, subsidized gym membership, etc.)
- ☐ Over 25% of workers have completed a health risk assessment in the last 12 months
- ☒ Employees have access to behavioral health counseling services, web resources or Employee Assistance Programs
- ☒ Spouses, partners, or children of employees provided access to behavioral health counseling services, web resources or Employee Assistance Programs
- ☒ Company has policies and programs in place to prevent ergonomic-related injuries in the workspace
- ☐ Management receives reports on aggregate participation in worker wellness programs
- ☐ Other (please describe)

Job Flexibility/Corporate Culture (Salaried)

Worker Flexibility Options Points Earned: 0.44444 of 0.44444

Does the company offer any of the following job flexibility options, whenever feasible, in writing and in practice for the majority of workers?

Please check all that apply.

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

Workplace Flexibility in Practice Points Earned: 0.44444 of 0.44444

Which of the following flexible workplace practices occurred in the past 12 months?

Please check all that apply.

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

Supplementary Benefits Points Earned: 0.88889 of 0.88889

Which of the following supplementary benefits are offered to employees?

Please check all that apply.

- ☒ Onsite childcare
- ☐ Offsite subsidized child care
- ☒ Counseling services
- ☒ Free or subsidized meal
- ☐ Policy to support breastfeeding mothers
- ☒ Other (please describe)

☐ None

Which of the following are true of career development and promotion policies and practices?

- ☒ Employees who seek to take a short-term leave/sabbatical will have his/her job guaranteed upon return
- ☒ Efforts will be made to find a place for employees who seek to take a long-term leave/sabbatical upon return
- ☒ Employees are able to make lateral moves or change career direction or pace when possible
- ☐ None of the above

Occupational Health & Safety

Management Commitment to Health and Safety Points Earned: 0.4 of 0.40000

Does the company have any of the following practices with regards to management's commitment to worker health and safety?

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

Health and Safety Audit Practices Points Earned: 0.4 of 0.40000

Which of the following is included in your company's practices related to inspections/audits:

- ☒ Written procedure for performing safety and health inspections
- ☒ Routine safety and health inspections at least quarterly
- ☒ Information discovered through analyses is used to improve safety processes (e.g. baseline hazards analysis, accident/incident analysis, employee concerns, sampling results from inspections)
- ☒ Results of the routine inspections are documented
- ☒ Inspection reports clearly indicate what needs to be corrected with documented accountability for closure
- ☐ N/A - No manufacturing or wholesale facilities
- ☐ None of the above

Evaluating Health and Safety Practices Points Earned: 0.4 of 0.40000

Which of the following is included in your company's measurement and evaluation practices in relation to occupational safety and health?

- ☐ A standardized third-party safety management system (i.e. ISO 18001, BS 8800)
- ☒ A safety position, safety committee or safety program representative reporting to senior-level position (Vice-President or higher)
- ☒ A documented standard procedure for investigating accidents and major incidents
- ☒ Investigation and documentation of the root causes of accidents and incidents
- ☒ Implementation of corrective actions after root causes of an accident or incident are determined
- ☒ Injury or illness trends and trend data are transparent to all workers
- ☒ An annual evaluation of the safety and health system including senior management in the evaluation
- ☒ Has an employee safety recognition program
- ☒ Engages with employees on regular Safety Perception Surveys
- ☐ None of the above

Worker Business Models Introduction

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

The answer to this question affects questions you'll encounter further on in your assessment.

☐

Ownership structures that provide significant equity (>40%) and empowerment to all employees (i.e. employee-owned companies/cooperative)

☒

No

Community

Job Creation

New Jobs Added Last Year Points Earned: 0 of 0.00000

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 12 months:

59

New Jobs Added Year Before Last Points Earned: 0 of 0.00000

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.

Prior 12 months:

12

Job Growth Rate Points Earned: 1.422291111 of 2.13333

By what % has your worker base grown over the last 12 months?

☐

0% (Has not grown on a net basis)

☐

1-5%

☒

6-15%

☐

>15%

Departed Employees Points Earned: 0 of 0.00000

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.

Sensitive

Attrition Rate Points Earned: 0 of 2.13333

What was the attrition rate at the company for full-time and tenured part-time workers for the last 12 months?

Exclude workers terminated with cause.

Sensitive

Workers from Low-Income Areas Points Earned: 0 of 1.06667

24

What % of workers (including full-time and part-time and temporary workers) are verified/self-identified to be a part of the following groups?

Individuals residing in a low income area

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

Workers from Underemployed Groups Points Earned: 0.2666675 of 1.06667

What % of workers (including full-time and part-time and temporary workers) are verified/self-identified to be a part of the following groups?

Other chronically underemployed populations (e.g. individuals who are formerly incarcerated or homeless)

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

Facilities in Low-Income Communities Points Earned: 0 of 1.06667

What % of your workers are employed in company facilities located in low-income communities?

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

Suppliers in Low-Income Communities Points Earned: 0.177758889 of 0.53333

What % of your Significant Suppliers are located in low-income communities or create employment opportunities for other chronically underemployed populations?

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

Diversity & Inclusion

Female Employees Points Earned: 0 of 0.00000

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

Enter 0 if None.

388

What % of the company is owned by the following groups?

Nonprofit organization(s)

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

Ownership Diversity Points Earned: 0.280759474 of 0.84211

What % of the company is owned by the following groups?

Women and/or individuals from underrepresented populations, including low-income communities

- ☐ 0%
- ☐ 1-4%
- ☒ 5-14%
- ☐ 15-24%
- ☐ 25%+
- ☐ Don't know
-

Non-accredited Investor Ownership Points Earned: 0 of 0.84211

What % of the company is owned by the following groups?

Individuals that qualify as non-accredited investors

- ☒ 0%
- ☐ 1-4%
- ☐ 5-14%
- ☐ 15-24%
- ☐ 25%+
- ☐ Don't know
-

Female Ownership Points Earned: 0 of 0.00000

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

Women

7

Low-income Ownership Points Earned: 0 of 0.00000

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

Low income communities

0

Ownership from Underrepresented Groups Points Earned: 0 of 0.00000

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

Other underrepresented populations (e.g. minorities, LGBT community, individuals with disabilities, etc.)

0

What % of the members of your Board of Directors (or equivalent) are women or individuals from other underrepresented populations?

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

Female Directors Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?

Women

33

Directors from Low-income Communities Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?

Low income communities

0

Minority Directors Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?

Minority/previously excluded populations

0

Directors from Underrepresented Populations Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?

Other underrepresented populations (e.g. minorities, LGBT community, individuals with disabilities, etc.)

0

Management from Underemployed Groups Points Earned: 0.84211 of 0.84211

What % of management are women and/or individuals from underrepresented populations, including low-income communities?

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

Female Management (metric) Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of management is from the following groups?

Women

55

Managers from Low-Income Areas Points Earned: of 0.00000

Optional unweighted metrics: Approximately what % of management is from the following groups?

Low income communities

Managers from Underrepresented Groups Points Earned: of 0.00000

27

Optional unweighted metrics: Approximately what % of management is from the following groups?
Other underrepresented populations (eg - minorities, LGBT community, individuals with disabilities, etc.)

Ethnic Diversity Compared to Area Points Earned: 0 of 0.84211

Does the % of ethnic minorities employed at your company equal or exceed the % of ethnic minorities in your metro area?

Percentage should be based on census or other government demographic data.

- ☐ No
- ☐ Yes
- ☒ N/A- Ethnic data is not available or illegal to be tracked in your area

Managing Gender Pay Equity Managers Points Earned: 0.42105 of 0.42105

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

Managerial

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

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

Managing Gender Pay Equity for Non-Managers Points Earned: 0.42105 of 0.42105

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

Non-managerial

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

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

Supplier Ownership Diversity Points Earned: 0.1263165 of 0.84211

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

Supplier Diversity Policy Points Earned: 0 of 0.42105

Does the company have a written policy giving preference to suppliers owned by women or individuals from underrepresented populations?

- ☐ Yes
- ☒ No
- ☐ N/A: Such policies are illegal in my country of operations

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

Civic Engagement & Giving

Corporate Citizenship Program

 Points Earned: 0.47619 of 0.95238

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

Volunteer Service Policies

 Points Earned: 0.95238 of 0.95238

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

% of Employees Volunteer Service

 Points Earned: 0.47619 of 0.95238

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

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

Tracking Volunteer Service

 Points Earned: 0.317428254 of 0.47619

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

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.

1041

Volunteer Service Per Capita Points Earned: 0.317523492 of 0.95238

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

Total Amount of Charitable Donations Points Earned: 0 of 0.00000

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.

Sensitive

% of Revenue Donated Points Earned: 0 of 3.80952

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

Charitable Organizations Supported Points Earned: of 0.00000

Which organizations does your company support?

Charitable donations are managed at market level, rather than at the International entity

Community Service and Charitable Practices Points Earned: 0.95238 of 0.95238

Which of the following volunteer and charitable giving practices did your company employ in the last fiscal year?

Check all that apply.

- ☐ Company contributed the majority of its cash, service and in-kind donations to local markets it sourced from or operates in
- ☒ Company has public facing partnership with a service/charitable organizations
- ☒ Company provided facilities for community events or trainings
- ☐ Other innovative engagement practices (please describe)
- ☐ None of the above

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?

- ☒ 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

Local Involvement

Geographic Structure and Scope Points Earned: of 0.00000

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.

Total 633 employees, all office or Distribution Centre based. No stores counted in this assessment. TBS EMEA Warehouse (DC01) and Ecommerce (DC03) Watermead. Watermead Business Park, The Body Shop International PLC Watermead, Littlehampton, West Sussex, BN17 6LS, UK Watermead Office (International and UK Teams) Watermead. Watermead Business Park, The Body Shop International PLC Watermead, Littlehampton, West Sussex, BN17 6LS, UK East Croydon Office The Body Shop International PLC Knollys House, 17 Addiscombe Road, Croydon, CR0 6FN, UK

Local Purchasing and Hiring Policies Points Earned: 0.8 of 1.60000

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

- ☐ No written local purchasing or hiring policy 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
- ☐ Incentives for staff to live within 20 miles of local company facility
- ☐ Other (please describe)

Spending on Local Suppliers Points Earned: 0 of 1.60000

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

Local Ownership Points Earned: 0 of 1.60000

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

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%
- ☒ 1-19%
- ☐ 20-39%
- ☐ 40-59%
- ☐ 60-79%
- ☐ 80%+

Impactful Banking Services Points Earned: 0 of 1.60000

Is the majority of your company's banking services provided by an institution with any of the following characteristics?

- ☐ A certified CDFI or national equivalent social investment organization
- ☐ A Certified B Corporation
- ☐ A member of the Global Alliance for Banking on Values
- ☐ A cooperative bank or credit union
- ☐ A local bank committed to serving the community
- ☐ An independently owned bank
- ☒ None of the above

Suppliers, Distributors & Product**Significant Supplier Descriptions** Points Earned: 0 of 0.00000

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

Social or Environmental Screening of Suppliers Points Earned: 0 of 0.00000

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. The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ Yes
- ☐ No

Supplier Screen Topics Points Earned: 0.73333 of 0.73333

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 beyond what is required by regulations (environmentally-friendly manufacturing process; excellent labor practices, etc.)

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 social and environmental standards best-in-class third-party certification for your industry (ISO, SA8000, etc.)
- ☐ Company visits a majority of Significant Suppliers on-site

Length of Supplier Relationships Points Earned: 0.488837778 of 0.73333

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

- ☐ Less than 24 months
- ☐ 24-60 months
- ☒ 61-96 months
- ☐ 96 months or more
- ☐ Don't know

Supplier Code of Conduct Points Earned: 0.73333 of 0.73333

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

This may include policies on Fair Trade. The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ Yes
- ☐ No

Supplier Code of Conduct Topics Points Earned: 0.73333 of 0.73333

Does the company's Supplier Code of Conduct policy specifically hold the company's suppliers accountable to the following areas of social and environmental performance?

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

Supplier Code of Conduct Remediation Points Earned: 0.73333 of 0.73333

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?

- ☐ 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 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
- ☐ N/A - No Supplier Code of Conduct
- ☐ None of the above

Which suppliers are assessed for Supplier Code of Conduct compliance at least every other year?

Check all that apply.

- ☒ All primary suppliers of core products or principal raw materials
- ☒ All primary suppliers of non-core products
- ☒ All sub-contractors responsible for the majority of an order
- ☐ None
- ☐ N/A - No Supplier Code of Conduct

Disclosure of Suppliers Points Earned: 0.244492222 of 0.73333

What % of Significant Suppliers (on currency basis) are made transparent on the company's website?

- ☐ 0%
- ☒ 1-49%
- ☐ 50-79%
- ☐ 80%+
- ☐ Don't know

Supplier Quality Assurance Reviews Points Earned: 0.73333 of 0.73333

What % of Significant Suppliers (on currency basis) are subjected to regular quality assurance reviews or audits?

- ☐ 0-49%
- ☐ 50-62%
- ☐ 63-75%
- ☒ >75%

Support for In Need Suppliers Points Earned: 0.73333 of 0.73333

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

Independent Contractor Practices Points Earned: 0.73333 of 0.73333

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

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

- ☐ 0
- ☐ 1-19%
- ☐ 20-39%
- ☐ 40-60%
- ☒ 60%+
- ☐ Don't know

Product Accreditations and Certifications Points Earned: 0.73333 of 0.73333

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

Quality Assurance Points Earned: 0.73333 of 0.73333

Do you use an established methodology to manage quality assurance issues?

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

- ☒ Yes
- ☐ No

Community Business Models Introduction

Community Oriented Business Models Points Earned: 0 of 0.00000

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

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ 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)
- ☐ A community-focused business model that supports and builds the economic vitality of local communities
- ☐ None of the above

Supply Chain Poverty Alleviation

Supporting Underserved Suppliers Points Earned: 0 of 0.00000

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)

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

Types Of Underserved Suppliers Points Earned: 0 of 0.00000

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

Beneficial Trade Terms for Underserved Suppliers Points Earned: 0 of 0.00000

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

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ 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

% Purchases with Beneficial Trade Terms Points Earned: 0 of 0.00000

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

The answer to this question affects questions you'll encounter further on in your assessment.

14

Purchases from Suppliers with Beneficial Terms Points Earned: 0 of 0.00000

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

Sensitive

Tracking Supplier Premiums Points Earned: 0.57692 of 0.57692

Do you track the premium paid to suppliers?

- ☒ Yes
- ☐ No

Premium Paid to Suppliers Points Earned: 0 of 0.00000

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

Sensitive

Methodology to Determine Premium Paid Points Earned: 0 of 0.00000

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

We work with the farmers/collectors/coops to work out what true cost of production is. Our price (fair price) = fair cost of production + discretionary income + income to meet needs. Issue in calculating the premium is that we run our own supply chain

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.

The CT programme was highly innovative when it was started by TBS in 1987. The model has been emulated within the cosmetic industry and beyond. AS one example, L'Oreal, after acquiring TBS in 2006, deveoped a 'Solidarity Sourcing' programme which has similar aims and some Community Trade suppliers becamse suppliers to other L'Oreal brands during (and after) this period.

Support for Small-Scale Suppliers Points Earned: 0 of 0.00000

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. The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ 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

% of Purchases from Supported Small-Scale Suppliers Points Earned: 0 of 0.00000

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

The answer to this question affects questions you'll encounter further on in your assessment.

8

Verification of Fair Wages and Working Conditions Points Earned: 0 of 0.00000

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?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ 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.

Purchasing From Underserved Suppliers Points Earned: 0 of 0.00000

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

The answer to this question affects questions you'll encounter further on in your assessment.

10

Wage and Working Conditions Screening Points Earned: 0.57692 of 0.57692

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

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)

The TBS CT programme is externally verified by Ecocert, an independent international audit company while our ET programme reports and is evaluated annually by the ETI. Some of our suppliers are additionally verified against various sustainability standard

Tracking Impact on Workers Points Earned: 0.57692 of 0.57692

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

- ☒ Yes
- ☐ No

Tracking Impact Explanation Points Earned: of 0.00000

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

We record numbers of workers in each of our CT supply chains on an annual basis. This data includes gender divide and categories of labour (e.g. farm work, office, mill operator, management etc.). Also, as part of the work under our SuSo Charter we monitor and evaluate supplier engagement with its workforce through review of suppliers' policies specifically those relating to worker engagement such as H&S policies, collective bargaining agreements, sexual harassment etc. Part of this assessment is also engaging directly with workers, spending time understanding directly from them how they interact with management and how the work is impacting them. In many cases, we often will visit workers' homes with them, meeting with their family members to build a wider and more open understanding of the impact of the work in a wider family context.

Innovative Supply Chain Poverty Alleviation Points Earned: of 0.00000

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.

The Body Shop pioneered fair trade in the cosmetics industry. Launching in 1987 as Trade Not Aid with Teddy Exports in India - a trading relationship that we still relish 32 years later. Today our mission in Community Trade remains the same - to use our trade as a lever to drive forward positive social change. From those early days our programme has expanded to include 31 suppliers of ingredients and handcrafts spanning 23 countries supporting improved livelihoods for over 16,000 people. The organisations we work with in turn use profits and Community Trade premiums to support many thousands more in their local communities through such initiatives as education, healthcare and equality. We are proud that Community Trade is our own bespoke programme that we manage ourselves whilst also being independently verified by Ecocert. During the period of ownership under L'Oreal Community Trade was instrumental in the development of the L'Oreal Solidarity Sourcing programme which was designed to improve access to employment for vulnerable people in L'Oreal supply chains.

Supply Chain Transparency Points Earned: 0.57692 of 0.57692

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

Environment

Land, Office, Plant

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

- ☒ <20%
- ☐ 20-49%
- ☐ 50-79%
- ☐ 80%+
- ☐ N/A - Company has virtual office

Previously Constructed Buildings Points Earned: 0.103226 of 0.51613

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

Select N/A if your company utilize virtual office.

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

Recycling Programs Points Earned: 0.51613 of 0.51613

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

See Explain This for definition.

- ☐ <20%
- ☐ 21-40%
- ☐ 41-60%
- ☐ 61-80%
- ☒ >80%

Environmental Management Systems Points Earned: 0.825808 of 1.03226

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

Please check all that apply.

- ☒ Policy statement documenting the organization's commitment to the environment
- ☒ Assessment undertaken of the environmental impact of the organization's business activities
- ☒ Stated objectives and targets for environmental aspects of the organization's operations
- ☒ Programming designed, with allocated resources, to achieve these targets
- ☐ Periodic compliance and auditing to evaluate programs conducted
- ☐ None of the above

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

Please only select answer options being applied to at least 20% of the company's products and services (by revenue).

- ☒ 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)
- ☐ None of the above

Chemical Reduction Methods Points Earned: 0.51613 of 0.51613

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

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

Chemical Management Points Earned: 0.51613 of 0.51613

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

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

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

- ☒ Building and construction
- ☐ Carpets
- ☐ Cleaning
- ☐ Electronics
- ☐ Fleets
- ☐ Food or food services
- ☐ Landscaping
- ☐ Meetings and conferences
- ☐ Office supplies
- ☒ Paper
- ☒ Product input materials
- ☒ Other (please describe)

The TBS List of Restricted and Prohibited Ingredients includes a number of environmentally-based restrictions, including prohibition of plastic microbeads, polyquaterniums, animal tested and animal derived products, GMO products, and guidance on palm oil

- ☐ N/A - No environmentally preferable purchasing policy

Reducing Impact of Travel/Commuting Points Earned: 0.51613 of 0.51613

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

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

Indoor Air Quality Monitoring Points Earned: 0.25806 of 0.25806

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

Select N/A if you have no facilities.

- ☒ Yes
- ☐ No
- ☐ NA

Indoor Air Quality Audits Points Earned: 0.51613 of 0.51613

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

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

Select N/A if you do not lease your building.

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

Context-Based Water Management Points Earned: 0 of 0.51613

Does your company measure and manage its water in a context-based manner?

Context based management requires measurement against allocations of available renewable supplies in the watersheds in which it does business.

- ☐ Yes
- ☒ No
- ☐ Don't Know

Context-Based GHG Management Points Earned: 0 of 0.51613

Does your company measure and manage its GHG emissions in a context-based manner?

Context based management requires measurement against reduction targets specified in a science-based GHG stabilization scenario.

- ☐ Yes
- ☒ No
- ☐ Don't Know

Context-Based Waste Management Points Earned: 0.51613 of 0.51613

Does your company measure and manage its solid wastes in a context-based manner?

Context based waste management includes measurements against levels tied to a zero waste plan.

- ☒ Yes
- ☐ No
- ☐ Don't Know

Inputs

Monitoring Energy Usage Points Earned: 0.583335 of 1.16667

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

- ☐ We do not currently monitor and record our usage
- ☐ We monitor and record usage (no reduction targets)
- ☒ We monitor and report 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

Monitoring and Managing Water Use Points Earned: 0.583335 of 1.16667

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 report 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

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

26719.5

Total Renewable Energy Use Points Earned: 0 of 0.00000

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

25708.4

Total Water Use Points Earned: 0 of 0.00000

Total water use (liters) during the last 12 months

6123000

Energy Use Reductions Points Earned: 0.933332 of 2.33333

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

Low Impact Renewable Energy Use Points Earned: 1.866664 of 2.33333

What % of energy use is produced from low-impact 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

Increasing Renewable Energy Points Earned: 1.16667 of 1.16667

Has the company increased its % use of low impact renewable energy annually at its corporate facilities?

- ☒ Yes
- ☐ No
- ☐ Already Maximized (100% low impact renewable)

Facility Energy Efficiency Points Earned: 1.16667 of 1.16667

For which of the following systems have you used energy conservation/efficiency measures for each of your corporate facilities/locations (by majority of square feet) in the past year?

- ☒ Equipment: Energy Star Appliances / Automatic Sleep Modes / After-Hour Timers / etc.
- ☒ Lighting: Natural Light / CF Bulbs / Occupancy Sensors / Daylight Dimmers / Task Lighting / etc.
- ☒ HVAC: Programmable Thermostat / Timers / Occupancy Sensors / Shade Sun-Exposed Walls / Double-Paned Windows / etc
- ☐ Other (please specify)
- ☐ None of the above

Which of the following water conservation methods have been implemented at the majority of your corporate offices:

- ☒ Low-flow faucets/taps, toilets/urinals, showerheads
- ☐ Grey-water usage for irrigation
- ☐ Low-volume irrigation
- ☐ Harvest rainwater
- ☐ Other (please describe)
- ☐ None
- ☐ N/A: My company has a virtual office

Life Cycle Assessments Points Earned: 0.233334 of 1.16667

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?

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

Cradle to Cradle Certification Points Earned: 0 of 1.16667

What % of your revenues are from the sale of products that have been awarded Cradle To Cradle certification?

- ☒ 0%
- ☐ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75-99%
- ☐ 100%
- ☐ N/A: My revenues are generated from a service and an LCA cannot be conducted.

% of Environmentally Preferred Input Materials Points Earned: 0.233334 of 1.16667

What is the % of recycled, renewable, or other environmentally preferred materials in your product?

Include packaging in calculation.

- ☐ 0%
- ☒ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75-99%
- ☐ 100%
- ☐ N/A - Company does not sell a physical product

Outputs

Please select the option that best describes how you monitor and record the following emissions:
Scopes 1 and 2 greenhouse gas (GHG) emissions

- ☐ Company does not currently monitor and record emissions
- ☐ Company monitors and records emissions (no reduction targets)
- ☒ Company monitors emissions and has specific reduction targets
- ☐ Company monitors emissions and has met specific reduction targets during the reporting period
- ☐ Eliminated emissions of this by-product entirely
- ☐ N/A

Total Waste Disposed Points Earned: 0 of 0.00000

Waste Disposed (metric tonnes) during the last 12 months

799.55

Total Waste Recycled Points Earned: 0 of 0.00000

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

633.09

Total Scope 1 GHGs Points Earned: 0 of 0.00000

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:
Scope 1:

53.2

Total Scope 2 GHGs Points Earned: 0 of 0.00000

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:
Scope 2:

-22.8

Total Scope 3 GHGs Points Earned: of 0.00000

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:
Scope 3:

Greenhouse Gas Reduction Strategies Points Earned: 0 of 0.58824

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

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

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

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

Greenhouse Gas Emissions Reduced Points Earned: 0.235294 of 1.17647

What % of Scopes 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

% GHG Emissions Offset Points Earned: 0 of 0.29412

If your company purchased certified carbon credits in the reporting period, what % of GHG emissions were off-set?

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

Waste Reduction Programs Points Earned: 0 of 0.58824

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

Hazardous Waste Disposal Points Earned: 0.58824 of 0.58824

Is hazardous waste always disposed of responsibly, in a way that the company can verify?

This includes batteries, paint, electronic equipment, etc.

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

Does your company have in place an active end-of-life product/component reclamation program that has any of the following practices in place?

- ☐ Method for standardizing and identifying product parts and components to maximize useful life via disassembly and or reprocessing
- ☒ Labeling of resource content on manufactured items to enable recycling at end-of-life
- ☐ Widely available program to facilitate maintenance, servicing and reassembly of company's own products
- ☐ Take back of similar products from other manufacturers for disassembly/reprocessing/recovery
- ☐ Participation in a product reclamation program established by another party
- ☐ None of the above

Transportation, Distribution & Suppliers

Reducing Carbon Emissions from Transportation

 Points Earned: 1.44 of 1.44000

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

- ☒ Company policy and practice that requires inbound freight or shipping to be transported via lowest impact methods (such as avoiding shipment by air transport)
- ☒ Company policy and practice that requires outbound freight or shipping is transported via lowest impact methods
- ☐ None of the above

Ton Miles Reduction

 Points Earned: 0 of 1.44000

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

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

- ☐ 0%
- ☐ 1-9%
- ☐ 10%-20%
- ☐ 21-50%
- ☐ >50%
- ☒ Not tracked / Unknown

Sourcing % of COGS from Local Suppliers

 Points Earned: 0 of 1.44000

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

Sourcing % raw materials from Local Suppliers Points Earned: 0 of 1.44000

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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

Tracking Chemicals in the Supply Chain Points Earned: 0.960192 of 1.44000

Does your company do any of the following to track chemicals in the supply chain for the majority of materials?

Please check all that apply.

- ☐ Do not track chemicals in the supply chain
- ☒ Require suppliers to disclose specified chemicals of concern
- ☒ Ask suppliers if they know all the chemical ingredients intentionally added to their product and all residuals of high concentration present in the product (asking if they know only, not to provide the data to you)
- ☐ Require suppliers to provide chemical information to a third party
- ☐ Disclose all by-products, contaminants or trace materials to the public

Suppliers Tracking Energy Use Points Earned: 0.18 of 0.72000

What % of Significant Suppliers track and report the following:

Energy usage

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

Suppliers Tracking Water Use Points Earned: 0.18 of 0.72000

What % of Significant Suppliers track and report the following:

Water usage

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

Suppliers Tracking Air and Water Emissions Points Earned: 0.18 of 0.72000

48

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
-

Suppliers Tracking Waste and Recycling Points Earned: 0.18 of 0.72000

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
-

Suppliers Tracking Hazardous Waste Points Earned: 0 of 0.72000

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
-

Suppliers Tracking Greenhouse Gases Points Earned: 0.18 of 0.72000

What % of Significant Suppliers track and report the following:
GHG Emissions

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

Suppliers Using Renewable Energy Points Earned: 0.36 of 1.44000

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
-

Suppliers Reducing Greenhouse Gases Points Earned: 0.36 of 1.44000

49

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

Suppliers Reducing Waste Points Earned: 0.36 of 1.44000

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

Suppliers Reducing Water Use Points Earned: 0.36 of 1.44000

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

Suppliers Responsibly Disposing Hazardous Waste Points Earned: 0.18 of 0.72000

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

Environmental Models Introduction

Environmental Business Model Points Earned: 0 of 0.00000

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

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ 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

Environmental Product Benefits Points Earned: 0 of 0.00000

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

Please select ONE option per product line. You may select an additional option if your product line has two separate environmental attribute. The answer to this question affects questions you'll encounter further on in your assessment.

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

Environmental Product/Service Certifications Points Earned: of 0.00000

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

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

FSC and Organic

Land/wildlife Conservation**Land/wildlife Conservation Overview** Points Earned: of 0.00000

Tell us more about how your product or service conserves natural resources

Through purchase of FSC and RTSPO/GreenPalm input materials (Palm offsets as well as purchasing RTSPO palm itself). We cannot capture here as we have been instructed to calculate as expenses, but this question calculates as revenues.

Land/wildlife Conservation Description Points Earned: 0 of 0.00000

Which of the following product or service descriptions apply?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ Product/ service requires specific practices to ensure the humane treatment of animals used as inputs in the product's creation (i.e. humane certified eggs)
- ☒ Product/service requires specific practices to ensure the sustainable harvesting or use of natural products and materials (FSC certified paper; MSC seafood; shade-grown coffee)
- ☐ Product/ service directly prevents environment/ecosystem degradation (i.e. protected parks; wildlife management service)
- ☐ Product/service improves natural environments previously damaged by degradation (i.e. reforestation; endangered species repopulation)
- ☐ These descriptions do not apply to our company's product/service (Skip the remainder of this section)

Revenue from Land/wildlife Conservation Points Earned: 0 of 0.00000

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

The answer to this question affects questions you'll encounter further on in your assessment.

2%

The values included here in each assessment were calculated based on the percentage of input material costs that came from certified sources and eligible suppliers. This is in lieu of using revenue which would require a product-level certification

Tons of Carbon Offset Points Earned: of 0.00000

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

Metric tons of GHG/CO2 equivalent

Hectares Protected Points Earned: of 0.00000

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

Number of hectares protected

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

Number of wildlife species protected/saved

Waste Diverted Points Earned: of 0.00000

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

Metric tons of waste saved from landfill or incineration

Water Saved Points Earned: of 0.00000

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

Liters of water saved/off-set

Verification of Land/wildlife Conservation Points Earned: 0 of 1.11111

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

Please select all that apply.

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

Efficacy of Land/wildlife Conservation Points Earned: 0 of 1.11111

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

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

Negative outcomes measured Points Earned: 0 of 1.11111

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

- ☐ Yes
- ☒ No

Innovative Land/wildlife Conservation Points Earned: of 0.00000

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

NA

Toxin Reduction / Remediation

Toxin / Pollution Reduction Overview Points Earned: of 0.00000

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

We purchase organic raw materials.

Which of the following product or service descriptions apply?

The answer to this question affects questions you'll encounter further on in your assessment.

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

% Toxin Reduction Points Earned: of 0.00000

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

Revenue from Toxin Reduction / Remediation Points Earned: 0 of 0.00000

The values included here in each assessment were calculated based on the percentage of input material costs that came from certified sources and eligible suppliers. This is in lieu of using revenue which would require a product-level certification

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

The answer to this question affects questions you'll encounter further on in your assessment.

6%

Tons of Carbon Offset Points Earned: of 0.00000

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

Metric tons of GHG/CO2 equivalent

kWh Saved Points Earned: of 0.00000

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

kWh saved/off-set

Waste Diverted Points Earned: of 0.00000

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

Metric tons of waste saved from landfill or incineration

Water Saved Points Earned: of 0.00000

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

Liters of water saved/off-set

Verification of Toxin Reduction Points Earned: 1.11111 of 1.11111

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

Select all that apply.

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

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

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

Negative Impact Management Points Earned: 0 of 1.11111

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

- ☐ Yes
☒ No
-

Innovative Toxin Reduction / Remediation Points Earned: of 0.00000

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

N/A

The Body Shop - Australia

Wholesale/Retail

250-999 Employees

OVERALL SCORE			
82.8			
OPERATIONS SCORE	IMPACT BUSINESS MODEL SCORE		N/A SCORE
64.7	16.8		1.2
 Governance			16.4
 Workers			22.4
 Community			27.5
 Environment			16.3
 Disclosure Questionnaire			NA
VERSION	COMPLETION	YEAR	STATUS
5	100%	2018	Rated
MARKET	SECTOR	SIZE	INDUSTRY
Developed - Global	Wholesale/Retail	250-999	Personal care products

Governance

Mission & Engagement

Level of Impact Focus Points Earned: 0 of 0.00000

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.

Mission Statement Characteristics Points Earned: 0.15 of 0.20000

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 beneficiary group in need (e.g. low income customers, smallholder farmers)

Mission Statement Points Earned: of 0.00000

Please type or paste your mission statement here.

The Body Shop exists to fight for a fairer and more beautiful world

Social and Environmental Performance Training Points Earned: 0.3996 of 0.40000

Which type of employee training does your company provide regarding its social and environmental mission?

Please check all that apply.

- ☐ No social or environmental mission
- ☐ No training on the company's social and environmental mission
- ☐ Only informal inclusion in orientation, training and/or instruction
- ☒ Specific, formal training integrated into new employee and new manager training
- ☐ Specific, formal training integrated into ongoing employee and manager training
- ☒ Workers articulate goals and achievements on 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

Board Review of Social or Environmental Performance Points Earned: 0.4 of 0.40000

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

What proportion of full-time managers have social or environmental mission-related responsibilities or expectations outlined in their job description?

- ☐ 0%
- ☐ 1-49%
- ☐ 50-99%
- ☒ 100%

Social and Environmental Management Reviews Points Earned: 0.4 of 0.40000

What portion of management had a formal written performance evaluation/review in the last year that included social and/or environmental goals?

- ☐ 0
- ☐ 1-49%
- ☐ 50-99%
- ☒ 100%

Social or Environmental Performance Related Executive Job Descriptions Points Earned: 0.4 of 0.40000

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

Stakeholder Engagement Points Earned: 0.26672 of 0.40000

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?

Please check all that apply.

- ☐ No formal stakeholder engagement
- ☒ Meetings or other engagement mechanisms with local community members
- ☐ 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)

Social/Environmental Key Performance Indicators Points Earned: 0.4 of 0.40000

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 (examples: 3rd-party impact assessments, progress out of poverty indexing, beneficiary outcome surveys, etc.)

Corporate Accountability

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

The answer to this question affects questions you'll encounter further on in your assessment.

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

Governing Body Characteristics Points Earned: 1 of 1.00000

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

Please check all that apply.

- ☒ Meets at least quarterly
- ☒ Includes at least 1 independent member
- ☒ Includes at least 50% independent members
- ☒ Oversees executive compensation
- ☒ Reports members names and relation to company transparently to public
- ☒ Has an Audit Committee with at least 1 independent member
- ☒ Has a Compensation Committee with at least 1 independent member
- ☐ Company is a cooperative and elects Board from membership
- ☐ None of the above
- ☐ N/A - Company has no Board of Directors or equivalent

Governing Body Stakeholder Representation Points Earned: 0 of 0.25000

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

Select all that apply.

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

Ethics

Financial Controls Points Earned: 0.27273 of 0.27273

Does the company maintain any of the following financial controls?

Please check all that apply.

Sensitive

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

- ☒ Written employee whistle-blowing policy provides legal protection to workers, with strict confidentiality easily accessible ; circulated to all employees
- ☒ Helpline or anonymous mechanism to report grievances/concerns
- ☐ Individual or department oversight with direct access to Board of Directors
- ☒ Other (please describe)

TBS Ethics Committee (comprised solely of people representing TBS including an Employee Representative may report misconduct to Natura Head of Compliance who in turn has direct access to an appointed independent member of the Natura BoD.

☐ None of the above

Instruction on Code of Ethics Points Earned: 0.27273 of 0.27273

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)

Code of Ethics Points Earned: 0.27273 of 0.27273

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 Code of Ethics

Breached Code of Ethics Breachment Policy Points Earned: 0.27273 of 0.27273

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

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.

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

Transparency

Audited Financials Points Earned: 1 of 1.00000

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

- ☒ Yes
- ☐ No

Financial Transparency with Employees Points Earned: 0.6 of 1.00000

Does the company have a formal process to share financial information with its full-time employees?

Exclude compensation data. Please check all that apply.

- ☐ 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

Ownership Transparency with Employees Points Earned: 1 of 1.00000

Do all full-time employees have access to written information that identifies all material owners and investors of the company?

- ☒ Yes
- ☐ No

Impact Reporting Points Earned: 0.75 of 1.00000

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

Governance Metrics

Last Fiscal Year Points Earned: of 0.00000

On what date did your last fiscal year end?

2017-12-31

Reporting currency

*Australian Dollar - AUD***Revenue Last Year** Points Earned: 0 of 0.00000Total 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. The answer to this question affects questions you'll encounter further on in your assessment.

Sensitive

Revenue Year Before Last Points Earned: 0 of 0.00000Total Earned Revenue
From the fiscal year before last

Sensitive

Earnings Before Interest & Taxes Last Year Points Earned: 0 of 0.00000EBIT (Earnings Before Interest & Taxes)
From the last fiscal year

Sensitive

Earnings Before Interest & Taxes Year Before Last Points Earned: 0 of 0.00000EBIT (Earnings Before Interest & Taxes)
From the fiscal year before last

Sensitive

Net Income Last Year Points Earned: 0 of 0.00000Net Income
From the last fiscal year

Sensitive

Net Income Year Before Last Points Earned: 0 of 0.00000Net Income
From the fiscal year before last

Sensitive

Mission Locked

Mission Lock Points Earned: 7.5 of 10.00000

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

Workers

Worker Metrics

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. The answer to this question affects questions you'll encounter further on in your assessment.



Fixed Salary



Daily/Hourly Wage

of Full Time Workers Points Earned: 0 of 0.00000

Number of Total Full-Time Workers

Current Total Full-Time Workers

The answer to this question affects questions you'll encounter further on in your assessment.

250

of Full Time Workers Last Year Points Earned: 0 of 0.00000

Number of Total Full-Time Workers

Total Full-Time Workers 12 months ago

The answer to this question affects questions you'll encounter further on in your assessment.

243

of Part Time Workers Points Earned: 0 of 0.00000

Number of Total Part-Time Workers

Current Total Part-Time Workers

The answer to this question affects questions you'll encounter further on in your assessment.

585

of Part Time Workers Last Year Points Earned: 0 of 0.00000

Number of Total Part-Time Workers

Total Part-Time Workers 12 months ago

The answer to this question affects questions you'll encounter further on in your assessment.

552

of Temporary Workers Points Earned: 0 of 0.00000

Number of Total Temporary Workers

Current Total Temporary Workers

The answer to this question affects questions you'll encounter further on in your assessment.

9

of Temporary Workers Last Year Points Earned: 0 of 0.00000

Number of Total Temporary Workers

Total Temporary Workers 12 months ago

The answer to this question affects questions you'll encounter further on in your assessment.

0

Compensation & Wages

Total Wages Points Earned: 0 of 0.00000

Total Wages (including bonuses)

Sensitive

Lowest Paid Wage Points Earned: 0 of 0.00000

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

Please exclude students and interns in this calculation.

Sensitive

What % above living wage did your lowest-paid worker (excluding interns) receive during the last fiscal year?

- ☐ 0% or below
- ☐ 1-14%
- ☐ 15-24%
- ☐ 25%+
- ☒ N/A - No living wage data available for country of operations

High to Low Pay Ratio Points Earned: 0.3863625 of 1.54545

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

Market Compensation Comparison Points Earned: 1.019997 of 1.54545

Based on a company referenced compensation study in the last two years, how does your company's compensation structure (excluding executive management) compare with the market?

- ☐ Don't Know: Have not referenced a compensation survey
- ☐ 1st quartile (0-24th percentile)
- ☐ 2nd quartile (25-49th percentile)
- ☒ 3rd quartile (50-74th percentile)
- ☐ 4th quartile (75-100th percentile)

Bonus Plan Characteristics Points Earned: 0.77273 of 0.77273

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

- ☐ Bonuses are given but there is no formal 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

Employees Receiving a Bonus Points Earned: 0 of 1.54545

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%
- ☐ N/A

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

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

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

Compensation & Wages (Salaried)

Non-executive Wage Increases

 Points Earned: 0.63327 of 1.90000

Subtracting for inflation increase, what was the average % increase in wage/salary paid to non-executive workers in the last fiscal year?

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

- ☐ 0-2%
- ☒ 3-5%
- ☐ 6-15%
- ☐ >15%
- ☐ N/A - No workers last year

Bonus Plan Characteristics

 Points Earned: 0.63327 of 1.90000

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.

- ☐ No bonus payout, or no bonus plan
- ☐ <1%
- ☒ 1-5%
- ☐ 6-15%
- ☐ >15%

Benefits

Government Provision Of Healthcare

 Points Earned: 0 of 0.00000

Which of the following best describes the provision of healthcare 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

Healthcare Coverage

 Points Earned: 3.23636 of 3.23636

What % of employees are eligible for health care benefits either through company or government plan?

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

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

Paid Secondary Caregiver Leave Points Earned: 0.539339394 of 1.61818

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

Healthcare Eligibility for Part Time Workers Points Earned: 0.80909 of 0.80909

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

Retirement Programs Points Earned: 1.213635 of 1.61818

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

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

Worker Benefits (Salaried)

Number of Paid Days Off Points Earned: 1.7 of 1.70000

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

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

Training & Education

Intern Hiring Practices Points Earned: 0.22 of 0.22000

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

Internal Promotions Points Earned: 0.165 of 0.22000

What % of positions above entry level have been filled with internal candidates in the last 12 months?

Exclude material owners in your calculation.

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

Internal Promotions Points Earned: 0.0726 of 0.22000

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

Exclude material owners in your calculation.

- ☐ 0%
- ☒ 1-5%
- ☐ 6-15%
- ☐ >15%

Paid Professional Development Days Points Earned: 0.073326 of 0.22000

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

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

Do new and existing managers get regular training and coaching on the following?

Check all that apply.

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

Training & Education (Salaried)

Skills-Based Training Participation Points Earned: 0.1625 of 0.16250

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

Cross-Job Skills Training Participation Points Earned: 0.040625 of 0.16250

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

Life Skill Training Participation Points Earned: 0.040625 of 0.16250

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

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

Include only those that are paid for in advance, reimbursed or subsidized by the company.

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

Subsidized Educational Opportunities Points Earned: 0.1083225 of 0.32500

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

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

- ☐ 0
- ☒ 1-5%
- ☐ 6-15%
- ☐ >15%

Outplacement Services Points Earned: 0.1625 of 0.16250

For what % of terminated full-time employees are formal outplacement services provided?

Exclude employees terminated with cause.

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

Worker Ownership

% Participation in Employee Ownership Points Earned: 0 of 1.75000

What % 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

What % of the company is owned or formally reserved as part of a written plan for full-time workers and management (including founders/executives)?

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
 - ☐ Don't Know
-

% of Company Owned by Non-Executive Employees Points Earned: 0 of 3.50000

What % of the company is owned by full-time workers who are non-executive employees and non-founders?

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

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

Management & Worker Communication

Employee Review Process Points Earned: 0.7 of 0.70000

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
 - ☐ Follows a 360-degree feedback process
 - ☐ None of the above
-

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

Check all that apply.

- ☐ 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

Employee Satisfaction Points Earned: 0.525 of 0.70000

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%

Employee Metric Transparency Points Earned: 0.175 of 0.17500

Which of the following employee metrics are regularly collected, monitored and made transparent to all employees?

- ☒ Retention and turnover metrics
- ☐ Diversity metrics
- ☐ None

Termination Policy Points Earned: 0.35 of 0.35000

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

Exclude situations requiring immediate dismissal / with cause.

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

Management & Worker Communication (Salaried)

Average Tenure Points Earned: 0.20001 of 0.30000

What is the average tenure of your current workforce?

- ☐ <12 months
- ☐ 1-3 years
- ☒ 3-5 years
- ☐ >5 years

Job Flexibility/Corporate Culture

Do company policies support any of the following health and wellness initiatives above insurer-provided programs?

Check all that apply.

- ☐ Company does not offer any formal health and wellness initiatives
- ☒ Company sponsors and encourages workers to participate in health and wellness activities during the workweek (i.e. walking or steps programs)
- ☒ Company offers incentives for workers to complete health risk assessments or participate in health and wellness activities (e.g., a fund for exercise equipment, subsidized gym membership, etc.)
- ☒ Over 25% of workers have completed a health risk assessment in the last 12 months
- ☒ Employees have access to behavioral health counseling services, web resources or Employee Assistance Programs
- ☒ Spouses, partners, or children of employees provided access to behavioral health counseling services, web resources or Employee Assistance Programs
- ☒ Company has policies and programs in place to prevent ergonomic-related injuries in the workspace
- ☐ Management receives reports on aggregate participation in worker wellness programs
- ☐ Other (please describe)

Job Flexibility/Corporate Culture (Salaried)

Worker Flexibility Options Points Earned: 0.44444 of 0.44444

Does the company offer any of the following job flexibility options, whenever feasible, in writing and in practice for the majority of workers?

Please check all that apply.

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

Workplace Flexibility in Practice Points Earned: 0.44444 of 0.44444

Which of the following flexible workplace practices occurred in the past 12 months?

Please check all that apply.

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

Which of the following supplementary benefits are offered to employees?

Please check all that apply.

- ☐ Onsite childcare
- ☐ Offsite subsidized child care
- ☒ Counseling services
- ☐ Free or subsidized meal
- ☐ Policy to support breastfeeding mothers
- ☒ Other (please describe)

☐ None

Career Development Policies Points Earned: 0.22222 of 0.22222

Which of the following are true of career development and promotion policies and practices?

- ☒ Employees who seek to take a short-term leave/sabbatical will have his/her job guaranteed upon return
- ☒ Efforts will be made to find a place for employees who seek to take a long-term leave/sabbatical upon return
- ☒ Employees are able to make lateral moves or change career direction or pace when possible
- ☐ None of the above

Occupational Health & Safety

Management Commitment to Health and Safety Points Earned: 0.4 of 0.40000

Does the company have any of the following practices with regards to management's commitment to worker health and safety?

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

Health and Safety Audit Practices Points Earned: 0.4 of 0.40000

Which of the following is included in your company's practices related to inspections/audits:

- ☒ Written procedure for performing safety and health inspections
- ☒ Routine safety and health inspections at least quarterly
- ☒ Information discovered through analyses is used to improve safety processes (e.g. baseline hazards analysis, accident/incident analysis, employee concerns, sampling results from inspections)
- ☒ Results of the routine inspections are documented
- ☒ Inspection reports clearly indicate what needs to be corrected with documented accountability for closure
- ☐ N/A - No manufacturing or wholesale facilities
- ☐ None of the above

Which of the following is included in your company's measurement and evaluation practices in relation to occupational safety and health?

- ☐ A standardized third-party safety management system (i.e. ISO 18001, BS 8800)
- ☒ A safety position, safety committee or safety program representative reporting to senior-level position (Vice-President or higher)
- ☒ A documented standard procedure for investigating accidents and major incidents
- ☒ Investigation and documentation of the root causes of accidents and incidents
- ☒ Implementation of corrective actions after root causes of an accident or incident are determined
- ☐ Injury or illness trends and trend data are transparent to all workers
- ☒ An annual evaluation of the safety and health system including senior management in the evaluation
- ☐ Has an employee safety recognition program
- ☐ Engages with employees on regular Safety Perception Surveys
- ☐ None of the above

Worker Business Models Introduction

Workers Impact Business Model Introduction Points Earned: 0 of 0.00000

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

The answer to this question affects questions you'll encounter further on in your assessment.

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

Community

Job Creation

New Jobs Added Last Year Points Earned: 0 of 0.00000

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 12 months:

40

New Jobs Added Year Before Last Points Earned: 0 of 0.00000

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.

Prior 12 months:

4

Job Growth Rate Points Earned: 0.711038889 of 2.13333

By what % has your worker base grown over the last 12 months?

- ☐ 0% (Has not grown on a net basis)
- ☒ 1-5%
- ☐ 6-15%
- ☐ >15%

Departed Employees Points Earned: 0 of 0.00000

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.

Sensitive

What was the attrition rate at the company for full-time and tenured part-time workers for the last 12 months?

Exclude workers terminated with cause.

Sensitive

Workers from Low-Income Areas Points Earned: 0 of 1.06667

What % of workers (including full-time and part-time and temporary workers) are verified/self-identified to be a part of the following groups?

Individuals residing in a low income area

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

Workers from Underemployed Groups Points Earned: 0 of 1.06667

What % of workers (including full-time and part-time and temporary workers) are verified/self-identified to be a part of the following groups?

Other chronically underemployed populations (e.g. individuals who are formerly incarcerated or homeless)

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

Facilities in Low-Income Communities Points Earned: 0 of 1.06667

What % of your workers are employed in company facilities located in low-income communities?

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

Suppliers in Low-Income Communities Points Earned: 0 of 0.53333

What % of your Significant Suppliers are located in low-income communities or create employment opportunities for other chronically underemployed populations?

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

Diversity & Inclusion

Female Employees Points Earned: 0 of 0.00000

74

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

Enter 0 if None.

789

Nonprofit Ownership Points Earned: 0 of 0.84211

What % of the company is owned by the following groups?

Nonprofit organization(s)

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

Ownership Diversity Points Earned: 0.280759474 of 0.84211

What % of the company is owned by the following groups?

Women and/or individuals from underrepresented populations, including low-income communities

- ☐ 0%
- ☐ 1-4%
- ☒ 5-14%
- ☐ 15-24%
- ☐ 25%+
- ☐ Don't know

Non-accredited Investor Ownership Points Earned: 0 of 0.84211

What % of the company is owned by the following groups?

Individuals that qualify as non-accredited investors

- ☒ 0%
- ☐ 1-4%
- ☐ 5-14%
- ☐ 15-24%
- ☐ 25%+
- ☐ Don't know

Female Ownership Points Earned: 0 of 0.00000

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

Women

7

Low-income Ownership Points Earned: of 0.00000

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

Low income communities

Ownership from Underrepresented Groups Points Earned: of 0.00000

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

Other underrepresented populations (e.g. minorities, LGBT community, individuals with disabilities, etc.)

What % of the members of your Board of Directors (or equivalent) are women or individuals from other underrepresented populations?

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

Female Directors Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?

Women

33

Directors from Low-income Communities Points Earned: of 0.00000

Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?

Low income communities

Minority Directors Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?

Minority/previously excluded populations

0

Directors from Underrepresented Populations Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?

Other underrepresented populations (e.g. minorities, LGBT community, individuals with disabilities, etc.)

0

Management from Underemployed Groups Points Earned: 0.84211 of 0.84211

What % of management are women and/or individuals from underrepresented populations, including low-income communities?

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

Female Management (metric) Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of management is from the following groups?

Women

92

Managers from Low-Income Areas Points Earned: of 0.00000

Optional unweighted metrics: Approximately what % of management is from the following groups?

Low income communities

Managers from Underrepresented Groups Points Earned: of 0.00000

76

Optional unweighted metrics: Approximately what % of management is from the following groups?
Other underrepresented populations (eg - minorities, LGBT community, individuals with disabilities, etc.)

Ethnic Diversity Compared to Area Points Earned: 0 of 0.84211

Does the % of ethnic minorities employed at your company equal or exceed the % of ethnic minorities in your metro area?

Percentage should be based on census or other government demographic data.

- ☐ No
- ☐ Yes
- ☒ N/A- Ethnic data is not available or illegal to be tracked in your area

Managing Gender Pay Equity Managers Points Earned: 0.42105 of 0.42105

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

Managerial

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

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

Managing Gender Pay Equity for Non-Managers Points Earned: 0.42105 of 0.42105

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

Non-managerial

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

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

Supplier Ownership Diversity Points Earned: 0 of 0.84211

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

Supplier Diversity Policy Points Earned: 0.42105 of 0.42105

Does the company have a written policy giving preference to suppliers owned by women or individuals from underrepresented populations?

- ☒ Yes
- ☐ No
- ☐ N/A: Such policies are illegal in my country of operations

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

Civic Engagement & Giving

Corporate Citizenship Program Points Earned: 0.95238 of 0.95238

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

Volunteer Service Policies Points Earned: 0.95238 of 0.95238

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

% of Employees Volunteer Service Points Earned: 0.95238 of 0.95238

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

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

Tracking Volunteer Service Points Earned: 0.47619 of 0.47619

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

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.

3381

Volunteer Service Per Capita Points Earned: 0.634951746 of 0.95238

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

Total Amount of Charitable Donations Points Earned: 0 of 0.00000

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.

Sensitive

% of Revenue Donated Points Earned: 1.523808 of 3.80952

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

Charitable Organizations Supported Points Earned: of 0.00000

Which organizations does your company support?

GLOBAL: Cruelty Free International, World Land Trust, Woodland Trust LOCAL: Australian Childhood Foundation (in practice from 2018 - \$3 from sale of every AMH Lotion), Amnesty Australia (Xmas card sales), Asylum Seeker Resource Centre (\$20k Xmas donation), Get Paper Industries (separate donations from quarter box sales & moving sale proceeds) Water Aid Australia (quarter box proceeds), The Big Issue Australia (vendor support)

Community Service and Charitable Practices Points Earned: 0.714285 of 0.95238

Which of the following volunteer and charitable giving practices did your company employ in the last fiscal year?

Check all that apply.

- ☐ Company contributed the majority of its cash, service and in-kind donations to local markets it sourced from or operates in
- ☒ Company has public facing partnership with a service/charitable organizations
- ☐ Company provided facilities for community events or trainings
- ☒ Other innovative engagement practices (please describe)
- The Big Issue distribution to store locations and vendors come and collect*
- ☐ None of the above

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?

- ☒ 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

Local Involvement

Geographic Structure and Scope Points Earned: of 0.00000

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.

92 store locations in all States and Territories of Australia. Head Office for country is located in Victoria.

Local Purchasing and Hiring Policies Points Earned: 0.8 of 1.60000

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

- ☐ No written local purchasing or hiring policy 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
- ☐ Incentives for staff to live within 20 miles of local company facility
- ☐ Other (please describe)

Spending on Local Suppliers Points Earned: 0 of 1.60000

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

Local Ownership Points Earned: 0 of 1.60000

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

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%
- ☐ 1-19%
- ☐ 20-39%
- ☐ 40-59%
- ☐ 60-79%
- ☐ 80%+

Impactful Banking Services Points Earned: 0 of 1.60000

Is the majority of your company's banking services provided by an institution with any of the following characteristics?

- ☐ A certified CDFI or national equivalent social investment organization
- ☐ A Certified B Corporation
- ☐ A member of the Global Alliance for Banking on Values
- ☐ A cooperative bank or credit union
- ☐ A local bank committed to serving the community
- ☐ An independently owned bank
- ☒ None of the above

Suppliers, Distributors & Product

Significant Supplier Descriptions Points Earned: 0 of 0.00000

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

Social or Environmental Screening of Suppliers Points Earned: 0 of 0.00000

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. The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ Yes
- ☐ No

Supplier Screen Topics Points Earned: 0.73333 of 0.73333

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 beyond what is required by regulations (environmentally-friendly manufacturing process; excellent labor practices, etc.)

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 social and environmental standards best-in-class third-party certification for your industry (ISO, SA8000, etc.)
- ☐ Company visits a majority of Significant Suppliers on-site

Length of Supplier Relationships Points Earned: 0.244418889 of 0.73333

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

- ☐ Less than 24 months
- ☒ 24-60 months
- ☐ 61-96 months
- ☐ 96 months or more
- ☐ Don't know

Supplier Code of Conduct Points Earned: 0.73333 of 0.73333

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

This may include policies on Fair Trade. The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ Yes
- ☐ No

Supplier Code of Conduct Topics Points Earned: 0.73333 of 0.73333

Does the company's Supplier Code of Conduct policy specifically hold the company's suppliers accountable to the following areas of social and environmental performance?

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

Supplier Code of Conduct Remediation Points Earned: 0.73333 of 0.73333

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?

- ☐ 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 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
- ☐ N/A - No Supplier Code of Conduct
- ☐ None of the above

Which suppliers are assessed for Supplier Code of Conduct compliance at least every other year?

Check all that apply.

- ☒ All primary suppliers of core products or principal raw materials
- ☒ All primary suppliers of non-core products
- ☒ All sub-contractors responsible for the majority of an order
- ☐ None
- ☐ N/A - No Supplier Code of Conduct

Disclosure of Suppliers Points Earned: 0.244492222 of 0.73333

What % of Significant Suppliers (on currency basis) are made transparent on the company's website?

- ☐ 0%
- ☒ 1-49%
- ☐ 50-79%
- ☐ 80%+
- ☐ Don't know

Supplier Quality Assurance Reviews Points Earned: 0 of 0.73333

What % of Significant Suppliers (on currency basis) are subjected to regular quality assurance reviews or audits?

- ☒ 0-49%
- ☐ 50-62%
- ☐ 63-75%
- ☐ >75%

Support for In Need Suppliers Points Earned: 0.73333 of 0.73333

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

Independent Contractor Practices Points Earned: 0.73333 of 0.73333

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

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

- ☐ 0
- ☐ 1-19%
- ☐ 20-39%
- ☐ 40-60%
- ☒ 60%+
- ☐ Don't know

Product Accreditations and Certifications Points Earned: 0.73333 of 0.73333

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

Quality Assurance Points Earned: 0.73333 of 0.73333

Do you use an established methodology to manage quality assurance issues?

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

- ☒ Yes
- ☐ No

Community Business Models Introduction

Community Oriented Business Models Points Earned: 0 of 0.00000

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

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ 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)
- ☐ A community-focused business model that supports and builds the economic vitality of local communities
- ☐ None of the above

Supply Chain Poverty Alleviation

Supporting Underserved Suppliers Points Earned: 0 of 0.00000

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)

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

Types Of Underserved Suppliers Points Earned: 0 of 0.00000

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

Beneficial Trade Terms for Underserved Suppliers Points Earned: 0 of 0.00000

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

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ 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

% Purchases with Beneficial Trade Terms Points Earned: 0 of 0.00000

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

The answer to this question affects questions you'll encounter further on in your assessment.

14

Purchases from Suppliers with Beneficial Terms Points Earned: 0 of 0.00000

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

Sensitive

Tracking Supplier Premiums Points Earned: 0.57692 of 0.57692

Do you track the premium paid to suppliers?

- ☒ Yes
- ☐ No

Premium Paid to Suppliers Points Earned: 0 of 0.00000

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

Sensitive

Methodology to Determine Premium Paid Points Earned: of 0.00000

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

- We work with the farmers/collectors/coops to work out what true cost of production is. - Our price (fair price) = fair cost of production + discretionary income + income to meet needs. Issue in calculating the premium is that we run our own supply chain

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.

The CT programme was highly innovative when it was started by TBS in 1987. The model has been emulated within the cosmetic industry and beyond. AS one example, L'Oreal, after acquiring TBS in 2006, developed a 'Solidarity Sourcing' programme which has similar aims and some Community Trade suppliers became suppliers to other L'Oreal brands during (and after) this period.

Support for Small-Scale Suppliers Points Earned: 0 of 0.00000

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. The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ 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

% of Purchases from Supported Small-Scale Suppliers Points Earned: 0 of 0.00000

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

The answer to this question affects questions you'll encounter further on in your assessment.

8

Verification of Fair Wages and Working Conditions Points Earned: 0 of 0.00000

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?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ 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.

Purchasing From Underserved Suppliers Points Earned: 0 of 0.00000

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

The answer to this question affects questions you'll encounter further on in your assessment.

10

Wage and Working Conditions Screening Points Earned: 0.57692 of 0.57692

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

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)

The TBS CT programme is externally verified by Ecocert, an independent international audit co. ET programme reports and is evaluated annually by ETI. Some supp also verified against other sustainability standards inc FLO, organic, UEBT, FFL, RSPO

Tracking Impact on Workers Points Earned: 0.57692 of 0.57692

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

- ☒ Yes
- ☐ No

Tracking Impact Explanation Points Earned: of 0.00000

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

We record numbers of workers in each of our community trade supply chains on an annual basis. This data includes gender divide and categories of labour (farmer, mill operator, etc). As part of our work under our SuSo Charter we monitor and evaluate supplier engagement with its workforce through reviews of supplier's policies specifically those relating to worker engagement such as H&S policies, collective bargaining agreements, sexual harassment etc. Part of this assessment is also engaging directly with workers, spending time understanding directly from them how they interact with management and how the work impacts them. In many cases we often visit workers homes with them, meeting with their family members to build a wider and more open understanding of the impact of the work in a wider family context.

Innovative Supply Chain Poverty Alleviation Points Earned: of 0.00000

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.

The Body Shop pioneered fair trade in the cosmetics industry. Launching in 1987 as Trade Not Aid with Teddy Exports in India - a trading relationship that we still relish 32 years later. Today our mission in Community Trade remains the same - to use our trade as a lever to drive forward positive social change. From those early days our programme has expanded to include 31 suppliers of ingredients and handcrafts spanning 23 countries supporting improved livelihoods for over 16,000 people. The organisations we work with in turn use profits and Community Trade premiums to support many thousands more in their local communities through such initiatives as education, healthcare and equality. We are proud that Community Trade is our own bespoke programme that we manage ourselves whilst also being independently verified by Ecocert. During the period of ownership under L'Oreal Community Trade was instrumental in the development of the L'Oreal Solidarity Sourcing programme which was designed to improve access to employment for vulnerable people in L'Oreal supply chains.

Supply Chain Transparency Points Earned: 0.57692 of 0.57692

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

Environment

Land, Office, Plant

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

- ☐ <20%
- ☒ 20-49%
- ☐ 50-79%
- ☐ 80%+
- ☐ N/A - Company has virtual office

Previously Constructed Buildings Points Earned: 0.51613 of 0.51613

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

Select N/A if your company utilize virtual office.

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

Recycling Programs Points Earned: 0.51613 of 0.51613

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

See Explain This for definition.

- ☐ <20%
- ☐ 21-40%
- ☐ 41-60%
- ☐ 61-80%
- ☒ >80%

Environmental Management Systems Points Earned: 0.206452 of 1.03226

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

Please check all that apply.

- ☒ Policy statement documenting the organization's commitment to the environment
- ☐ Assessment undertaken of the environmental impact of the organization's business activities
- ☐ Stated objectives and targets for environmental aspects of the organization's operations
- ☐ Programming designed, with allocated resources, to achieve these targets
- ☐ Periodic compliance and auditing to evaluate programs conducted
- ☐ None of the above

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

Please only select answer options being applied to at least 20% of the company's products and services (by revenue).

- ☒ 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)
- ☐ None of the above

Chemical Reduction Methods Points Earned: 0.1290325 of 0.51613

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

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

Chemical Management Points Earned: 0.51613 of 0.51613

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

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

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

- ☒ Building and construction
- ☐ Carpets
- ☐ Cleaning
- ☐ Electronics
- ☐ Fleets
- ☐ Food or food services
- ☐ Landscaping
- ☐ Meetings and conferences
- ☐ Office supplies
- ☐ Paper
- ☒ Product input materials
- ☒ Other (please describe)

The TBS List of Restricted and Prohibited Ingredients includes a number of environmentally-based restrictions, including prohibition of plastic microbeads, animal tested and animal derived products, GMO products etc

- ☐ N/A - No environmentally preferable purchasing policy

Reducing Impact of Travel/Commuting Points Earned: 0.258065 of 0.51613

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

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

Indoor Air Quality Monitoring Points Earned: 0.25806 of 0.25806

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

Select N/A if you have no facilities.

- ☒ Yes
- ☐ No
- ☐ NA

Indoor Air Quality Audits Points Earned: 0 of 0.51613

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

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

Select N/A if you do not lease your building.

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

Context-Based Water Management Points Earned: 0 of 0.51613

Does your company measure and manage its water in a context-based manner?

Context based management requires measurement against allocations of available renewable supplies in the watersheds in which it does business.

- ☐ Yes
- ☒ No
- ☐ Don't Know

Context-Based GHG Management Points Earned: 0 of 0.51613

Does your company measure and manage its GHG emissions in a context-based manner?

Context based management requires measurement against reduction targets specified in a science-based GHG stabilization scenario.

- ☐ Yes
- ☒ No
- ☐ Don't Know

Context-Based Waste Management Points Earned: 0 of 0.51613

Does your company measure and manage its solid wastes in a context-based manner?

Context based waste management includes measurements against levels tied to a zero waste plan.

- ☐ Yes
- ☒ No
- ☐ Don't Know

Inputs

Monitoring Energy Usage Points Earned: 0 of 1.16667

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

- ☒ We do not currently monitor and record our usage
- ☐ We monitor and record usage (no reduction targets)
- ☐ We monitor and report 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

Monitoring and Managing Water Use Points Earned: 0 of 1.16667

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 report 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

Total Energy Use Points Earned: of 0.00000

91

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

Total Renewable Energy Use Points Earned: 0 of 0.00000

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

0

Total Water Use Points Earned: of 0.00000

Total water use (liters) during the last 12 months

Energy Use Reductions Points Earned: 0 of 2.33333

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

Low Impact Renewable Energy Use Points Earned: 0 of 2.33333

What % of energy use is produced from low-impact 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

Increasing Renewable Energy Points Earned: 0 of 1.16667

Has the company increased its % use of low impact renewable energy annually at its corporate facilities?

- ☐ Yes
- ☒ No
- ☐ Already Maximized (100% low impact renewable)

Facility Energy Efficiency Points Earned: 0 of 1.16667

For which of the following systems have you used energy conservation/efficiency measures for each of your corporate facilities/locations (by majority of square feet) in the past year?

- ☐ Equipment: Energy Star Appliances / Automatic Sleep Modes / After-Hour Timers / etc.
- ☐ Lighting: Natural Light / CF Bulbs / Occupancy Sensors / Daylight Dimmers / Task Lighting / etc.
- ☐ HVAC: Programmable Thermostat / Timers / Occupancy Sensors / Shade Sun-Exposed Walls / Double-Paned Windows / etc
- ☐ Other (please specify)
- ☒ None of the above

Which of the following water conservation methods have been implemented at the majority of your corporate offices:

- ☐ Low-flow faucets/taps, toilets/urinals, showerheads
- ☐ Grey-water usage for irrigation
- ☐ Low-volume irrigation
- ☐ Harvest rainwater
- ☐ Other (please describe)
- ☒ None
- ☐ N/A: My company has a virtual office

Life Cycle Assessments Points Earned: 0.233334 of 1.16667

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?

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

Cradle to Cradle Certification Points Earned: 0 of 1.16667

What % of your revenues are from the sale of products that have been awarded Cradle To Cradle certification?

- ☒ 0%
- ☐ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75-99%
- ☐ 100%
- ☐ N/A: My revenues are generated from a service and an LCA cannot be conducted.

% of Environmentally Preferred Input Materials Points Earned: 0.233334 of 1.16667

What is the % of recycled, renewable, or other environmentally preferred materials in your product?

Include packaging in calculation.

- ☐ 0%
- ☒ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75-99%
- ☐ 100%
- ☐ N/A - Company does not sell a physical product

Outputs

Please select the option that best describes how you monitor and record the following emissions:
Scopes 1 and 2 greenhouse gas (GHG) emissions

- ☒ Company does not currently monitor and record emissions
- ☐ Company monitors and records emissions (no reduction targets)
- ☐ Company monitors emissions and has specific reduction targets
- ☐ Company monitors emissions and has met specific reduction targets during the reporting period
- ☐ Eliminated emissions of this by-product entirely
- ☐ N/A

Total Waste Disposed Points Earned: 0 of 0.00000

Waste Disposed (metric tonnes) during the last 12 months

45.482

Total Waste Recycled Points Earned: of 0.00000

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

Total Scope 1 GHGs Points Earned: of 0.00000

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:
Scope 1:

Total Scope 2 GHGs Points Earned: of 0.00000

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:
Scope 2:

Total Scope 3 GHGs Points Earned: of 0.00000

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:
Scope 3:

Greenhouse Gas Reduction Strategies Points Earned: 0 of 0.58824

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

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

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

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

Greenhouse Gas Emissions Reduced Points Earned: 0 of 1.17647

What % of Scopes 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

% GHG Emissions Offset Points Earned: 0 of 0.29412

If your company purchased certified carbon credits in the reporting period, what % of GHG emissions were off-set?

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

Waste Reduction Programs Points Earned: 0.58824 of 0.58824

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

Hazardous Waste Disposal Points Earned: 0.58824 of 0.58824

Is hazardous waste always disposed of responsibly, in a way that the company can verify?

This includes batteries, paint, electronic equipment, etc.

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

Does your company have in place an active end-of-life product/component reclamation program that has any of the following practices in place?

- ☐ Method for standardizing and identifying product parts and components to maximize useful life via disassembly and or reprocessing
- ☒ Labeling of resource content on manufactured items to enable recycling at end-of-life
- ☐ Widely available program to facilitate maintenance, servicing and reassembly of company's own products
- ☒ Take back of similar products from other manufacturers for disassembly/reprocessing/recovery
- ☒ Participation in a product reclamation program established by another party
- ☐ None of the above

Transportation, Distribution & Suppliers

Reducing Carbon Emissions from Transportation

 Points Earned: 1.44 of 1.44000

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

- ☒ Company policy and practice that requires inbound freight or shipping to be transported via lowest impact methods (such as avoiding shipment by air transport)
- ☒ Company policy and practice that requires outbound freight or shipping is transported via lowest impact methods
- ☐ None of the above

Ton Miles Reduction

 Points Earned: 0 of 1.44000

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

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

- ☐ 0%
- ☐ 1-9%
- ☐ 10%-20%
- ☐ 21-50%
- ☐ >50%
- ☒ Not tracked / Unknown

Sourcing % of COGS from Local Suppliers

 Points Earned: 0 of 1.44000

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

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

Tracking Chemicals in the Supply Chain Points Earned: 1.44 of 1.44000

Does your company do any of the following to track chemicals in the supply chain for the majority of materials?

Please check all that apply.

- ☐ Do not track chemicals in the supply chain
- ☒ Require suppliers to disclose specified chemicals of concern
- ☒ Ask suppliers if they know all the chemical ingredients intentionally added to their product and all residuals of high concentration present in the product (asking if they know only, not to provide the data to you)
- ☒ Require suppliers to provide chemical information to a third party
- ☐ Disclose all by-products, contaminants or trace materials to the public

Suppliers Tracking Energy Use Points Earned: 0.18 of 0.72000

What % of Significant Suppliers track and report the following:

Energy usage

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

Suppliers Tracking Water Use Points Earned: 0.36 of 0.72000

What % of Significant Suppliers track and report the following:

Water usage

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

Suppliers Tracking Air and Water Emissions Points Earned: 0.18 of 0.72000

97

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
-

Suppliers Tracking Waste and Recycling Points Earned: 0.36 of 0.72000

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
-

Suppliers Tracking Hazardous Waste Points Earned: 0.18 of 0.72000

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
-

Suppliers Tracking Greenhouse Gases Points Earned: 0.18 of 0.72000

What % of Significant Suppliers track and report the following:
GHG Emissions

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

Suppliers Using Renewable Energy Points Earned: 0.36 of 1.44000

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
-

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

Suppliers Reducing Waste Points Earned: 0.72 of 1.44000

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

Suppliers Reducing Water Use Points Earned: 0.36 of 1.44000

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

Suppliers Responsibly Disposing Hazardous Waste Points Earned: 0.36 of 0.72000

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

Environmental Models Introduction

Environmental Business Model Points Earned: 0 of 0.00000

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

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ 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

Environmental Product Benefits Points Earned: 0 of 0.00000

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

Please select ONE option per product line. You may select an additional option if your product line has two separate environmental attribute. The answer to this question affects questions you'll encounter further on in your assessment.

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

Environmental Product/Service Certifications Points Available: 0.00000

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

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

Land/wildlife Conservation**Land/wildlife Conservation Overview** Points Earned: of 0.00000

Tell us more about how your product or service conserves natural resources

Through purchase of FSC and RTSP0/GreenPalm input materials (Palm offsets as well as purchasing RTSP0 palm itself). We cannot capture here as we have been instructed to calculate as expenses, but this question calculates as revenues.

Land/wildlife Conservation Description Points Earned: 0 of 0.00000

Which of the following product or service descriptions apply?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ Product/ service requires specific practices to ensure the humane treatment of animals used as inputs in the product's creation (i.e. humane certified eggs)
- ☒ Product/service requires specific practices to ensure the sustainable harvesting or use of natural products and materials (FSC certified paper; MSC seafood; shade-grown coffee)
- ☐ Product/ service directly prevents environment/ecosystem degradation (i.e. protected parks; wildlife management service)
- ☐ Product/service improves natural environments previously damaged by degradation (i.e. reforestation; endangered species repopulation)
- ☐ These descriptions do not apply to our company's product/service (Skip the remainder of this section)

Revenue from Land/wildlife Conservation Points Earned: 0 of 0.00000

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

The answer to this question affects questions you'll encounter further on in your assessment.

2%

The values included here in each assessment were calculated based on the percentage of input material costs that came from certified sources and eligible suppliers. This is in lieu of using revenue which would require a product-level certification

Tons of Carbon Offset Points Earned: of 0.00000

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

Metric tons of GHG/CO2 equivalent

Hectares Protected Points Earned: of 0.00000

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

Number of hectares protected

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

Number of wildlife species protected/saved

Waste Diverted Points Earned: of 0.00000

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

Metric tons of waste saved from landfill or incineration

Water Saved Points Earned: of 0.00000

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

Liters of water saved/off-set

Verification of Land/wildlife Conservation Points Earned: 0 of 1.11111

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

Please select all that apply.

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

Efficacy of Land/wildlife Conservation Points Earned: 0 of 1.11111

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

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

Negative outcomes measured Points Earned: 0 of 1.11111

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

- ☐ Yes
- ☒ No

Innovative Land/wildlife Conservation Points Earned: of 0.00000

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

N/A

Toxin Reduction / Remediation**Toxin / Pollution Reduction Overview** Points Earned: of 0.00000

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

We purchase organic raw materials.

Which of the following product or service descriptions apply?

The answer to this question affects questions you'll encounter further on in your assessment.

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

% Toxin Reduction Points Earned: of 0.00000

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

Revenue from Toxin Reduction / Remediation Points Earned: 0 of 0.00000

The values included here in each assessment were calculated based on the percentage of input material costs that came from certified sources and eligible suppliers. This is in lieu of using revenue which would require a product-level certification

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

The answer to this question affects questions you'll encounter further on in your assessment.

6%

Tons of Carbon Offset Points Earned: of 0.00000

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

Metric tons of GHG/CO2 equivalent

kWh Saved Points Earned: of 0.00000

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

kWh saved/off-set

Waste Diverted Points Earned: of 0.00000

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

Metric tons of waste saved from landfill or incineration

Water Saved Points Earned: of 0.00000

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

Liters of water saved/off-set

Verification of Toxin Reduction Points Earned: 1.11111 of 1.11111

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

Select all that apply.

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

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

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

Negative Impact Management Points Earned: 0 of 1.11111

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

- ☐ Yes
☒ No
-

Innovative Toxin Reduction / Remediation Points Earned: of 0.00000

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

N/A

Customers

Customer Models Introduction

Customer Impact Business Model Introduction Points Earned: 0 of 0.00000

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

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ Yes
☒ No
-

The Body Shop - Austria-Germany

Wholesale/Retail

250-999 Employees

OVERALL SCORE			
77.5			
OPERATIONS SCORE	IMPACT BUSINESS MODEL SCORE	N/A SCORE	
59.5	16.8	1.1	
 Governance			16.4
 Workers			21.3
 Community			23.7
 Environment			15.9
 Disclosure Questionnaire			NA
VERSION	COMPLETION	YEAR	STATUS
5	100%	2018	Rated
MARKET	SECTOR	SIZE	INDUSTRY
Developed - Global	Wholesale/Retail	250-999	Personal care products

Governance

Mission & Engagement

Level of Impact Focus Points Earned: 0 of 0.00000

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.

Mission Statement Characteristics Points Earned: 0.2 of 0.20000

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 beneficiary group in need (e.g. low income customers, smallholder farmers)

Mission Statement Points Earned: of 0.00000

Please type or paste your mission statement here.

The Body Shop exists to fight for a fairer and more beautiful world

Social and Environmental Performance Training Points Earned: 0.4 of 0.40000

Which type of employee training does your company provide regarding its social and environmental mission?

Please check all that apply.

- ☐ No social or environmental mission
- ☐ No training on the company's social and environmental mission
- ☐ Only informal inclusion in orientation, training and/or instruction
- ☒ Specific, formal training integrated into new employee and new manager training
- ☒ Specific, formal training integrated into ongoing employee and manager training
- ☒ Workers articulate goals and achievements on 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

Board Review of Social or Environmental Performance Points Earned: 0.4 of 0.40000

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

What proportion of full-time managers have social or environmental mission-related responsibilities or expectations outlined in their job description?

- ☐ 0%
- ☐ 1-49%
- ☐ 50-99%
- ☒ 100%

Social and Environmental Management Reviews Points Earned: 0.2 of 0.40000

What portion of management had a formal written performance evaluation/review in the last year that included social and/or environmental goals?

- ☐ 0
- ☒ 1-49%
- ☐ 50-99%
- ☐ 100%

Social or Environmental Performance Related Executive Job Descriptions Points Earned: 0.4 of 0.40000

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

Stakeholder Engagement Points Earned: 0.26672 of 0.40000

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?

Please check all that apply.

- ☐ No formal stakeholder engagement
- ☒ Meetings or other engagement mechanisms with local community members
- ☐ 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)

Social/Environmental Key Performance Indicators Points Earned: 0.4 of 0.40000

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 (examples: 3rd-party impact assessments, progress out of poverty indexing, beneficiary outcome surveys, etc.)

Corporate Accountability

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

The answer to this question affects questions you'll encounter further on in your assessment.

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

Governing Body Characteristics Points Earned: 1 of 1.00000

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

Please check all that apply.

- ☒ Meets at least quarterly
- ☒ Includes at least 1 independent member
- ☒ Includes at least 50% independent members
- ☒ Oversees executive compensation
- ☒ Reports members names and relation to company transparently to public
- ☒ Has an Audit Committee with at least 1 independent member
- ☒ Has a Compensation Committee with at least 1 independent member
- ☐ Company is a cooperative and elects Board from membership
- ☐ None of the above
- ☐ N/A - Company has no Board of Directors or equivalent

Governing Body Stakeholder Representation Points Earned: 0 of 0.25000

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

Select all that apply.

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

Ethics

Financial Controls Points Earned: 0.27273 of 0.27273

Does the company maintain any of the following financial controls?

Please check all that apply.

Sensitive

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

- ☒ Written employee whistle-blowing policy provides legal protection to workers, with strict confidentiality easily accessible ; circulated to all employees
- ☒ Helpline or anonymous mechanism to report grievances/concerns
- ☐ Individual or department oversight with direct access to Board of Directors
- ☒ Other (please describe)

TBS Ethics Committee (comprised solely of people representing TBS including an Employee Representative may report misconduct to Natura Head of Compliance who in turn has direct access to an appointed independent member of the Natura BoD.

- ☐ None of the above

Instruction on Code of Ethics Points Earned: 0.27273 of 0.27273

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)

Code of Ethics Points Earned: 0.27273 of 0.27273

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 Code of Ethics

Breached Code of Ethics Breachment Policy Points Earned: 0.27273 of 0.27273

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

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.

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

Transparency

Audited Financials Points Earned: 1 of 1.00000

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

- ☒ Yes
- ☐ No

Financial Transparency with Employees Points Earned: 0.8 of 1.00000

Does the company have a formal process to share financial information with its full-time employees?

Exclude compensation data. Please check all that apply.

- ☐ 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

Ownership Transparency with Employees Points Earned: 1 of 1.00000

Do all full-time employees have access to written information that identifies all material owners and investors of the company?

- ☒ Yes
- ☐ No

Impact Reporting Points Earned: 0.75 of 1.00000

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

Governance Metrics

Last Fiscal Year Points Earned: of 0.00000

On what date did your last fiscal year end?

2017-12-31

Reporting currency

*Euro - EUR***Revenue Last Year** Points Earned: 0 of 0.00000Total 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. The answer to this question affects questions you'll encounter further on in your assessment.

Sensitive

Revenue Year Before Last Points Earned: 0 of 0.00000Total Earned Revenue
From the fiscal year before last

Sensitive

Earnings Before Interest & Taxes Last Year Points Earned: 0 of 0.00000EBIT (Earnings Before Interest & Taxes)
From the last fiscal year

Sensitive

Earnings Before Interest & Taxes Year Before Last Points Earned: 0 of 0.00000EBIT (Earnings Before Interest & Taxes)
From the fiscal year before last

Sensitive

Net Income Last Year Points Earned: 0 of 0.00000Net Income
From the last fiscal year

Sensitive

Net Income Year Before Last Points Earned: 0 of 0.00000Net Income
From the fiscal year before last

Sensitive

Mission Locked

Mission Lock Points Earned: 7.5 of 10.00000

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

Workers

Worker Metrics

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. The answer to this question affects questions you'll encounter further on in your assessment.



Fixed Salary



Daily/Hourly Wage

of Full Time Workers Points Earned: 0 of 0.00000

Number of Total Full-Time Workers

Current Total Full-Time Workers

The answer to this question affects questions you'll encounter further on in your assessment.

172

of Full Time Workers Last Year Points Earned: 0 of 0.00000

Number of Total Full-Time Workers

Total Full-Time Workers 12 months ago

The answer to this question affects questions you'll encounter further on in your assessment.

204

of Part Time Workers Points Earned: 0 of 0.00000

Number of Total Part-Time Workers

Current Total Part-Time Workers

The answer to this question affects questions you'll encounter further on in your assessment.

490

of Part Time Workers Last Year Points Earned: 0 of 0.00000

Number of Total Part-Time Workers

Total Part-Time Workers 12 months ago

The answer to this question affects questions you'll encounter further on in your assessment.

548

of Temporary Workers Points Earned: 0 of 0.00000

Number of Total Temporary Workers

Current Total Temporary Workers

The answer to this question affects questions you'll encounter further on in your assessment.

144

of Temporary Workers Last Year Points Earned: 0 of 0.00000

Number of Total Temporary Workers

Total Temporary Workers 12 months ago

The answer to this question affects questions you'll encounter further on in your assessment.

218

Compensation & Wages

Total Wages Points Earned: 0 of 0.00000

Total Wages (including bonuses)

Sensitive

Lowest Paid Wage Points Earned: 0 of 0.00000

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

Please exclude students and interns in this calculation.

Sensitive

What % above living wage did your lowest-paid worker (excluding interns) receive during the last fiscal year?

- ☐ 0% or below
- ☐ 1-14%
- ☐ 15-24%
- ☐ 25%+
- ☒ N/A - No living wage data available for country of operations

High to Low Pay Ratio Points Earned: 1.1590875 of 1.54545

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

Market Compensation Comparison Points Earned: 0 of 1.54545

Based on a company referenced compensation study in the last two years, how does your company's compensation structure (excluding executive management) compare with the market?

- ☒ Don't Know: Have not referenced a compensation survey
- ☐ 1st quartile (0-24th percentile)
- ☐ 2nd quartile (25-49th percentile)
- ☐ 3rd quartile (50-74th percentile)
- ☐ 4th quartile (75-100th percentile)

Bonus Plan Characteristics Points Earned: 0.77273 of 0.77273

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

- ☐ Bonuses are given but there is no formal 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

Employees Receiving a Bonus Points Earned: 1.1590875 of 1.54545

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%
- ☐ N/A

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

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

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

Compensation & Wages (Salaried)

Non-executive Wage Increases

 Points Earned: 0 of 1.90000

Subtracting for inflation increase, what was the average % increase in wage/salary paid to non-executive workers in the last fiscal year?

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

- ☒ 0-2%
- ☐ 3-5%
- ☐ 6-15%
- ☐ >15%
- ☐ N/A - No workers last year

Bonus Plan Characteristics

 Points Earned: 0.63327 of 1.90000

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.

- ☐ No bonus payout, or no bonus plan
- ☐ <1%
- ☒ 1-5%
- ☐ 6-15%
- ☐ >15%

Benefits

Government Provision Of Healthcare

 Points Earned: 0 of 0.00000

Which of the following best describes the provision of healthcare 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

Healthcare Coverage

 Points Earned: 3.23636 of 3.23636

What % of employees are eligible for health care benefits either through company or government plan?

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

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

Paid Secondary Caregiver Leave Points Earned: 1.078840606 of 1.61818

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

Healthcare Eligibility for Part Time Workers Points Earned: 0 of 0.80909

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

Retirement Programs Points Earned: 1.61818 of 1.61818

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

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

Worker Benefits (Salaried)

Number of Paid Days Off Points Earned: 1.7 of 1.70000

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

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

Training & Education

Intern Hiring Practices Points Earned: 0.22 of 0.22000

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

Internal Promotions Points Earned: 0.055 of 0.22000

What % of positions above entry level have been filled with internal candidates in the last 12 months?

Exclude material owners in your calculation.

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

Internal Promotions Points Earned: 0.0726 of 0.22000

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

Exclude material owners in your calculation.

- ☐ 0%
- ☒ 1-5%
- ☐ 6-15%
- ☐ >15%

Paid Professional Development Days Points Earned: 0.073326 of 0.22000

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

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

Do new and existing managers get regular training and coaching on the following?

Check all that apply.

- ☒ Providing ongoing praise and corrective feedback
- ☐ Conflict negotiation and resolution
- ☐ Group dynamics and optimal team functioning
- ☒ Performance evaluation systems
- ☒ Other (please describe)

each manager has individual development plan (incl training and coaching), onboarding programme, recruitment training,

- ☐ None of the above

Training & Education (Salaried)

Skills-Based Training Participation Points Earned: 0.1625 of 0.16250

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

Cross-Job Skills Training Participation Points Earned: 0.040625 of 0.16250

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

Life Skill Training Participation Points Earned: 0.040625 of 0.16250

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

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

Include only those that are paid for in advance, reimbursed or subsidized by the company.

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

Subsidized Educational Opportunities Points Earned: 0 of 0.32500

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

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

- ☒ 0
- ☐ 1-5%
- ☐ 6-15%
- ☐ >15%

Outplacement Services Points Earned: 0 of 0.16250

For what % of terminated full-time employees are formal outplacement services provided?

Exclude employees terminated with cause.

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

Worker Ownership

% Participation in Employee Ownership Points Earned: 0 of 1.75000

What % 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

What % of the company is owned or formally reserved as part of a written plan for full-time workers and management (including founders/executives)?

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
 - ☐ Don't Know
-

% of Company Owned by Non-Executive Employees Points Earned: 0 of 3.50000

What % of the company is owned by full-time workers who are non-executive employees and non-founders?

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

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

Management & Worker Communication

Employee Review Process Points Earned: 0.7 of 0.70000

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
 - ☐ Follows a 360-degree feedback process
 - ☐ None of the above
-

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

Check all that apply.

- ☐ 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

Employee Satisfaction Points Earned: 0.35 of 0.70000

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%

Employee Metric Transparency Points Earned: 0.175 of 0.17500

Which of the following employee metrics are regularly collected, monitored and made transparent to all employees?

- ☒ Retention and turnover metrics
- ☐ Diversity metrics
- ☐ None

Termination Policy Points Earned: 0.35 of 0.35000

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

Exclude situations requiring immediate dismissal / with cause.

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

Management & Worker Communication (Salaried)

Average Tenure Points Earned: 0.3 of 0.30000

What is the average tenure of your current workforce?

- ☐ <12 months
- ☐ 1-3 years
- ☐ 3-5 years
- ☒ >5 years

Job Flexibility/Corporate Culture

Do company policies support any of the following health and wellness initiatives above insurer-provided programs?

Check all that apply.

- ☐ Company does not offer any formal health and wellness initiatives
- ☒ Company sponsors and encourages workers to participate in health and wellness activities during the workweek (i.e. walking or steps programs)
- ☒ Company offers incentives for workers to complete health risk assessments or participate in health and wellness activities (e.g., a fund for exercise equipment, subsidized gym membership, etc.)
- ☐ Over 25% of workers have completed a health risk assessment in the last 12 months
- ☐ Employees have access to behavioral health counseling services, web resources or Employee Assistance Programs
- ☐ Spouses, partners, or children of employees provided access to behavioral health counseling services, web resources or Employee Assistance Programs
- ☒ Company has policies and programs in place to prevent ergonomic-related injuries in the workspace
- ☐ Management receives reports on aggregate participation in worker wellness programs
- ☐ Other (please describe)

Job Flexibility/Corporate Culture (Salaried)

Worker Flexibility Options Points Earned: 0.22222 of 0.44444

Does the company offer any of the following job flexibility options, whenever feasible, in writing and in practice for the majority of workers?

Please check all that apply.

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

Workplace Flexibility in Practice Points Earned: 0.44444 of 0.44444

Which of the following flexible workplace practices occurred in the past 12 months?

Please check all that apply.

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

Supplementary Benefits Points Earned: 0.444445 of 0.88889

Which of the following supplementary benefits are offered to employees?

Please check all that apply.

- ☐ Onsite childcare
- ☐ Offsite subsidized child care
- ☐ Counseling services
- ☐ Free or subsidized meal
- ☐ Policy to support breastfeeding mothers
- ☒ Other (please describe)

☐ None

Which of the following are true of career development and promotion policies and practices?

- ☐ Employees who seek to take a short-term leave/sabbatical will have his/her job guaranteed upon return
- ☐ Efforts will be made to find a place for employees who seek to take a long-term leave/sabbatical upon return
- ☒ Employees are able to make lateral moves or change career direction or pace when possible
- ☐ None of the above

Occupational Health & Safety

Management Commitment to Health and Safety

 Points Earned: 0.4 of 0.40000

Does the company have any of the following practices with regards to management's commitment to worker health and safety?

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

Health and Safety Audit Practices

 Points Earned: 0.4 of 0.40000

Which of the following is included in your company's practices related to inspections/audits:

- ☒ Written procedure for performing safety and health inspections
- ☐ Routine safety and health inspections at least quarterly
- ☒ Information discovered through analyses is used to improve safety processes (e.g. baseline hazards analysis, accident/incident analysis, employee concerns, sampling results from inspections)
- ☒ Results of the routine inspections are documented
- ☒ Inspection reports clearly indicate what needs to be corrected with documented accountability for closure
- ☐ N/A - No manufacturing or wholesale facilities
- ☐ None of the above

Evaluating Health and Safety Practices

 Points Earned: 0.4 of 0.40000

Which of the following is included in your company's measurement and evaluation practices in relation to occupational safety and health?

- ☐ A standardized third-party safety management system (i.e. ISO 18001, BS 8800)
- ☒ A safety position, safety committee or safety program representative reporting to senior-level position (Vice-President or higher)
- ☒ A documented standard procedure for investigating accidents and major incidents
- ☒ Investigation and documentation of the root causes of accidents and incidents
- ☐ Implementation of corrective actions after root causes of an accident or incident are determined
- ☒ Injury or illness trends and trend data are transparent to all workers
- ☒ An annual evaluation of the safety and health system including senior management in the evaluation
- ☐ Has an employee safety recognition program
- ☐ Engages with employees on regular Safety Perception Surveys
- ☐ None of the above

Worker Business Models Introduction

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

The answer to this question affects questions you'll encounter further on in your assessment.

☐

Ownership structures that provide significant equity (>40%) and empowerment to all employees (i.e. employee-owned companies/cooperative)

☒

No

Community

Job Creation

New Jobs Added Last Year Points Earned: 0 of 0.00000

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 12 months:

0

New Jobs Added Year Before Last Points Earned: 0 of 0.00000

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.

Prior 12 months:

0

Job Growth Rate Points Earned: 0 of 2.13333

By what % has your worker base grown over the last 12 months?

☒

0% (Has not grown on a net basis)

☐

1-5%

☐

6-15%

☐

>15%

Departed Employees Points Earned: 0 of 0.00000

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.

Sensitive

Attrition Rate Points Earned: 0 of 2.13333

What was the attrition rate at the company for full-time and tenured part-time workers for the last 12 months?

Exclude workers terminated with cause.

Sensitive

What % of workers (including full-time and part-time and temporary workers) are verified/self-identified to be a part of the following groups?

Individuals residing in a low income area

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

Workers from Underemployed Groups Points Earned: 0 of 1.06667

What % of workers (including full-time and part-time and temporary workers) are verified/self-identified to be a part of the following groups?

Other chronically underemployed populations (e.g. individuals who are formerly incarcerated or homeless)

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

Facilities in Low-Income Communities Points Earned: 0 of 1.06667

What % of your workers are employed in company facilities located in low-income communities?

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

Suppliers in Low-Income Communities Points Earned: 0 of 0.53333

What % of your Significant Suppliers are located in low-income communities or create employment opportunities for other chronically underemployed populations?

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

Diversity & Inclusion

Female Employees Points Earned: 0 of 0.00000

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

Enter 0 if None.

635

What % of the company is owned by the following groups?

Nonprofit organization(s)

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

Ownership Diversity Points Earned: 0.280759474 of 0.84211

What % of the company is owned by the following groups?

Women and/or individuals from underrepresented populations, including low-income communities

- ☐ 0%
- ☐ 1-4%
- ☒ 5-14%
- ☐ 15-24%
- ☐ 25%+
- ☐ Don't know

Non-accredited Investor Ownership Points Earned: 0 of 0.84211

What % of the company is owned by the following groups?

Individuals that qualify as non-accredited investors

- ☒ 0%
- ☐ 1-4%
- ☐ 5-14%
- ☐ 15-24%
- ☐ 25%+
- ☐ Don't know

Female Ownership Points Earned: 0 of 0.00000

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

Women

7

Low-income Ownership Points Earned: 0 of 0.00000

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

Low income communities

0

Ownership from Underrepresented Groups Points Earned: 0 of 0.00000

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

Other underrepresented populations (e.g. minorities, LGBT community, individuals with disabilities, etc.)

0

What % of the members of your Board of Directors (or equivalent) are women or individuals from other underrepresented populations?

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

Female Directors Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?

Women

33

Directors from Low-income Communities Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?

Low income communities

0

Minority Directors Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?

Minority/previously excluded populations

0

Directors from Underrepresented Populations Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?

Other underrepresented populations (e.g. minorities, LGBT community, individuals with disabilities, etc.)

0

Management from Underemployed Groups Points Earned: 0.84211 of 0.84211

What % of management are women and/or individuals from underrepresented populations, including low-income communities?

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

Female Management (metric) Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of management is from the following groups?

Women

94

Optional unweighted metrics: Approximately what % of management is from the following groups?
Low income communities

0

Managers from Underrepresented Groups Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of management is from the following groups?
Other underrepresented populations (eg - minorities, LGBT community, individuals with disabilities, etc.)

0

Ethnic Diversity Compared to Area Points Earned: 0 of 0.84211

Does the % of ethnic minorities employed at your company equal or exceed the % of ethnic minorities in your metro area?
Percentage should be based on census or other government demographic data.

- ☐ No
- ☐ Yes
- ☒ N/A- Ethnic data is not available or illegal to be tracked in your area

Managing Gender Pay Equity Managers Points Earned: 0.42105 of 0.42105

Is average compensation for men and women equal in comparable managerial and non-managerial roles?
Managerial
Allow a 5% margin of error while calculating. For more information on calculating, see Explain.

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

Managing Gender Pay Equity for Non-Managers Points Earned: 0.42105 of 0.42105

Is average compensation for men and women equal in comparable managerial and non-managerial roles?
Non-managerial
Allow a 5% margin of error while calculating. For more information on calculating, see Explain.

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

Supplier Ownership Diversity Points Earned: 0 of 0.84211

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

Supplier Diversity Policy Points Earned: 0.42105 of 0.42105

Does the company have a written policy giving preference to suppliers owned by women or individuals from underrepresented populations?

- ☒ Yes
- ☐ No
- ☐ N/A: Such policies are illegal in my country of operations

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

Civic Engagement & Giving

Corporate Citizenship Program

 Points Earned: 0.761904 of 0.95238

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

Volunteer Service Policies

 Points Earned: 0.47619 of 0.95238

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

% of Employees Volunteer Service

 Points Earned: 0 of 0.95238

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

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

Tracking Volunteer Service

 Points Earned: 0 of 0.47619

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

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.

Volunteer Service Per Capita Points Earned: 0 of 0.95238

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

Total Amount of Charitable Donations Points Earned: 0 of 0.00000

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.

Sensitive

% of Revenue Donated Points Earned: 1.523808 of 3.80952

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

Charitable Organizations Supported Points Earned: of 0.00000

Which organizations does your company support?

World Land Trust, Cruelty free international

Community Service and Charitable Practices Points Earned: 0.238095 of 0.95238

Which of the following volunteer and charitable giving practices did your company employ in the last fiscal year?

Check all that apply.

- ☐ Company contributed the majority of its cash, service and in-kind donations to local markets it sourced from or operates in
- ☐ Company has public facing partnership with a service/charitable organizations
- ☐ Company provided facilities for community events or trainings
- ☒ Other innovative engagement practices (please describe)
Several charity practices over the year (FAAT, World Land Trust, Frauenzentrum, Chritasverband, etc.)
- ☐ None of the above

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?

- ☒ 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

Local Involvement

Geographic Structure and Scope Points Earned: of 0.00000

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.

97 Company Stores. Store HC 693. Non Store HC 31. Total 724 Office Address. Georg-Glock-Strasse 8, 40474 Düsseldorf, Germany

Local Purchasing and Hiring Policies Points Earned: 0.8 of 1.60000

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

- ☐ No written local purchasing or hiring policy 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
- ☐ Incentives for staff to live within 20 miles of local company facility
- ☐ Other (please describe)

Spending on Local Suppliers Points Earned: 0 of 1.60000

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

Local Ownership Points Earned: 0 of 1.60000

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

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%
- ☒ 1-19%
- ☐ 20-39%
- ☐ 40-59%
- ☐ 60-79%
- ☐ 80%+

Impactful Banking Services Points Earned: 0 of 1.60000

Is the majority of your company's banking services provided by an institution with any of the following characteristics?

- ☐ A certified CDFI or national equivalent social investment organization
- ☐ A Certified B Corporation
- ☐ A member of the Global Alliance for Banking on Values
- ☐ A cooperative bank or credit union
- ☐ A local bank committed to serving the community
- ☐ An independently owned bank
- ☒ None of the above

Suppliers, Distributors & Product**Significant Supplier Descriptions** Points Earned: 0 of 0.00000

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

Social or Environmental Screening of Suppliers Points Earned: 0 of 0.00000

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. The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ Yes
- ☐ No

Supplier Screen Topics Points Earned: 0.73333 of 0.73333

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 beyond what is required by regulations (environmentally-friendly manufacturing process; excellent labor practices, etc.)

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 social and environmental standards best-in-class third-party certification for your industry (ISO, SA8000, etc.)
- ☐ Company visits a majority of Significant Suppliers on-site

Length of Supplier Relationships Points Earned: 0.73333 of 0.73333

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

- ☐ Less than 24 months
- ☐ 24-60 months
- ☐ 61-96 months
- ☒ 96 months or more
- ☐ Don't know

Supplier Code of Conduct Points Earned: 0.73333 of 0.73333

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

This may include policies on Fair Trade. The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ Yes
- ☐ No

Supplier Code of Conduct Topics Points Earned: 0.73333 of 0.73333

Does the company's Supplier Code of Conduct policy specifically hold the company's suppliers accountable to the following areas of social and environmental performance?

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

Supplier Code of Conduct Remediation Points Earned: 0.73333 of 0.73333

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?

- ☐ 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 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
- ☐ N/A - No Supplier Code of Conduct
- ☐ None of the above

Which suppliers are assessed for Supplier Code of Conduct compliance at least every other year?

Check all that apply.

- ☒ All primary suppliers of core products or principal raw materials
- ☒ All primary suppliers of non-core products
- ☒ All sub-contractors responsible for the majority of an order
- ☐ None
- ☐ N/A - No Supplier Code of Conduct

Disclosure of Suppliers Points Earned: 0.244492222 of 0.73333

What % of Significant Suppliers (on currency basis) are made transparent on the company's website?

- ☐ 0%
- ☒ 1-49%
- ☐ 50-79%
- ☐ 80%+
- ☐ Don't know

Supplier Quality Assurance Reviews Points Earned: 0 of 0.73333

What % of Significant Suppliers (on currency basis) are subjected to regular quality assurance reviews or audits?

- ☒ 0-49%
- ☐ 50-62%
- ☐ 63-75%
- ☐ >75%

Support for In Need Suppliers Points Earned: 0.73333 of 0.73333

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

Independent Contractor Practices Points Earned: 0.366665 of 0.73333

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

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

- ☐ 0
☐ 1-19%
☐ 20-39%
☐ 40-60%
☒ 60%+
☐ Don't know

Product Accreditations and Certifications Points Earned: 0.73333 of 0.73333

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

Quality Assurance Points Earned: 0.73333 of 0.73333

Do you use an established methodology to manage quality assurance issues?

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

- ☒ Yes
☐ No

Community Business Models Introduction

Community Oriented Business Models Points Earned: 0 of 0.00000

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

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ 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)
☐ A community-focused business model that supports and builds the economic vitality of local communities
☐ None of the above

Supply Chain Poverty Alleviation

Supporting Underserved Suppliers Points Earned: 0 of 0.00000

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)

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

Types Of Underserved Suppliers Points Earned: 0 of 0.00000

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

Beneficial Trade Terms for Underserved Suppliers Points Earned: 0 of 0.00000

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

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ 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

% Purchases with Beneficial Trade Terms Points Earned: 0 of 0.00000

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

The answer to this question affects questions you'll encounter further on in your assessment.

14

Purchases from Suppliers with Beneficial Terms Points Earned: 0 of 0.00000

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

Sensitive

Tracking Supplier Premiums Points Earned: 0.57692 of 0.57692

Do you track the premium paid to suppliers?

- ☒ Yes
- ☐ No

Premium Paid to Suppliers Points Earned: 0 of 0.00000

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

Sensitive

Methodology to Determine Premium Paid Points Earned: 0 of 0.00000

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

- We work with the farmers/collectors/coops to work out what true cost of production is. - Our price (fair price) = fair cost of production + discretionary income + income to meet needs. Issue in calculating the premium is that we run our own supply chain

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.

The CT programme was highly innovative when it was started by TBS in 1987. The model has been emulated within the cosmetic industry and beyond. AS one example, L'Oreal, after acquiring TBS in 2006, developed a 'Solidarity Sourcing' programme which has similar aims and some Community Trade suppliers became suppliers to other L'Oreal brands during (and after) this period.

Support for Small-Scale Suppliers Points Earned: 0 of 0.00000

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. The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ 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

% of Purchases from Supported Small-Scale Suppliers Points Earned: 0 of 0.00000

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

The answer to this question affects questions you'll encounter further on in your assessment.

8

Verification of Fair Wages and Working Conditions Points Earned: 0 of 0.00000

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?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ 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.

Purchasing From Underserved Suppliers Points Earned: 0 of 0.00000

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

The answer to this question affects questions you'll encounter further on in your assessment.

10

Wage and Working Conditions Screening Points Earned: 0.57692 of 0.57692

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

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)

The TBS CT programme is externally verified by Ecocert, an independent international audit co. ET programme reports and is evaluated annually by ETI. Some supp also verified against other sustainability standards inc FLO, organic, UEBT, FFL, RSPO

Tracking Impact on Workers Points Earned: 0.57692 of 0.57692

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

- ☒ Yes
- ☐ No

Tracking Impact Explanation Points Earned: of 0.00000

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

We record numbers of workers in each of our community trade supply chains on an annual basis. This data includes gender divide and categories of labour (farmer, mill operator, etc). As part of our work under our SuSo Charter we monitor and evaluate supplier engagement with its workforce through reviews of supplier's policies specifically those relating to worker engagement such as H&S policies, collective bargaining agreements, sexual harassment etc. Part of this assessment is also engaging directly with workers, spending time understanding directly from them how they interact with management and how the work impacts them. In many cases we often visit workers homes with them, meeting with their family members to build a wider and more open understanding of the impact of the work in a wider family context.

Innovative Supply Chain Poverty Alleviation Points Earned: of 0.00000

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.

The Body Shop pioneered fair trade in the cosmetics industry. Launching in 1987 as Trade Not Aid with Teddy Exports in India - a trading relationship that we still relish 32 years later. Today our mission in Community Trade remains the same - to use our trade as a lever to drive forward positive social change. From those early days our programme has expanded to include 31 suppliers of ingredients and handcrafts spanning 23 countries supporting improved livelihoods for over 16,000 people. The organisations we work with in turn use profits and Community Trade premiums to support many thousands more in their local communities through such initiatives as education, healthcare and equality. We are proud that Community Trade is our own bespoke programme that we manage ourselves whilst also being independently verified by Ecocert. During the period of ownership under L'Oreal Community Trade was instrumental in the development of the L'Oreal Solidarity Sourcing programme which was designed to improve access to employment for vulnerable people in L'Oreal supply chains.

Supply Chain Transparency Points Earned: 0.57692 of 0.57692

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

Environment

Land, Office, Plant

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

- ☒ <20%
- ☐ 20-49%
- ☐ 50-79%
- ☐ 80%+
- ☐ N/A - Company has virtual office

Previously Constructed Buildings Points Earned: 0.103226 of 0.51613

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

Select N/A if your company utilize virtual office.

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

Recycling Programs Points Earned: 0.51613 of 0.51613

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

See Explain This for definition.

- ☐ <20%
- ☐ 21-40%
- ☐ 41-60%
- ☐ 61-80%
- ☒ >80%

Environmental Management Systems Points Earned: 0.206452 of 1.03226

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

Please check all that apply.

- ☒ Policy statement documenting the organization's commitment to the environment
- ☐ Assessment undertaken of the environmental impact of the organization's business activities
- ☐ Stated objectives and targets for environmental aspects of the organization's operations
- ☐ Programming designed, with allocated resources, to achieve these targets
- ☐ Periodic compliance and auditing to evaluate programs conducted
- ☐ None of the above

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

Please only select answer options being applied to at least 20% of the company's products and services (by revenue).

- ☒ 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)
- ☐ None of the above

Chemical Reduction Methods Points Earned: 0.51613 of 0.51613

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

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

Chemical Management Points Earned: 0.51613 of 0.51613

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

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

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

- ☒ Building and construction
- ☐ Carpets
- ☐ Cleaning
- ☐ Electronics
- ☐ Fleets
- ☐ Food or food services
- ☐ Landscaping
- ☐ Meetings and conferences
- ☐ Office supplies
- ☒ Paper
- ☒ Product input materials
- ☒ Other (please describe)

The TBS List of Restricted and Prohibited Ingredients includes a number of environmentally-based restrictions, including prohibition of plastic microbeads, polyquaterniums, animal tested and animal derived products, GMO products, and guidance on palm oil

- ☐ N/A - No environmentally preferable purchasing policy

Reducing Impact of Travel/Commuting Points Earned: 0.51613 of 0.51613

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

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

Indoor Air Quality Monitoring Points Earned: 0 of 0.25806

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

Select N/A if you have no facilities.

- ☐ Yes
- ☒ No
- ☐ NA

Indoor Air Quality Audits Points Earned: 0 of 0.51613

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

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

Select N/A if you do not lease your building.

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

Context-Based Water Management Points Earned: 0 of 0.51613

Does your company measure and manage its water in a context-based manner?

Context based management requires measurement against allocations of available renewable supplies in the watersheds in which it does business.

- ☐ Yes
- ☒ No
- ☐ Don't Know

Context-Based GHG Management Points Earned: 0 of 0.51613

Does your company measure and manage its GHG emissions in a context-based manner?

Context based management requires measurement against reduction targets specified in a science-based GHG stabilization scenario.

- ☐ Yes
- ☒ No
- ☐ Don't Know

Context-Based Waste Management Points Earned: 0 of 0.51613

Does your company measure and manage its solid wastes in a context-based manner?

Context based waste management includes measurements against levels tied to a zero waste plan.

- ☐ Yes
- ☒ No
- ☐ Don't Know

Inputs

Monitoring Energy Usage Points Earned: 0.2916675 of 1.16667

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

- ☐ We do not currently monitor and record our usage
- ☒ We monitor and record usage (no reduction targets)
- ☐ We monitor and report 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

Monitoring and Managing Water Use Points Earned: 0 of 1.16667

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 report 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

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

468658

Total Renewable Energy Use Points Earned: 0 of 0.00000

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

421792

Total Water Use Points Earned: of 0.00000

Total water use (liters) during the last 12 months

Energy Use Reductions Points Earned: 0.466666 of 2.33333

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

Low Impact Renewable Energy Use Points Earned: 0.466666 of 2.33333

What % of energy use is produced from low-impact 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

Increasing Renewable Energy Points Earned: 0 of 1.16667

Has the company increased its % use of low impact renewable energy annually at its corporate facilities?

- ☐ Yes
- ☒ No
- ☐ Already Maximized (100% low impact renewable)

Facility Energy Efficiency Points Earned: 1.16667 of 1.16667

For which of the following systems have you used energy conservation/efficiency measures for each of your corporate facilities/locations (by majority of square feet) in the past year?

- ☒ Equipment: Energy Star Appliances / Automatic Sleep Modes / After-Hour Timers / etc.
- ☒ Lighting: Natural Light / CF Bulbs / Occupancy Sensors / Daylight Dimmers / Task Lighting / etc.
- ☒ HVAC: Programmable Thermostat / Timers / Occupancy Sensors / Shade Sun-Exposed Walls / Double-Paned Windows / etc
- ☐ Other (please specify)
- ☐ None of the above

Which of the following water conservation methods have been implemented at the majority of your corporate offices:

- ☐ Low-flow faucets/taps, toilets/urinals, showerheads
- ☐ Grey-water usage for irrigation
- ☐ Low-volume irrigation
- ☐ Harvest rainwater
- ☐ Other (please describe)
- ☒ None
- ☐ N/A: My company has a virtual office

Life Cycle Assessments Points Earned: 0.233334 of 1.16667

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?

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

Cradle to Cradle Certification Points Earned: 0 of 1.16667

What % of your revenues are from the sale of products that have been awarded Cradle To Cradle certification?

- ☒ 0%
- ☐ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75-99%
- ☐ 100%
- ☐ N/A: My revenues are generated from a service and an LCA cannot be conducted.

% of Environmentally Preferred Input Materials Points Earned: 0.233334 of 1.16667

What is the % of recycled, renewable, or other environmentally preferred materials in your product?

Include packaging in calculation.

- ☐ 0%
- ☒ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75-99%
- ☐ 100%
- ☐ N/A - Company does not sell a physical product

Outputs

Please select the option that best describes how you monitor and record the following emissions:
Scopes 1 and 2 greenhouse gas (GHG) emissions

- ☒ Company does not currently monitor and record emissions
- ☐ Company monitors and records emissions (no reduction targets)
- ☐ Company monitors emissions and has specific reduction targets
- ☐ Company monitors emissions and has met specific reduction targets during the reporting period
- ☐ Eliminated emissions of this by-product entirely
- ☐ N/A

Total Waste Disposed Points Earned: of 0.00000

Waste Disposed (metric tonnes) during the last 12 months

Total Waste Recycled Points Earned: of 0.00000

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

Total Scope 1 GHGs Points Earned: of 0.00000

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:
Scope 1:

Total Scope 2 GHGs Points Earned: of 0.00000

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:
Scope 2:

Total Scope 3 GHGs Points Earned: of 0.00000

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:
Scope 3:

Greenhouse Gas Reduction Strategies Points Earned: 0 of 0.58824

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

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

Carbon Intensity Points Earned: 0 of 0.58824

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

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

What % of Scopes 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

% GHG Emissions Offset Points Earned: 0 of 0.29412

If your company purchased certified carbon credits in the reporting period, what % of GHG emissions were off-set?

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

Waste Reduction Programs Points Earned: 0 of 0.58824

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

Hazardous Waste Disposal Points Earned: 0.58824 of 0.58824

Is hazardous waste always disposed of responsibly, in a way that the company can verify?

This includes batteries, paint, electronic equipment, etc.

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

Programs to Reduce End of Life Waste Points Earned: 0.196119216 of 0.58824

Does your company have in place an active end-of-life product/component reclamation program that has any of the following practices in place?

- ☐ Method for standardizing and identifying product parts and components to maximize useful life via disassembly and or reprocessing
- ☒ Labeling of resource content on manufactured items to enable recycling at end-of-life
- ☐ Widely available program to facilitate maintenance, servicing and reassembly of company's own products
- ☐ Take back of similar products from other manufacturers for disassembly/reprocessing/recovery
- ☐ Participation in a product reclamation program established by another party
- ☐ None of the above

Transportation, Distribution & Suppliers

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

- ☒ Company policy and practice that requires inbound freight or shipping to be transported via lowest impact methods (such as avoiding shipment by air transport)
- ☒ Company policy and practice that requires outbound freight or shipping is transported via lowest impact methods
- ☐ None of the above

Ton Miles Reduction Points Earned: 0 of 1.44000

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

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

- ☐ 0%
- ☐ 1-9%
- ☐ 10%-20%
- ☐ 21-50%
- ☐ >50%
- ☒ Not tracked / Unknown

Sourcing % of COGS from Local Suppliers Points Earned: 0 of 1.44000

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

Sourcing % raw materials from Local Suppliers Points Earned: 0 of 1.44000

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

Tracking Chemicals in the Supply Chain Points Earned: 1.44 of 1.44000

Does your company do any of the following to track chemicals in the supply chain for the majority of materials?

Please check all that apply.

- ☐ Do not track chemicals in the supply chain
- ☒ Require suppliers to disclose specified chemicals of concern
- ☒ Ask suppliers if they know all the chemical ingredients intentionally added to their product and all residuals of high concern present in the product (asking if they know only, not to provide the data to you)
- ☒ Require suppliers to provide chemical information to a third party
- ☐ Disclose all by-products, contaminants or trace materials to the public

Suppliers Tracking Energy Use Points Earned: 0.18 of 0.72000

145

What % of Significant Suppliers track and report the following:
Energy usage

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

Suppliers Tracking Water Use Points Earned: 0.18 of 0.72000

What % of Significant Suppliers track and report the following:
Water usage

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

Suppliers Tracking Air and Water Emissions Points Earned: 0.18 of 0.72000

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
-

Suppliers Tracking Waste and Recycling Points Earned: 0.18 of 0.72000

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
-

Suppliers Tracking Hazardous Waste Points Earned: 0.18 of 0.72000

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
-

What % of Significant Suppliers track and report the following:
GHG Emissions

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

Suppliers Using Renewable Energy Points Earned: 0.36 of 1.44000

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
-

Suppliers Reducing Greenhouse Gases Points Earned: 0.36 of 1.44000

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
-

Suppliers Reducing Waste Points Earned: 0.36 of 1.44000

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
-

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

Suppliers Responsibly Disposing Hazardous Waste Points Earned: 0.18 of 0.72000

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

Environmental Models Introduction

Environmental Business Model Points Earned: 0 of 0.00000

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

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ 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

Environment Products & Services Introduction

Environmental Product Benefits Points Earned: 0 of 0.00000

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

Please select ONE option per product line. You may select an additional option if your product line has two separate environmental attribute. The answer to this question affects questions you'll encounter further on in your assessment.

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

Environmental Product/Service Certifications Points Available: 0.00000

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

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

Land/wildlife Conservation

Tell us more about how your product or service conserves natural resources

Through purchase of FSC and RTSPO/GreenPalm input materials (Palm offsets as well as purchasing RTSPO palm itself). We cannot capture here as we have been instructed to calculate as expenses, but this question calculates as revenues.

Land/wildlife Conservation Description Points Earned: 0 of 0.00000

Which of the following product or service descriptions apply?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ Product/ service requires specific practices to ensure the humane treatment of animals used as inputs in the product's creation (i.e. humane certified eggs)
- ☒ Product/service requires specific practices to ensure the sustainable harvesting or use of natural products and materials (FSC certified paper; MSC seafood; shade-grown coffee)
- ☐ Product/ service directly prevents environment/ecosystem degradation (i.e. protected parks; wildlife management service)
- ☐ Product/service improves natural environments previously damaged by degradation (i.e. reforestation; endangered species repopulation)
- ☐ These descriptions do not apply to our company's product/service (Skip the remainder of this section)

Revenue from Land/wildlife Conservation Points Earned: 0 of 0.00000

The values included here in each assessment were calculated based on the percentage of input material costs that came from certified sources and eligible suppliers. This is in lieu of using revenue which would require a product-level certification

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

The answer to this question affects questions you'll encounter further on in your assessment.

2%

Tons of Carbon Offset Points Earned: of 0.00000

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

Metric tons of GHG/CO₂ equivalent

Hectares Protected Points Earned: of 0.00000

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

Number of hectares protected

Wildlife Species Protected Points Earned: of 0.00000

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

Number of wildlife species protected/saved

Waste Diverted Points Earned: of 0.00000

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

Metric tons of waste saved from landfill or incineration

Water Saved Points Earned: of 0.00000

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

Liters of water saved/off-set

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

Please select all that apply.

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

Efficacy of Land/wildlife Conservation Points Earned: 0 of 1.11111

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

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

Negative outcomes measured Points Earned: 0 of 1.11111

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

- ☐ Yes
- ☒ No

Innovative Land/wildlife Conservation Points Earned: of 0.00000

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

N/A

Toxin Reduction / Remediation

Toxin / Pollution Reduction Overview Points Earned: of 0.00000

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

We purchase organic raw materials.

Toxin / Pollution Reduction Description Points Earned: 0 of 0.00000

Which of the following product or service descriptions apply?

The answer to this question affects questions you'll encounter further on in your assessment.

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

% Toxin Reduction Points Earned: of 0.00000

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

Revenue from Toxin Reduction / Remediation Points Earned: 0 of 0.00000

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

The answer to this question affects questions you'll encounter further on in your assessment.

6%

The values included here in each assessment were calculated based on the percentage of input material costs that came from certified sources and eligible suppliers. This is in lieu of using revenue which would require a product-level certification

Tons of Carbon Offset Points Earned: of 0.00000

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

Metric tons of GHG/CO2 equivalent

kWh Saved Points Earned: of 0.00000

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

kWh saved/off-set

Waste Diverted Points Earned: of 0.00000

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

Metric tons of waste saved from landfill or incineration

Water Saved Points Earned: of 0.00000

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

Liters of water saved/off-set

Verification of Toxin Reduction Points Earned: 1.11111 of 1.11111

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

Select all that apply.

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

Efficacy of Toxin Reduction / Remediation Points Earned: 1.11111 of 1.11111

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

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

Negative Impact Management Points Earned: 0 of 1.11111

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

- ☐ Yes
- ☒ No

Innovative Toxin Reduction / Remediation Points Earned: of 0.00000

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

N/A

The Body Shop - Brazil

Wholesale/Retail

50-249 Employees

OVERALL SCORE

88.3

OPERATIONS SCORE
69.3

IMPACT BUSINESS MODEL SCORE
16.8

N/A SCORE
2.1

	Governance	16.3
	Workers	16.4
	Community	29.1
	Environment	26.2
	Disclosure Questionnaire	NA

VERSION
5

COMPLETION
100%

YEAR
2018

STATUS
Rated

MARKET
Emerging

SECTOR
Wholesale/Retail

SIZE
50-249

INDUSTRY
Personal care products

Governance

Mission & Engagement

Level of Impact Focus Points Earned: 0 of 0.00000

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.

Mission Statement Points Earned: of 0.00000

Please type or paste your mission statement here.

The Body Shop exists to fight for a fairer and more beautiful world

Mission Statement Characteristics Points Earned: 0.1875 of 0.25000

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)

Social & Environmental Internal Engagement Points Earned: 0.3334 of 0.50000

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

Social/Environmental Key Performance Indicators Points Earned: 0.5 of 0.50000

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.)

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

Stakeholder Engagement Points Earned: 0.25 of 0.25000

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)

Corporate Accountability

Governance Structures Points Earned: 0.4 of 0.40000

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

The answer to this question affects questions you'll encounter further on in your assessment.

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

Governing Body Responsibilities Points Earned: 0.8 of 0.80000

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

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

Ethics

Financial Controls Points Earned: 0.642855 of 0.85714

Does the company maintain any of the following financial controls?

Please check all that apply.

Sensitive

Work Conduct Policy Points Earned: 0.42857 of 0.42857

Does your company have one of the following policies regarding work conduct?

Check only one.

- ☐ None
- ☐ A written Code of Business Conduct that explicitly establishes behavioral expectations for the organization
- ☒ A written Code of Business Conduct that explicitly establishes behavioral expectations for the organization and that includes a statement against bribery and corruption.

Instruction on Code of Ethics Points Earned: 0.85714 of 0.85714

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)

Whistleblower Policy Points Earned: 0.42857 of 0.42857

Does the company have a written whistleblower policy?

- ☒ Yes
- ☐ No

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

Transparency

Financial Reporting Standards Points Earned: 1.09091 of 1.09091

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

Reviewed / Audited Financials Points Earned: 0.27273 of 0.27273

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

Accessible Financial Data Points Earned: 0 of 0.54545

Does your company maintain financial data from last fiscal year that can be accessed or viewed by the following?

Exclude compensation data. Please check all that apply.

- ☐ Shared with all managers
- ☐ Shared with all non-managers
- ☐ Shared publicly (e.g. posted on website)
- ☒ None

Impact Reporting Points Earned: 0.4090875 of 0.54545

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

Public Feedback Channel Points Earned: 0.27273 of 0.27273

Is there a publicly-known mechanism through which customers can provide product feedback, ask questions or file complaints?

- ☒ Yes
- ☐ No

Is the product or service made or sold by your company covered by a warranty or a client protection policy for consumers?

Select N/A only if your company provides consulting services.

- ☒ Yes
☐ No
☐ NA

Governance Metrics

Last Fiscal Year Points Earned: of 0.00000

On what date did your last fiscal year end?

2017-12-31

Reporting Currency Points Earned: 0 of 0.00000

Reporting currency

Brazilian Real- BRL

Revenue Last Year Points Earned: 0 of 0.00000

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. The answer to this question affects questions you'll encounter further on in your assessment.

Sensitive

Revenue Year Before Last Points Earned: 0 of 0.00000

Total Earned Revenue
From the fiscal year before last

Sensitive

Earnings Before Interest & Taxes Last Year Points Earned: 0 of 0.00000

EBIT (Earnings Before Interest & Taxes)
From the last fiscal year

Sensitive

Earnings Before Interest & Taxes Year Before Last Points Earned: 0 of 0.00000

EBIT (Earnings Before Interest & Taxes)
From the fiscal year before last

Sensitive

Net Income Last Year Points Earned: 0 of 0.00000

Net Income
From the last fiscal year

Sensitive

Net Income Year Before Last Points Earned: 0 of 0.00000

Net Income
From the fiscal year before last

Sensitive

Payments to Government Points Earned: 0 of 0.00000

Payments to government in the last fiscal year.

Select N/A if company is pre-revenue.

Sensitive

Mission Lock Points Earned: 7.5 of 10.00000

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 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

Workers

Worker Metrics

Majority Hourly vs. Salaried Workers Points Earned: 0 of 0.00000

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. The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ Fixed Salary
- ☐ Daily/Hourly Wage

of Full Time Workers Points Earned: 0 of 0.00000

Number of Total Full-Time Workers

Current Total Full-Time Workers

The answer to this question affects questions you'll encounter further on in your assessment.

87

of Full Time Workers Last Year Points Earned: 0 of 0.00000

Number of Total Full-Time Workers

Total Full-Time Workers 12 months ago

The answer to this question affects questions you'll encounter further on in your assessment.

74

of Part Time Workers Points Earned: 0 of 0.00000

Number of Total Part-Time Workers

Current Total Part-Time Workers

The answer to this question affects questions you'll encounter further on in your assessment.

0

of Part Time Workers Last Year Points Earned: 0 of 0.00000

Number of Total Part-Time Workers

Total Part-Time Workers 12 months ago

The answer to this question affects questions you'll encounter further on in your assessment.

0

of Temporary Workers Points Earned: 0 of 0.00000

Number of Total Temporary Workers

Current Total Temporary Workers

The answer to this question affects questions you'll encounter further on in your assessment.

0

Number of Total Temporary Workers

Total Temporary Workers 12 months ago

The answer to this question affects questions you'll encounter further on in your assessment.

0

Compensation & Wages

Total Wages Points Earned: 0 of 0.00000

Total Wages (including bonuses)

Sensitive

Lowest Paid Wage Points Earned: 0 of 0.00000

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

Please exclude students and interns in this calculation.

Sensitive

Inflation Rate Compensation Adjustments Points Earned: 1.81667 of 1.81667

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

% Increase in Wages Points Earned: 1.211173889 of 1.81667

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%+

Bonus Plan Characteristics Points Earned: 0.908335 of 1.81667

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

Bonus Pool Distribution Points Earned: of 0.00000

Tell us how your bonus pool is distributed.

*Only Directors and managers positions are eligible. There is a percentage based on annual wage.***Non-Cash Bonus** Points Earned: of 0.00000

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

not applicable in Brazil

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%

High to Low Pay Ratio Points Earned: 0 of 3.63333

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

Compensation & Wages (Salaried)

Bonus Plan Characteristics Points Earned: 0 of 1.40000

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%

Benefits

Supplementary Health Benefits Points Earned: 2.37143 of 2.37143

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

Paid Secondary Caregiver Leave Points Earned: 0.7825719 of 2.37143

What is the minimum paid secondary caregiver leave offered to full-time workers either through the company or the government?

- ☐ None
- ☒ Up to 2 weeks
- ☐ 2 to 5 weeks
- ☐ 6+ weeks

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
-

Supplementary Benefits Points Earned: 2.37143 of 2.37143

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

☐ None

Worker Benefits (Salaried)

Number of Paid Days Off Points Earned: 0.85 of 0.85000

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
-

Paid Primary Caregiver Leave for Salary Workers Points Earned: 0.765 of 0.85000

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
-

Training & Education

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

Amount of Training for New Hires Points Earned: 0.216645 of 0.65000

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

Training & Education (Salaried)

Skills-Based Training Participation Points Earned: 0.68 of 0.68000

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

Cross-Job Skills Training Participation Points Earned: 0 of 0.68000

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

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

External Professional Development Participation Points Earned: 0.34 of 1.36000

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%+

Worker Ownership

% Participation in Employee Ownership Points Earned: 0 of 3.50000

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

% of Company Owned by Non-Executive Employees Points Earned: 0 of 3.50000

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

Management & Worker Communication

Employee Review Process Points Earned: of 0.00000

Please describe your formal, written evaluation process for providing feedback to all workers on their performance here.

The review process is conducted on at least an annual basis and includes peer and subordinate input. It goes onto provide written guidance for career development and gives clearly identifies achievable goals. It also follows a 360-degree feedback process.

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

Employee Satisfaction Points Earned: 0 of 0.47500

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%

Termination Policy Points Earned: 0 of 0.47500

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

Worker / Management Conflict Mediation Points Earned: 0.475 of 0.47500

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

Management & Worker Communication (Salaried)

Performance Reviews Points Earned: 0.375 of 0.50000

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

Human Rights & Labor Policy

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
-

Non-Discrimination Policy Points Earned: 0.3 of 0.30000

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
-

Labor Practices Review Points Earned: 0 of 0.60000

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
-

Occupational Health & Safety

Worker Safety Practices Points Earned: 0.342825714 of 0.34286

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
-

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)

Handling Hazardous Materials Points Earned: 0 of 0.68571

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 protect
- ☐ 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

Machinery Practices Points Earned: 0 of 0.68571

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 w 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

Worker Business Models Introduction

Workers Impact Business Model Introduction Points Earned: 0 of 0.00000

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

The answer to this question affects questions you'll encounter further on in your assessment.

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

Community

Job Creation

New Jobs Added Last Year Points Earned: 0 of 0.00000

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:

13

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:

6

Job Growth Rate Points Earned: 1.777868889 of 2.66667

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%+

Promoting Employees Points Earned: 1.333335 of 2.66667

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%+

Departed Employees Points Earned: 0 of 0.00000

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.

Sensitive

Attrition Rate Points Earned: 0 of 2.66667

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

Diversity & Inclusion

Female Employees Points Earned: 0 of 0.00000

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

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

72

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
-

Non-managerial Worker Diversity Points Earned: 0.94118 of 0.94118

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
-

Non-managerial Worker Diversity Points Earned: 0 of 0.94118

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
-

Female Management Points Earned: 0.313695294 of 0.94118

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
-

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

Expatriate Management Points Earned: 0 of 0.00000

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

Nonprofit Ownership Points Earned: 0 of 0.47059

What % of the company is owned by:

Non-profit organization

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

Female Ownership Points Earned: 0 of 0.00000

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

Women

7

Ownership by Individuals from Underemployed Groups Points Earned: 0 of 0.00000

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

Individuals from chronically underemployed communities

0

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

Supplier Ownership Diversity Points Earned: 0 of 0.94118

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

Diversity and Inclusion Training Points Earned: 0.94118 of 0.94118

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

Civic Engagement & Giving

Corporate Citizenship Program Points Earned: 0.673688 of 0.84211

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

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)

ABF - Universities - UNFAP

Volunteer Service Policies Points Earned: 0.6315825 of 0.84211

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

% of Employees Volunteer Service Points Earned: 0.6315825 of 0.84211

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

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

Tracking Volunteer Service Points Earned: 0.28067193 of 0.42105

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

Total Amount of Volunteer Service Hours Points Earned: 0 of 0.00000

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.

328

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

Total Amount of Charitable Donations Points Earned: 0 of 0.00000

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.

Sensitive

% of Revenue Donated Points Earned: 0 of 3.36842

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

Policy Advocacy for Social and Environmental Standards Points Earned: 0.3157875 of 0.42105

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

Local Involvement

Local Purchasing and Hiring Policies Points Earned: 1 of 2.00000

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)

Spending on Local Suppliers Points Earned: 0 of 2.00000

172

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

Focus on Local Customers Points Earned: 0 of 2.00000

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

- ☐ Yes
- ☒ No

Suppliers, Distributors & Product

Significant Supplier Descriptions Points Earned: 0 of 0.00000

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

Social or Environmental Screening of Suppliers Points Earned: 0 of 0.00000

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. The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ Yes
- ☐ No

Supplier Screen Topics Points Earned: 1.66667 of 1.66667

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)

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

Length of Supplier Relationships Points Earned: 0.55500111 of 1.66667

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

Verified Fair Wages Points Earned: 0.833335 of 1.66667

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)

Supplier Code of Conduct Points Earned: 1.66667 of 1.66667

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?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ Yes
- ☐ No

Independent Contractor Practices Points Earned: 1.66667 of 1.66667

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

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

Product Accreditations and Certifications Points Earned: 1.66667 of 1.66667

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

Tracking System for Quality Assurance Points Earned: 1.66667 of 1.66667

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

- ☒ Yes
- ☐ No
- ☐ NA

Community Business Models Introduction

Community Oriented Business Models Points Earned: 0 of 0.00000

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

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ 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

Supply Chain Poverty Alleviation

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)

Purchasing From Underserved Suppliers Points Earned: 0 of 0.00000

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

Types Of Underserved Suppliers Points Earned: 0 of 0.00000

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

Beneficial Trade Terms for Underserved Suppliers Points Earned: 0 of 0.00000

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

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ 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

% Purchases with Beneficial Trade Terms Points Earned: 0 of 0.00000

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

The answer to this question affects questions you'll encounter further on in your assessment.

14

Purchases from Suppliers with Beneficial Terms Points Earned: 0 of 0.00000

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

Sensitive

Tracking Supplier Premiums Points Earned: 0.57692 of 0.57692

Do you track the premium paid to suppliers?

- ☒ Yes
☐ No

Premium Paid to Suppliers Points Earned: 0 of 0.00000

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

Sensitive

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

- We work with the farmers/collectors/coops to work out what true cost of production is. - Our price (fair price) = fair cost of production + discretionary income + income to meet needs. Issue in calculating the premium is that we run our own supply chain

Innovative Supply Chain Poverty Alleviation Points Earned: of 0.00000

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.

The CT programme was highly innovative when it was started by TBS in 1987. The model has been emulated within the cosmetic industry and beyond. AS one example, L'Oreal, after acquiring TBS in 2006, developed a 'Solidarity Sourcing' programme which has similar aims and some Community Trade suppliers became suppliers to other L'Oreal brands during (and after) this period.

Support for Small-Scale Suppliers Points Earned: 0 of 0.00000

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. The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ 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

% of Purchases from Supported Small-Scale Suppliers Points Earned: 0 of 0.00000

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

The answer to this question affects questions you'll encounter further on in your assessment.

8

Verification of Fair Wages and Working Conditions Points Earned: 0 of 0.00000

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?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ 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.

Purchasing From Underserved Suppliers Points Earned: 0 of 0.00000

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

The answer to this question affects questions you'll encounter further on in your assessment.

10

Wage and Working Conditions Screening Points Earned: 0.57692 of 0.57692

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

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)

The TBS CT programme is externally verified by Ecocert, an independent international audit co. ET programme reports and is evaluated annually by ETI. Some supp also verified against other sustainability standards inc FLO, organic, UEBT, FFL, RSPO

Tracking Impact on Workers Points Earned: 0.57692 of 0.57692

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

- ☒ Yes
- ☐ No

Tracking Impact Explanation Points Earned: of 0.00000

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

We record numbers of workers in each of our community trade supply chains on an annual basis. This data includes gender divide and categories of labour (farmer, mill operator, etc). As part of our work under our SuSo Charter we monitor and evaluate supplier engagement with its workforce through reviews of supplier's policies specifically those relating to worker engagement such as H&S policies, collective bargaining agreements, sexual harassment etc. Part of this assessment is also engaging directly with workers, spending time understanding directly from them how they interact with management and how the work impacts them. In many cases we often visit workers homes with them, meeting with their family members to build a wider and more open understanding of the impact of the work in a wider family context.

Innovative Supply Chain Poverty Alleviation Points Earned: of 0.00000

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.

The Body Shop pioneered fair trade in the cosmetics industry. Launching in 1987 as Trade Not Aid with Teddy Exports in India - a trading relationship that we still relish 32 years later. Today our mission in Community Trade remains the same - to use our trade as a lever to drive forward positive social change. From those early days our programme has expanded to include 31 suppliers of ingredients and handcrafts spanning 23 countries supporting improved livelihoods for over 16,000 people. The organisations we work with in turn use profits and Community Trade premiums to support many thousands more in their local communities through such initiatives as education, healthcare and equality. We are proud that Community Trade is our own bespoke programme that we manage ourselves whilst also being independently verified by Ecocert. During the period of ownership under L'Oreal Community Trade was instrumental in the development of the L'Oreal Solidarity Sourcing programme which was designed to improve access to employment for vulnerable people in L'Oreal supply chains.

Supply Chain Transparency Points Earned: 0.57692 of 0.57692

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

Environment

Environment Introduction

What kind of facilities does your business primarily operate in?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ Company owned office space
- ☐ Leased office space
- ☐ Co-working Space
- ☐ Virtual/ Home Offices

Land, Office, Plant

Previously Constructed Buildings Points Earned: 1.06667 of 1.06667

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%

Facility Environmental Efficiency Points Earned: 1.06667 of 1.06667

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

Recycling Programs Points Earned: 1.06667 of 1.06667

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

Environmentally Efficient Equipment Points Earned: 0.355571111 of 0.53333

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

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)

Environmental Reviews or Audits Points Earned: 1.06667 of 1.06667

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)

Virtual Office Stewardship Points Earned: 0 of 2.13333

Which of the following are true of how your company encourages good environmental stewardship in how employees manage their virtual offices?

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

Inputs

Environmentally Certified Products Points Earned: 0.53125 of 2.12500

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

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

Monitoring and Managing Water Use Points Earned: 0 of 2.12500

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

Environmental Assessment and Product Design Points Earned: 2.125 of 2.12500

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

% of Environmentally Preferred Input Materials Points Earned: 0.53125 of 2.12500

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

Water Conservation Practices Points Earned: 2.125 of 2.12500

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

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 so wind or small-scale hydropower)
- ☐ Bio-fuel or other clean/renewable based generators
- ☐ Renewable energy sources (including on-site renewable)
- ☐ Other (describe)

Low Impact Renewable Energy Use Points Earned: 1.0625 of 2.12500

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%+

Outputs

Waste Disposal Methods Points Earned: 3.33333 of 3.33333

How does your company dispose of a majority of non-hazardous waste/garbage?

- ☐ Incinerate/burn/on-site disposal (uncertified)
- ☐ 3rd party garbage collection, no certification for disposal
- ☐ Municipal garbage collection
- ☒ Composting garbage
- ☒ Private 3rd party disposal (that had been certified and can provide documentation for responsible disposal)
- ☐ On-site disposal that is compliant with internationally-accepted methods (3rd party reviewed or audited)
- ☐ Waste is separated and recycled/reused for company's own production or donated/provided to other facilities
- ☐ Other (describe)

Monitoring Greenhouse Gas Emissions Points Earned: 0 of 3.33333

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

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

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

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

Hazardous Materials On-Site Points Earned: 1.111332222 of 3.33333

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

Types of Carbon Credits Purchased Points Earned: 0 of 1.66667

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

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

Transportation, Distribution & Suppliers

Significant Suppliers Reporting Practices Points Earned: 1.53846 of 1.53846

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

Significant Suppliers Reporting Practices Points Earned: 0.1923075 of 0.76923

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%

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

- ☒ Yes
☐ No

Sourcing % of COGS from Local Suppliers Points Earned: 0 of 0.76923

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

Sourcing % raw materials from Local Suppliers Points Earned: 0 of 0.76923

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

Managing Impact of Transportation Points Earned: 0.76923 of 0.76923

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

Environmental Models Introduction**Environmental Business Model** Points Earned: 0 of 0.00000

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

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ 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

Environment Products & Services Introduction

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

Please select ONE option per product line. You may select an additional option if your product line has two separate environmental attribute. The answer to this question affects questions you'll encounter further on in your assessment.

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

Environmental Product/Service Certifications Points Earned: of 0.00000

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

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

FSC, RSPO, Organic

Land/wildlife Conservation

Land/wildlife Conservation Overview Points Earned: of 0.00000

Tell us more about how your product or service conserves natural resources

Through purchase of FSC and RTSP0/GreenPalm input materials (Palm offsets as well as purchasing RTSP0 palm itself). We cannot capture here as we have been instructed to calculate as expenses, but this question calculates as revenues.

Land/wildlife Conservation Description Points Earned: 0 of 0.00000

Which of the following product or service descriptions apply?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ Product/ service requires specific practices to ensure the humane treatment of animals used as inputs in the product's creation (i.e. humane certified eggs)
- ☒ Product/service requires specific practices to ensure the sustainable harvesting or use of natural products and materials (FSC certified paper; MSC seafood; shade-grown coffee)
- ☐ Product/ service directly prevents environment/ecosystem degradation (i.e. protected parks; wildlife management service)
- ☐ Product/service improves natural environments previously damaged by degradation (i.e. reforestation; endangered species repopulation)
- ☐ These descriptions do not apply to our company's product/service (Skip the remainder of this section)

Revenue from Land/wildlife Conservation Points Earned: 0 of 0.00000

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

The answer to this question affects questions you'll encounter further on in your assessment.

2%

The values included here in each assessment were calculated based on the percentage of input material costs that came from certified sources and eligible suppliers. This is in lieu of using revenue which would require a product-level certification

Tons of Carbon Offset Points Earned: of 0.00000

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

Metric tons of GHG/CO₂ equivalent

Hectares Protected Points Earned: of 0.00000

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

Number of hectares protected

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

Number of wildlife species protected/saved

Waste Diverted Points Earned: of 0.00000

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

Metric tons of waste saved from landfill or incineration

Water Saved Points Earned: of 0.00000

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

Liters of water saved/off-set

Verification of Land/wildlife Conservation Points Earned: 0 of 1.11111

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

Please select all that apply.

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

Efficacy of Land/wildlife Conservation Points Earned: 0 of 1.11111

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

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

Negative outcomes measured Points Earned: 0 of 1.11111

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

- ☐ Yes
- ☒ No

Innovative Land/wildlife Conservation Points Available: 0.00000

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

Toxin Reduction / Remediation

Toxin / Pollution Reduction Overview Points Earned: of 0.00000

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

We purchase organic raw materials.

Which of the following product or service descriptions apply?

The answer to this question affects questions you'll encounter further on in your assessment.

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

% Toxin Reduction Points Earned: of 0.00000

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

Revenue from Toxin Reduction / Remediation Points Earned: 0 of 0.00000

The values included here in each assessment were calculated based on the percentage of input material costs that came from certified sources and eligible suppliers. This is in lieu of using revenue which would require a product-level certification

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

The answer to this question affects questions you'll encounter further on in your assessment.

6%

Tons of Carbon Offset Points Earned: of 0.00000

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

Metric tons of GHG/CO2 equivalent

kWh Saved Points Earned: of 0.00000

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

kWh saved/off-set

Waste Diverted Points Earned: of 0.00000

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

Metric tons of waste saved from landfill or incineration

Water Saved Points Earned: of 0.00000

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

Liters of water saved/off-set

Verification of Toxin Reduction Points Earned: 1.11111 of 1.11111

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

Select all that apply.

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

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

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

Negative Impact Management Points Earned: 0 of 1.11111

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

- ☐ Yes
☒ No
-

Innovative Toxin Reduction / Remediation Points Available: 0.00000

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

The Body Shop - Canada

Wholesale/Retail

250-999 Employees

OVERALL SCORE			
75.9			
OPERATIONS SCORE		IMPACT BUSINESS MODEL SCORE	
58.7		16.8	
		N/A SCORE	
		0.4	
	Governance		14.7
	Workers		19.6
	Community		27.8
	Environment		13.7
	Disclosure Questionnaire		NA
VERSION	COMPLETION	YEAR	STATUS
5	100%	2018	Rated
MARKET	SECTOR	SIZE	INDUSTRY
Developed - Global	Wholesale/Retail	250-999	Personal care products

Governance

Mission & Engagement

Level of Impact Focus Points Earned: 0 of 0.00000

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.

Mission Statement Characteristics Points Earned: 0.2 of 0.20000

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 beneficiary group in need (e.g. low income customers, smallholder farmers)

Mission Statement Points Earned: of 0.00000

Please type or paste your mission statement here.

The Body Shop exists to fight for a fairer and more beautiful world

Social and Environmental Performance Training Points Earned: 0.4 of 0.40000

Which type of employee training does your company provide regarding its social and environmental mission?

Please check all that apply.

- ☐ No social or environmental mission
- ☐ No training on the company's social and environmental mission
- ☐ Only informal inclusion in orientation, training and/or instruction
- ☒ Specific, formal training integrated into new employee and new manager training
- ☒ Specific, formal training integrated into ongoing employee and manager training
- ☒ Workers articulate goals and achievements on 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

Board Review of Social or Environmental Performance Points Earned: 0.4 of 0.40000

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

What proportion of full-time managers have social or environmental mission-related responsibilities or expectations outlined in their job description?

- ☐ 0%
- ☐ 1-49%
- ☒ 50-99%
- ☐ 100%

Social and Environmental Management Reviews Points Earned: 0.4 of 0.40000

What portion of management had a formal written performance evaluation/review in the last year that included social and/or environmental goals?

- ☐ 0
- ☐ 1-49%
- ☐ 50-99%
- ☒ 100%

Social or Environmental Performance Related Executive Job Descriptions Points Earned: 0.2 of 0.40000

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

Stakeholder Engagement Points Earned: 0.4 of 0.40000

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?

Please check all that apply.

- ☐ No formal stakeholder engagement
- ☒ Meetings or other engagement mechanisms with local community members
- ☐ 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)

Social/Environmental Key Performance Indicators Points Earned: 0.4 of 0.40000

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 (examples: 3rd-party impact assessments, progress out of poverty indexing, beneficiary outcome surveys, etc.)

Corporate Accountability

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

The answer to this question affects questions you'll encounter further on in your assessment.

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

Governing Body Characteristics Points Earned: 1 of 1.00000

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

Please check all that apply.

- ☒ Meets at least quarterly
- ☒ Includes at least 1 independent member
- ☒ Includes at least 50% independent members
- ☒ Oversees executive compensation
- ☒ Reports members names and relation to company transparently to public
- ☒ Has an Audit Committee with at least 1 independent member
- ☒ Has a Compensation Committee with at least 1 independent member
- ☐ Company is a cooperative and elects Board from membership
- ☐ None of the above
- ☐ N/A - Company has no Board of Directors or equivalent

Governing Body Stakeholder Representation Points Earned: 0 of 0.25000

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

Select all that apply.

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

Ethics

Financial Controls Points Earned: 0.27273 of 0.27273

Does the company maintain any of the following financial controls?

Please check all that apply.

Sensitive

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

- ☒ Written employee whistle-blowing policy provides legal protection to workers, with strict confidentiality easily accessible ; circulated to all employees
- ☒ Helpline or anonymous mechanism to report grievances/concerns
- ☐ Individual or department oversight with direct access to Board of Directors
- ☒ Other (please describe)

TBS Ethics Committee (comprised solely of people representing TBS including an Employee Representative may report misconduct to Natura Head of Compliance who in turn has direct access to an appointed independent member of the Natura BoD.

- ☐ None of the above

Instruction on Code of Ethics Points Earned: 0.27273 of 0.27273

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)

Code of Ethics Points Earned: 0.27273 of 0.27273

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 Code of Ethics

Breached Code of Ethics Breachment Policy Points Earned: 0.27273 of 0.27273

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

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.

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

Transparency

Audited Financials Points Earned: 0 of 1.00000

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

- ☐ Yes
☒ No

Financial Transparency with Employees Points Earned: 0.8 of 1.00000

Does the company have a formal process to share financial information with its full-time employees?

Exclude compensation data. Please check all that apply.

- ☐ 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

Ownership Transparency with Employees Points Earned: 1 of 1.00000

Do all full-time employees have access to written information that identifies all material owners and investors of the company?

- ☒ Yes
☐ No

Impact Reporting Points Earned: 0 of 1.00000

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

Governance Metrics

Last Fiscal Year Points Earned: of 0.00000

On what date did your last fiscal year end?

2017-12-31

Reporting currency

Canadian Dollar - CAD

Revenue Last Year Points Earned: 0 of 0.00000

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. The answer to this question affects questions you'll encounter further on in your assessment.

Sensitive

Revenue Year Before Last Points Earned: 0 of 0.00000

Total Earned Revenue
From the fiscal year before last

Sensitive

Earnings Before Interest & Taxes Last Year Points Earned: 0 of 0.00000

EBIT (Earnings Before Interest & Taxes)
From the last fiscal year

Sensitive

Earnings Before Interest & Taxes Year Before Last Points Earned: 0 of 0.00000

EBIT (Earnings Before Interest & Taxes)
From the fiscal year before last

Sensitive

Net Income Last Year Points Earned: 0 of 0.00000

Net Income
From the last fiscal year

Sensitive

Net Income Year Before Last Points Earned: 0 of 0.00000

Net Income
From the fiscal year before last

Sensitive

Mission Locked

Mission Lock Points Earned: 7.5 of 10.00000

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

Workers

Worker Metrics

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. The answer to this question affects questions you'll encounter further on in your assessment.



Fixed Salary



Daily/Hourly Wage

of Full Time Workers Points Earned: 0 of 0.00000

Number of Total Full-Time Workers

Current Total Full-Time Workers

The answer to this question affects questions you'll encounter further on in your assessment.

284

of Full Time Workers Last Year Points Earned: 0 of 0.00000

Number of Total Full-Time Workers

Total Full-Time Workers 12 months ago

The answer to this question affects questions you'll encounter further on in your assessment.

289

of Part Time Workers Points Earned: 0 of 0.00000

Number of Total Part-Time Workers

Current Total Part-Time Workers

The answer to this question affects questions you'll encounter further on in your assessment.

963

of Part Time Workers Last Year Points Earned: 0 of 0.00000

Number of Total Part-Time Workers

Total Part-Time Workers 12 months ago

The answer to this question affects questions you'll encounter further on in your assessment.

811

of Temporary Workers Points Earned: 0 of 0.00000

Number of Total Temporary Workers

Current Total Temporary Workers

The answer to this question affects questions you'll encounter further on in your assessment.

42

of Temporary Workers Last Year Points Earned: 0 of 0.00000

Number of Total Temporary Workers

Total Temporary Workers 12 months ago

The answer to this question affects questions you'll encounter further on in your assessment.

0

Compensation & Wages

Total Wages Points Earned: 0 of 0.00000

Total Wages (including bonuses)

Sensitive

Lowest Paid Wage Points Earned: 0 of 0.00000

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

Please exclude students and interns in this calculation.

Sensitive

What % above living wage did your lowest-paid worker (excluding interns) receive during the last fiscal year?

- ☒ 0% or below
☐ 1-14%
☐ 15-24%
☐ 25%+
☐ N/A - No living wage data available for country of operations
-

High to Low Pay Ratio Points Earned: 0.3863625 of 1.54545

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
-

Market Compensation Comparison Points Earned: 0.5099985 of 1.54545

Based on a company referenced compensation study in the last two years, how does your company's compensation structure (excluding executive management) compare with the market?

- ☐ Don't Know: Have not referenced a compensation survey
☐ 1st quartile (0-24th percentile)
☒ 2nd quartile (25-49th percentile)
☐ 3rd quartile (50-74th percentile)
☐ 4th quartile (75-100th percentile)
-

Bonus Plan Characteristics Points Earned: 0.386365 of 0.77273

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

- ☐ Bonuses are given but there is no formal 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
-

Employees Receiving a Bonus Points Earned: 0.3863625 of 1.54545

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%
☐ N/A
-

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

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

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

Compensation & Wages (Hourly)

% Above the Minimum Wage Points Earned: 0 of 1.26667

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

- ☒ 0%
- ☐ 1-9%
- ☐ 10-19%
- ☐ 20-25%
- ☐ >25%

Paying a Living Wage Points Earned: 0 of 1.26667

What % of hourly workers are paid a living wage?

Select N/A if there is no living wage data available for where the country where the majority of your employees work.

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

Bonus Plan Characteristics Points Earned: 0.422181111 of 1.26667

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.

- ☐ No bonus payout, or no bonus plan
- ☐ <1%
- ☒ 1-3%
- ☐ 3-6%
- ☐ >6%

Benefits

Government Provision Of Healthcare Points Earned: 0 of 0.00000

Which of the following best describes the provision of healthcare 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

What % of employees are eligible for health care benefits either through company or government plan?

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

Supplementary Health Benefits Points Earned: 1.61818 of 1.61818

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

Paid Secondary Caregiver Leave Points Earned: 1.078840606 of 1.61818

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

Healthcare Eligibility for Part Time Workers Points Earned: 0.2022725 of 0.80909

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

Retirement Programs Points Earned: 1.61818 of 1.61818

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

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

Worker Benefits (Hourly)

What is the minimum number of paid days off provided annually to hourly tenured workers?

Calculate on pro rata basis, including holidays.

- ☐ 0-8 work days
- ☐ 9-15 work days
- ☒ 16-20 work days
- ☐ 21-25 work days
- ☐ >25 work days

Paid Primary Caregiver Leave for Hourly Workers Points Earned: 1.275 of 1.70000

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

- ☐ 0-5 weeks
- ☐ 6-11 weeks
- ☒ 12-17 weeks
- ☐ 18 weeks or more

Training & Education

Intern Hiring Practices Points Earned: 0 of 0.22000

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

Internal Promotions Points Earned: 0.11 of 0.22000

What % of positions above entry level have been filled with internal candidates in the last 12 months?

Exclude material owners in your calculation.

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

Internal Promotions Points Earned: 0.22 of 0.22000

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

Exclude material owners in your calculation.

- ☐ 0%
- ☐ 1-5%
- ☐ 6-15%
- ☒ >15%

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

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

Management Training Points Earned: 0.22 of 0.22000

Do new and existing managers get regular training and coaching on the following?

Check all that apply.

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

Training & Education (Hourly)

Skills-Based Training Participation Points Earned: 0.18571 of 0.18571

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%+
- ☐ Don't know
-

Cross-Job Skills Training Participation Points Earned: 0.061897143 of 0.18571

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%+
- ☐ Don't know
-

Life Skills Training Participation Points Earned: 0.123812857 of 0.18571

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%+
- ☐ Don't know
-

What % of full-time workers have participated in external professional development opportunities 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%+

Hours Spent on Training Points Earned: 0.37143 of 0.37143

Approximately how many hours did each worker (on average) spend on dedicated, job-related training/education time in the past 12 months?

Please do not include on-the-job training as a part of this particular question.

- ☐ Don't know
- ☐ 1-5 hrs
- ☐ 6-10 hrs
- ☐ 11-20 hrs
- ☒ 21 hrs+

Worker Ownership**% Participation in Employee Ownership** Points Earned: 0 of 1.75000

What % 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

Employee Ownership Points Earned: 0 of 1.75000

What % of the company is owned or formally reserved as part of a written plan for full-time workers and management (including founders/executives)?

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
- ☐ Don't Know

What % of the company is owned by full-time workers who are non-executive employees and non-founders?

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

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

Management & Worker Communication

Employee Review Process

 Points Earned: 0.7 of 0.70000

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
- ☒ Follows a 360-degree feedback process
- ☐ None of the above

Employee Handbook Information

 Points Earned: 0.175 of 0.17500

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

Check all that apply.

- ☐ 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

Employee Satisfaction

 Points Earned: 0.525 of 0.70000

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%

Which of the following employee metrics are regularly collected, monitored and made transparent to all employees?

- ☐ Retention and turnover metrics
- ☐ Diversity metrics
- ☒ None

Termination Policy Points Earned: 0.35 of 0.35000

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

Exclude situations requiring immediate dismissal / with cause.

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

Management & Worker Communication (Hourly)

Average Tenure Points Earned: 0.15 of 0.30000

What is the average tenure of your current workforce?

- ☐ <6 months
- ☐ 6-12 months
- ☒ 1-2 years
- ☐ 2-3 years
- ☐ >3 years

Job Flexibility/Corporate Culture

Health and Wellness Initiatives Points Earned: 0.24 of 0.40000

Do company policies support any of the following health and wellness initiatives above insurer-provided programs?

Check all that apply.

- ☐ Company does not offer any formal health and wellness initiatives
- ☐ Company sponsors and encourages workers to participate in health and wellness activities during the workweek (i.e. walking or steps programs)
- ☒ Company offers incentives for workers to complete health risk assessments or participate in health and wellness activities (e.g., a fund for exercise equipment, subsidized gym membership, etc.)
- ☐ Over 25% of workers have completed a health risk assessment in the last 12 months
- ☐ Employees have access to behavioral health counseling services, web resources or Employee Assistance Programs
- ☐ Spouses, partners, or children of employees provided access to behavioral health counseling services, web resources or Employee Assistance Programs
- ☒ Company has policies and programs in place to prevent ergonomic-related injuries in the workspace
- ☐ Management receives reports on aggregate participation in worker wellness programs
- ☐ Other (please describe)

Job Flexibility/Corporate Culture (Hourly)

Which of the following best describes the flexibility of scheduling process for hourly workers?

- ☒ Company has a minimum work hours policy for hourly employees.
- ☐ There is a written policy that worker preference must be incorporated into scheduling (e.g. self-scheduling or honoring worker preferences to work certain shifts or certain days)
- ☒ Company shares employee schedules two weeks or more in advance
- ☐ Workers schedules are kept consistent week to week
- ☒ Management (or enabling technology) facilitates exchange of hours if the employee is not able to commit to his/her shift
- ☐ Other (please describe)
- ☐ None of the above

Worker Flexibility Options Points Earned: 0.055555 of 0.22222

Does the company offer any of the following job flexibility options, whenever feasible, in writing and in practice for the majority of workers?

Please check all that apply.

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

Supplementary Benefits Points Earned: 0.444445 of 0.88889

Which of the following supplementary benefits are offered to employees?

Please check all that apply.

- ☐ Onsite childcare
- ☐ Offsite subsidized childcare
- ☒ Counseling services
- ☐ Free or subsidized meal
- ☐ Policy to support breastfeeding mothers
- ☐ Other (please describe)
- ☐ None

Occupational Health & Safety

Management Commitment to Health and Safety Points Earned: 0.4 of 0.40000

Does the company have any of the following practices with regards to management's commitment to worker health and safety?

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

Which of the following is included in your company's practices related to inspections/audits:

- ☒ Written procedure for performing safety and health inspections
- ☒ Routine safety and health inspections at least quarterly
- ☒ Information discovered through analyses is used to improve safety processes (e.g. baseline hazards analysis, accident/incident analysis, employee concerns, sampling results from inspections)
- ☒ Results of the routine inspections are documented
- ☒ Inspection reports clearly indicate what needs to be corrected with documented accountability for closure
- ☐ N/A - No manufacturing or wholesale facilities
- ☐ None of the above

Evaluating Health and Safety Practices Points Earned: 0.3 of 0.40000

Which of the following is included in your company's measurement and evaluation practices in relation to occupational safety and health?

- ☐ A standardized third-party safety management system (i.e. ISO 18001, BS 8800)
- ☐ A safety position, safety committee or safety program representative reporting to senior-level position (Vice-President or higher)
- ☒ A documented standard procedure for investigating accidents and major incidents
- ☒ Investigation and documentation of the root causes of accidents and incidents
- ☒ Implementation of corrective actions after root causes of an accident or incident are determined
- ☐ Injury or illness trends and trend data are transparent to all workers
- ☐ An annual evaluation of the safety and health system including senior management in the evaluation
- ☐ Has an employee safety recognition program
- ☐ Engages with employees on regular Safety Perception Surveys
- ☐ None of the above

Worker Business Models Introduction

Workers Impact Business Model Introduction Points Earned: 0 of 0.00000

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

The answer to this question affects questions you'll encounter further on in your assessment.

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

Community

Job Creation

New Jobs Added Last Year Points Earned: 0 of 0.00000

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 12 months:

147

New Jobs Added Year Before Last Points Earned: 0 of 0.00000

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.

Prior 12 months:

5

By what % has your worker base grown over the last 12 months?

- ☐ 0% (Has not grown on a net basis)
- ☐ 1-5%
- ☒ 6-15%
- ☐ >15%

Departed Employees Points Earned: 0 of 0.00000

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.

Sensitive

Attrition Rate Points Earned: 0 of 2.13333

What was the attrition rate at the company for full-time and tenured part-time workers for the last 12 months?

Exclude workers terminated with cause.

Sensitive

Workers from Low-Income Areas Points Earned: 0 of 1.06667

What % of workers (including full-time and part-time and temporary workers) are verified/self-identified to be a part of the following groups?

Individuals residing in a low income area

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

Workers from Underemployed Groups Points Earned: 0 of 1.06667

What % of workers (including full-time and part-time and temporary workers) are verified/self-identified to be a part of the following groups?

Other chronically underemployed populations (e.g. individuals who are formerly incarcerated or homeless)

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

Facilities in Low-Income Communities Points Earned: 0 of 1.06667

What % of your workers are employed in company facilities located in low-income communities?

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

What % of your Significant Suppliers are located in low-income communities or create employment opportunities for other chronically underemployed populations?

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

Diversity & Inclusion

Female Employees Points Earned: 0 of 0.00000

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

Enter 0 if None.

1169

Nonprofit Ownership Points Earned: 0 of 0.84211

What % of the company is owned by the following groups?

Nonprofit organization(s)

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

Ownership Diversity Points Earned: 0.280759474 of 0.84211

What % of the company is owned by the following groups?

Women and/or individuals from underrepresented populations, including low-income communities

- ☐ 0%
- ☐ 1-4%
- ☒ 5-14%
- ☐ 15-24%
- ☐ 25%+
- ☐ Don't know

Non-accredited Investor Ownership Points Earned: 0 of 0.84211

What % of the company is owned by the following groups?

Individuals that qualify as non-accredited investors

- ☒ 0%
- ☐ 1-4%
- ☐ 5-14%
- ☐ 15-24%
- ☐ 25%+
- ☐ Don't know

Female Ownership Points Earned: 0 of 0.00000

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

Women

7

Optional unweighted metrics: Approximately what % of your company's ownership is held by individuals from the following groups?
Low income communities

0

Ownership from Underrepresented Groups Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your company's ownership is held by individuals from the following groups?
Other underrepresented populations (e.g. minorities, LGBT community, individuals with disabilities, etc.)

0

Board of Directors Diversity Points Earned: 0.561434737 of 0.84211

What % of the members of your Board of Directors (or equivalent) are women or individuals from other underrepresented populations?

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

Female Directors Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?
Women

33

Directors from Low-income Communities Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?
Low income communities

0

Minority Directors Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?
Minority/previously excluded populations

0

Directors from Underrepresented Populations Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?
Other underrepresented populations (e.g. minorities, LGBT community, individuals with disabilities, etc.)

0

What % of management are women and/or individuals from underrepresented populations, including low-income communities?

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

Female Management (metric) Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of management is from the following groups?
Women

93

Managers from Low-Income Areas Points Earned: of 0.00000

Optional unweighted metrics: Approximately what % of management is from the following groups?
Low income communities

Managers from Underrepresented Groups Points Earned: of 0.00000

Optional unweighted metrics: Approximately what % of management is from the following groups?
Other underrepresented populations (eg - minorities, LGBT community, individuals with disabilities, etc.)

Ethnic Diversity Compared to Area Points Earned: 0 of 0.84211

Does the % of ethnic minorities employed at your company equal or exceed the % of ethnic minorities in your metro area?
Percentage should be based on census or other government demographic data.

- ☐ No
- ☐ Yes
- ☒ N/A- Ethnic data is not available or illegal to be tracked in your area

Managing Gender Pay Equity Managers Points Earned: 0.42105 of 0.42105

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

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

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

Managing Gender Pay Equity for Non-Managers Points Earned: 0.42105 of 0.42105

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

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

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

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

Supplier Diversity Policy Points Earned: 0.42105 of 0.42105

Does the company have a written policy giving preference to suppliers owned by women or individuals from underrepresented populations?

- ☒ Yes
- ☐ No
- ☐ N/A: Such policies are illegal in my country of operations

Diversity and Inclusion Training Points Earned: 0.561518948 of 0.84211

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

Civic Engagement & Giving

Corporate Citizenship Program Points Earned: 0.95238 of 0.95238

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

Volunteer Service Policies Points Earned: 0.95238 of 0.95238

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

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

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

Tracking Volunteer Service Points Earned: 0.317428254 of 0.47619

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

Total Amount of Volunteer Service Hours Points Earned: 0 of 0.00000

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.

1830.5

Volunteer Service Per Capita Points Earned: 0.317523492 of 0.95238

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

Total Amount of Charitable Donations Points Earned: 0 of 0.00000

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.

Sensitive

% of Revenue Donated Points Earned: 0.761904 of 3.80952

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

Which organizations does your company support?

Canadian Humane Society World Land Trust

Community Service and Charitable Practices Points Earned: 0.47619 of 0.95238

Which of the following volunteer and charitable giving practices did your company employ in the last fiscal year?

Check all that apply.

- ☐ Company contributed the majority of its cash, service and in-kind donations to local markets it sourced from or operates in
- ☒ Company has public facing partnership with a service/charitable organizations
- ☐ Company provided facilities for community events or trainings
- ☐ Other innovative engagement practices (please describe)
- ☐ None of the above

Policy Advocacy for Social and Environmental Standards Points Earned: 0.95238 of 0.95238

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?

- ☒ 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

Local Involvement

Geographic Structure and Scope Points Earned: of 0.00000

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.

124 Company Stores. Store HC 1181. Non Store HC 33. Total 1214

Local Purchasing and Hiring Policies Points Earned: 0.8 of 1.60000

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

- ☐ No written local purchasing or hiring policy 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
- ☐ Incentives for staff to live within 20 miles of local company facility
- ☐ Other (please describe)

Spending on Local Suppliers Points Earned: 0 of 1.60000

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

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
-

National Sourcing Points Earned: 0 of 1.60000

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%
☐ 1-19%
☐ 20-39%
☐ 40-59%
☐ 60-79%
☐ 80%+
-

Impactful Banking Services Points Earned: 0 of 1.60000

Is the majority of your company's banking services provided by an institution with any of the following characteristics?

- ☐ A certified CDFI or national equivalent social investment organization
☐ A Certified B Corporation
☐ A member of the Global Alliance for Banking on Values
☐ A cooperative bank or credit union
☐ A local bank committed to serving the community
☐ An independently owned bank
☒ None of the above
-

Suppliers, Distributors & Product

Significant Supplier Descriptions Points Earned: 0 of 0.00000

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
-

Social or Environmental Screening of Suppliers Points Earned: 0 of 0.00000

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. The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ Yes
☐ No
-

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 beyond what is required by regulations (environmentally-friendly manufacturing process; excellent labor practices, etc.)

Supplier Evaluation Practices Points Earned: 0.73333 of 0.73333

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 social and environmental standards best-in-class third-party certification for your industry (ISO, SA8000, etc.)
- ☐ Company visits a majority of Significant Suppliers on-site

Length of Supplier Relationships Points Earned: 0.73333 of 0.73333

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

- ☐ Less than 24 months
- ☐ 24-60 months
- ☐ 61-96 months
- ☒ 96 months or more
- ☐ Don't know

Supplier Code of Conduct Points Earned: 0.73333 of 0.73333

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

This may include policies on Fair Trade. The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ Yes
- ☐ No

Supplier Code of Conduct Topics Points Earned: 0.73333 of 0.73333

Does the company's Supplier Code of Conduct policy specifically hold the company's suppliers accountable to the following areas of social and environmental performance?

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

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?

- ☐ 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 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
- ☐ N/A - No Supplier Code of Conduct
- ☐ None of the above

Supplier Code of Conduct Compliance Assessments Points Earned: 1.46667 of 1.46667

Which suppliers are assessed for Supplier Code of Conduct compliance at least every other year?

Check all that apply.

- ☒ All primary suppliers of core products or principal raw materials
- ☒ All primary suppliers of non-core products
- ☒ All sub-contractors responsible for the majority of an order
- ☐ None
- ☐ N/A - No Supplier Code of Conduct

Disclosure of Suppliers Points Earned: 0.244492222 of 0.73333

What % of Significant Suppliers (on currency basis) are made transparent on the company's website?

- ☐ 0%
- ☒ 1-49%
- ☐ 50-79%
- ☐ 80%+
- ☐ Don't know

Supplier Quality Assurance Reviews Points Earned: 0.73333 of 0.73333

What % of Significant Suppliers (on currency basis) are subjected to regular quality assurance reviews or audits?

- ☐ 0-49%
- ☐ 50-62%
- ☐ 63-75%
- ☒ >75%

Support for In Need Suppliers Points Earned: 0.73333 of 0.73333

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

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

Social or Environmental Purchases Points Earned: 0.73333 of 0.73333

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

- ☐ 0
- ☐ 1-19%
- ☐ 20-39%
- ☐ 40-60%
- ☒ 60%+
- ☐ Don't know

Product Accreditations and Certifications Points Earned: 0.73333 of 0.73333

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

Quality Assurance Points Earned: 0.73333 of 0.73333

Do you use an established methodology to manage quality assurance issues?

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

- ☒ Yes
- ☐ No

Community Business Models Introduction

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

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ 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)
- ☐ A community-focused business model that supports and builds the economic vitality of local communities
- ☐ None of the above

Supply Chain Poverty Alleviation

Supporting Underserved Suppliers Points Earned: 0 of 0.00000

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)

Purchasing From Underserved Suppliers Points Earned: 0 of 0.00000

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

Types Of Underserved Suppliers Points Earned: 0 of 0.00000

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

Beneficial Trade Terms for Underserved Suppliers Points Earned: 0 of 0.00000

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

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ 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

% Purchases with Beneficial Trade Terms Points Earned: 0 of 0.00000

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

The answer to this question affects questions you'll encounter further on in your assessment.

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

Sensitive

Tracking Supplier Premiums Points Earned: 0.57692 of 0.57692

Do you track the premium paid to suppliers?

- ☒ Yes
☐ No

Premium Paid to Suppliers Points Earned: 0 of 0.00000

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

Sensitive

Methodology to Determine Premium Paid Points Earned: of 0.00000

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

- We work with the farmers/collectors/coops to work out what true cost of production is. - Our price (fair price) = fair cost of production + discretionary income + income to meet needs. Issue in calculating the premium is that we run our own supply chain

Innovative Supply Chain Poverty Alleviation Points Earned: of 0.00000

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.

The CT programme was highly innovative when it was started by TBS in 1987. The model has been emulated within the cosmetic industry and beyond. AS one example, L'Oreal, after acquiring TBS in 2006, developed a 'Solidarity Sourcing' programme which has similar aims and some Community Trade suppliers became suppliers to other L'Oreal brands during (and after) this period.

Support for Small-Scale Suppliers Points Earned: 0 of 0.00000

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. The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ 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

% of Purchases from Supported Small-Scale Suppliers Points Earned: 0 of 0.00000

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

The answer to this question affects questions you'll encounter further on in your assessment.

8

Verification of Fair Wages and Working Conditions Points Earned: 0 of 0.00000

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?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ 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.

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

The answer to this question affects questions you'll encounter further on in your assessment.

10

Wage and Working Conditions Screening Points Earned: 0.57692 of 0.57692

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

Third Party Certification of Supply Chain Points Earned: 0 of 0.00000

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)

The TBS CT programme is externally verified by Ecocert, an independent international audit co. ET programme reports and is evaluated annually by ETI. Some supp also verified against other sustainability standards inc FLO, organic, UEBT, FFL, RSPO

Tracking Impact on Workers Points Earned: 0.57692 of 0.57692

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

- ☒ Yes
- ☐ No

Tracking Impact Explanation Points Earned: of 0.00000

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

We record numbers of workers in each of our community trade supply chains on an annual basis. This data includes gender divide and categories of labour (farmer, mill operator, etc). As part of our work under our SuSo Charter we monitor and evaluate supplier engagement with its workforce through reviews of supplier's policies specifically those relating to worker engagement such as H&S policies, collective bargaining agreements, sexual harassment etc. Part of this assessment is also engaging directly with workers, spending time understanding directly from them how they interact with management and how the work impacts them. In many cases we often visit workers homes with them, meeting with their family members to build a wider and more open understanding of the impact of the work in a wider family context.

Innovative Supply Chain Poverty Alleviation Points Earned: of 0.00000

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.

The Body Shop pioneered fair trade in the cosmetics industry. Launching in 1987 as Trade Not Aid with Teddy Exports in India - a trading relationship that we still relish 32 years later. Today our mission in Community Trade remains the same - to use our trade as a lever to drive forward positive social change. From those early days our programme has expanded to include 31 suppliers of ingredients and handcrafts spanning 23 countries supporting improved livelihoods for over 16,000 people. The organisations we work with in turn use profits and Community Trade premiums to support many thousands more in their local communities through such initiatives as education, healthcare and equality. We are proud that Community Trade is our own bespoke programme that we manage ourselves whilst also being independently verified by Ecocert. During the period of ownership under L'Oreal Community Trade was instrumental in the development of the L'Oreal Solidarity Sourcing programme which was designed to improve access to employment for vulnerable people in L'Oreal supply chains.

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

Environment

Land, Office, Plant

Green Building Standards Points Earned: 0 of 0.51613

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

- ☒ <20%
- ☐ 20-49%
- ☐ 50-79%
- ☐ 80%+
- ☐ N/A - Company has virtual office

Previously Constructed Buildings Points Earned: 0.51613 of 0.51613

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

Select N/A if your company utilize virtual office.

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

Recycling Programs Points Earned: 0.51613 of 0.51613

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

See Explain This for definition.

- ☐ <20%
- ☐ 21-40%
- ☐ 41-60%
- ☐ 61-80%
- ☒ >80%

Environmental Management Systems Points Earned: 0.206452 of 1.03226

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

Please check all that apply.

- ☒ Policy statement documenting the organization's commitment to the environment
- ☐ Assessment undertaken of the environmental impact of the organization's business activities
- ☐ Stated objectives and targets for environmental aspects of the organization's operations
- ☐ Programming designed, with allocated resources, to achieve these targets
- ☐ Periodic compliance and auditing to evaluate programs conducted
- ☐ None of the above

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

Please only select answer options being applied to at least 20% of the company's products and services (by revenue).

- ☒ 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)
- ☐ None of the above

Chemical Reduction Methods Points Earned: 0.51613 of 0.51613

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

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

Chemical Management Points Earned: 0.51613 of 0.51613

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

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

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

- ☒ Building and construction
- ☐ Carpets
- ☐ Cleaning
- ☐ Electronics
- ☐ Fleets
- ☐ Food or food services
- ☐ Landscaping
- ☐ Meetings and conferences
- ☐ Office supplies
- ☐ Paper
- ☒ Product input materials
- ☒ Other (please describe)

Other: The TBS List of Restricted and Prohibited Ingredients includes a number of environmentally-based restrictions, including prohibition of plastic microbeads, polyquaterniums, animal tested and animal derived products, GMO products etc

- ☐ N/A - No environmentally preferable purchasing policy

Reducing Impact of Travel/Commuting Points Earned: 0.51613 of 0.51613

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

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

Indoor Air Quality Monitoring Points Earned: 0 of 0.25806

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

Select N/A if you have no facilities.

- ☐ Yes
- ☒ No
- ☐ NA

Indoor Air Quality Audits Points Earned: 0 of 0.51613

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

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

Select N/A if you do not lease your building.

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

Context-Based Water Management Points Earned: 0 of 0.51613

Does your company measure and manage its water in a context-based manner?

Context based management requires measurement against allocations of available renewable supplies in the watersheds in which it does business.

- ☐ Yes
- ☒ No
- ☐ Don't Know

Context-Based GHG Management Points Earned: 0 of 0.51613

Does your company measure and manage its GHG emissions in a context-based manner?

Context based management requires measurement against reduction targets specified in a science-based GHG stabilization scenario.

- ☐ Yes
- ☒ No
- ☐ Don't Know

Context-Based Waste Management Points Earned: 0 of 0.51613

Does your company measure and manage its solid wastes in a context-based manner?

Context based waste management includes measurements against levels tied to a zero waste plan.

- ☐ Yes
- ☒ No
- ☐ Don't Know

Inputs

Monitoring Energy Usage Points Earned: 0 of 1.16667

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

- ☒ We do not currently monitor and record our usage
- ☐ We monitor and record usage (no reduction targets)
- ☐ We monitor and report 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

Monitoring and Managing Water Use Points Earned: 0 of 1.16667

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 report 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

Total Energy Use Points Earned: of 0.00000

224

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

Total Renewable Energy Use Points Earned: of 0.00000

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

Total Water Use Points Earned: of 0.00000

Total water use (liters) during the last 12 months

Energy Use Reductions Points Earned: 0 of 2.33333

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

Low Impact Renewable Energy Use Points Earned: 0 of 2.33333

What % of energy use is produced from low-impact 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

Increasing Renewable Energy Points Earned: 0 of 1.16667

Has the company increased its % use of low impact renewable energy annually at its corporate facilities?

- ☐ Yes
- ☒ No
- ☐ Already Maximized (100% low impact renewable)

Facility Energy Efficiency Points Earned: 0.388967778 of 1.16667

For which of the following systems have you used energy conservation/efficiency measures for each of your corporate facilities/locations (by majority of square feet) in the past year?

- ☐ Equipment: Energy Star Appliances / Automatic Sleep Modes / After-Hour Timers / etc.
- ☒ Lighting: Natural Light / CF Bulbs / Occupancy Sensors / Daylight Dimmers / Task Lighting / etc.
- ☐ HVAC: Programmable Thermostat / Timers / Occupancy Sensors / Shade Sun-Exposed Walls / Double-Paned Windows /
- ☐ etc. Other (please specify)
- ☐ None of the above

Which of the following water conservation methods have been implemented at the majority of your corporate offices:

- ☐ Low-flow faucets/taps, toilets/urinals, showerheads
- ☐ Grey-water usage for irrigation
- ☐ Low-volume irrigation
- ☐ Harvest rainwater
- ☐ Other (please describe)
- ☒ None
- ☐ N/A: My company has a virtual office

Life Cycle Assessments Points Earned: 0.233334 of 1.16667

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?

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

Cradle to Cradle Certification Points Earned: 0 of 1.16667

What % of your revenues are from the sale of products that have been awarded Cradle To Cradle certification?

- ☒ 0%
- ☐ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75-99%
- ☐ 100%
- ☐ N/A: My revenues are generated from a service and an LCA cannot be conducted.

% of Environmentally Preferred Input Materials Points Earned: 0.233334 of 1.16667

What is the % of recycled, renewable, or other environmentally preferred materials in your product?

Include packaging in calculation.

- ☐ 0%
- ☒ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75-99%
- ☐ 100%
- ☐ N/A - Company does not sell a physical product

Outputs

Monitoring Greenhouse Gas Emissions Points Earned: 0 of 0.58824

226

Please select the option that best describes how you monitor and record the following emissions:
Scopes 1 and 2 greenhouse gas (GHG) emissions

- ☒ Company does not currently monitor and record emissions
- ☐ Company monitors and records emissions (no reduction targets)
- ☐ Company monitors emissions and has specific reduction targets
- ☐ Company monitors emissions and has met specific reduction targets during the reporting period
- ☐ Eliminated emissions of this by-product entirely
- ☐ N/A

Total Waste Disposed Points Earned: of 0.00000

Waste Disposed (metric tonnes) during the last 12 months

Total Waste Recycled Points Earned: of 0.00000

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

Total Scope 1 GHGs Points Earned: of 0.00000

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:
Scope 1:

Total Scope 2 GHGs Points Earned: of 0.00000

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:
Scope 2:

Total Scope 3 GHGs Points Earned: of 0.00000

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:
Scope 3:

Greenhouse Gas Reduction Strategies Points Earned: 0 of 0.58824

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

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

Carbon Intensity Points Earned: 0 of 0.58824

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

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

What % of Scopes 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

% GHG Emissions Offset Points Earned: 0 of 0.29412

If your company purchased certified carbon credits in the reporting period, what % of GHG emissions were off-set?

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

Waste Reduction Programs Points Earned: 0 of 0.58824

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

Hazardous Waste Disposal Points Earned: 0 of 0.58824

Is hazardous waste always disposed of responsibly, in a way that the company can verify?

This includes batteries, paint, electronic equipment, etc.

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

Programs to Reduce End of Life Waste Points Earned: 0.196119216 of 0.58824

Does your company have in place an active end-of-life product/component reclamation program that has any of the following practices in place?

- ☐ Method for standardizing and identifying product parts and components to maximize useful life via disassembly and or reprocessing
- ☒ Labeling of resource content on manufactured items to enable recycling at end-of-life
- ☐ Widely available program to facilitate maintenance, servicing and reassembly of company's own products
- ☐ Take back of similar products from other manufacturers for disassembly/reprocessing/recovery
- ☐ Participation in a product reclamation program established by another party
- ☐ None of the above

Transportation, Distribution & Suppliers

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

- ☒ Company policy and practice that requires inbound freight or shipping to be transported via lowest impact methods (such as avoiding shipment by air transport)
- ☒ Company policy and practice that requires outbound freight or shipping is transported via lowest impact methods
- ☐ None of the above

Ton Miles Reduction Points Earned: 0 of 1.44000

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

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

- ☐ 0%
- ☐ 1-9%
- ☐ 10%-20%
- ☐ 21-50%
- ☐ >50%
- ☒ Not tracked / Unknown

Sourcing % of COGS from Local Suppliers Points Earned: 0 of 1.44000

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

Sourcing % raw materials from Local Suppliers Points Earned: 0 of 1.44000

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

Tracking Chemicals in the Supply Chain Points Earned: 1.44 of 1.44000

Does your company do any of the following to track chemicals in the supply chain for the majority of materials?

Please check all that apply.

- ☐ Do not track chemicals in the supply chain
- ☒ Require suppliers to disclose specified chemicals of concern
- ☒ Ask suppliers if they know all the chemical ingredients intentionally added to their product and all residuals of high concern present in the product (asking if they know only, not to provide the data to you)
- ☒ Require suppliers to provide chemical information to a third party
- ☐ Disclose all by-products, contaminants or trace materials to the public

Suppliers Tracking Energy Use Points Earned: 0.18 of 0.72000

229

What % of Significant Suppliers track and report the following:
Energy usage

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

Suppliers Tracking Water Use Points Earned: 0.18 of 0.72000

What % of Significant Suppliers track and report the following:
Water usage

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

Suppliers Tracking Air and Water Emissions Points Earned: 0.18 of 0.72000

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
-

Suppliers Tracking Waste and Recycling Points Earned: 0.18 of 0.72000

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
-

Suppliers Tracking Hazardous Waste Points Earned: 0.18 of 0.72000

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
-

What % of Significant Suppliers track and report the following:
GHG Emissions

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

Suppliers Using Renewable Energy Points Earned: 0.36 of 1.44000

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

Suppliers Reducing Greenhouse Gases Points Earned: 0.36 of 1.44000

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

Suppliers Reducing Waste Points Earned: 0.36 of 1.44000

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

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

Suppliers Responsibly Disposing Hazardous Waste Points Earned: 0.18 of 0.72000

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

Environmental Models Introduction

Environmental Business Model Points Earned: 0 of 0.00000

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

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ 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

Environment Products & Services Introduction

Environmental Product Benefits Points Earned: 0 of 0.00000

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

Please select ONE option per product line. You may select an additional option if your product line has two separate environmental attributes. The answer to this question affects questions you'll encounter further on in your assessment.

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

Environmental Product/Service Certifications Points Earned: of 0.00000

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

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

We don't have certifications of our products that fall under this question, but do have certified input materials: FSC and RSPO

Land/wildlife Conservation

Tell us more about how your product or service conserves natural resources

Through purchase of FSC and RTSP0/GreenPalm input materials (Palm offsets as well as purchasing RTSP0 palm itself). We cannot capture here as we have been instructed to calculate as expenses, but this question calculates as revenues.

Land/wildlife Conservation Description Points Earned: 0 of 0.00000

Which of the following product or service descriptions apply?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ Product/ service requires specific practices to ensure the humane treatment of animals used as inputs in the product's creation (i.e. humane certified eggs)
- ☒ Product/service requires specific practices to ensure the sustainable harvesting or use of natural products and materials (FSC certified paper; MSC seafood; shade-grown coffee)
- ☐ Product/ service directly prevents environment/ecosystem degradation (i.e. protected parks; wildlife management service)
- ☐ Product/service improves natural environments previously damaged by degradation (i.e. reforestation; endangered species repopulation)
- ☐ These descriptions do not apply to our company's product/service (Skip the remainder of this section)

Revenue from Land/wildlife Conservation Points Earned: 0 of 0.00000

The values included here in each assessment were calculated based on the percentage of input material costs that came from certified sources and eligible suppliers. This is in lieu of using revenue which would require a product-level certification

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

The answer to this question affects questions you'll encounter further on in your assessment.

2%

Tons of Carbon Offset Points Earned: of 0.00000

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

Metric tons of GHG/CO2 equivalent

Hectares Protected Points Earned: of 0.00000

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

Number of hectares protected

Wildlife Species Protected Points Earned: of 0.00000

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

Number of wildlife species protected/saved

Waste Diverted Points Earned: of 0.00000

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

Metric tons of waste saved from landfill or incineration

Water Saved Points Earned: of 0.00000

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

Liters of water saved/off-set

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

Please select all that apply.

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

Efficacy of Land/wildlife Conservation Points Earned: 0 of 1.11111

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

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

Negative outcomes measured Points Earned: 0 of 1.11111

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

- ☐ Yes
- ☒ No

Innovative Land/wildlife Conservation Points Earned: of 0.00000

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

N/A

Toxin Reduction / Remediation

Toxin / Pollution Reduction Overview Points Earned: of 0.00000

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

We purchase organic raw materials.

Toxin / Pollution Reduction Description Points Earned: 0 of 0.00000

Which of the following product or service descriptions apply?

The answer to this question affects questions you'll encounter further on in your assessment.

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

% Toxin Reduction Points Earned: of 0.00000

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

Revenue from Toxin Reduction / Remediation Points Earned: 0 of 0.00000

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

The answer to this question affects questions you'll encounter further on in your assessment.

6%

The values included here in each assessment were calculated based on the percentage of input material costs that came from certified sources and eligible suppliers. This is in lieu of using revenue which would require a product-level certification

Tons of Carbon Offset Points Earned: of 0.00000

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

Metric tons of GHG/CO₂ equivalent

kWh Saved Points Earned: of 0.00000

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

kWh saved/off-set

Waste Diverted Points Earned: of 0.00000

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

Metric tons of waste saved from landfill or incineration

Water Saved Points Earned: of 0.00000

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

Liters of water saved/off-set

Verification of Toxin Reduction Points Earned: 1.11111 of 1.11111

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

Select all that apply.

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

Efficacy of Toxin Reduction / Remediation Points Earned: 1.11111 of 1.11111

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

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

Negative Impact Management Points Earned: 0 of 1.11111

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

- ☐ Yes
- ☒ No

Innovative Toxin Reduction / Remediation Points Earned: of 0.00000

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

N/A

The Body Shop - Chile

Wholesale/Retail

10-49 Employees

OVERALL SCORE			
73.4			
OPERATIONS SCORE	IMPACT BUSINESS MODEL SCORE	N/A SCORE	
54.4	16.8	2.0	
 Governance			15.4
 Workers			18.4
 Community			25.2
 Environment			14.2
 Disclosure Questionnaire			NA
VERSION	COMPLETION	YEAR	STATUS
5	100%	2018	Rated
MARKET	SECTOR	SIZE	INDUSTRY
Emerging	Wholesale/Retail	10-49	Personal care products

Governance

Mission & Engagement

Level of Impact Focus Points Earned: 0 of 0.00000

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.

Mission Statement Points Earned: of 0.00000

Please type or paste your mission statement here.

The Body Shop exists to fight for a fairer and more beautiful world

Mission Statement Characteristics Points Earned: 0.33333 of 0.33333

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)

Social & Environmental Internal Engagement Points Earned: 0.222267778 of 0.66667

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

Social/Environmental Key Performance Indicators Points Earned: 0.66667 of 0.66667

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.)

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)
-

Corporate Accountability

Governance Structures Points Earned: 0.4 of 0.40000

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

The answer to this question affects questions you'll encounter further on in your assessment.

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

Governing Body Characteristics Points Earned: 0.8 of 0.80000

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

Please check all that apply.

- ☒ Includes at least one independent member
 - ☒ Includes at least 50% independent members
 - ☒ Meets at least twice annually (2x per year)
 - ☐ Our company is a cooperative and elects its board from membership
 - ☐ None of the above
 - ☐ N/A - no Board of Directors or equivalent
-

Governing Body Responsibilities Points Earned: 0.8 of 0.80000

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
-

Ethics

Does the company maintain any of the following financial controls?

Please check all that apply.

Sensitive

Work Conduct Policy Points Earned: 0.375 of 0.75000

Does your company have one of the following policies regarding work conduct?

Check only one.

- ☐ None
- ☒ A written Code of Business Conduct that explicitly establishes behavioral expectations for the organization
- ☐ A written Code of Business Conduct that explicitly establishes behavioral expectations for the organization and that includes a statement against bribery and corruption.

Whistleblower Policy Points Earned: 0.75 of 0.75000

Does the company have a written whistleblower policy?

- ☒ Yes
- ☐ No

Transparency

Financial Reporting Standards Points Earned: 1.09091 of 1.09091

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

Reviewed / Audited Financials Points Earned: 0 of 0.27273

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

Accessible Financial Data Points Earned: 0.36370606 of 0.54545

Does your company maintain financial data from last fiscal year that can be accessed or viewed by the following?

Exclude compensation data. Please check all that apply.

- ☒ Shared with all managers
- ☒ Shared with all non-managers
- ☐ Shared publicly (e.g. posted on website)
- ☐ None

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

Public Feedback Channel Points Earned: 0.27273 of 0.27273

Is there a publicly-known mechanism through which customers can provide product feedback, ask questions or file complaints?

- ☒ Yes
- ☐ No

Client Protection Warranty Points Earned: 0.27273 of 0.27273

Is the product or service made or sold by your company covered by a warranty or a client protection policy for consumers?

Select N/A only if your company provides consulting services.

- ☒ Yes
- ☐ No
- ☐ NA

Governance Metrics

Last Fiscal Year Points Earned: of 0.00000

On what date did your last fiscal year end?

2017-12-31

Reporting Currency Points Earned: 0 of 0.00000

Reporting currency

Chilean Peso - CLP

Revenue Last Year Points Earned: 0 of 0.00000

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. The answer to this question affects questions you'll encounter further on in your assessment.

Sensitive

Revenue Year Before Last Points Earned: 0 of 0.00000

Total Earned Revenue
From the fiscal year before last

Sensitive

Earnings Before Interest & Taxes Last Year Points Earned: 0 of 0.00000

EBIT (Earnings Before Interest & Taxes)
From the last fiscal year

Sensitive

EBIT (Earnings Before Interest & Taxes)
From the fiscal year before last

Sensitive

Net Income Last Year Points Earned: 0 of 0.00000

Net Income
From the last fiscal year

Sensitive

Net Income Year Before Last Points Earned: 0 of 0.00000

Net Income
From the fiscal year before last

Sensitive

Payments to Government Points Earned: 0 of 0.00000

Payments to government in the last fiscal year.
Select N/A if company is pre-revenue.

Sensitive

Mission Locked

Mission Lock Points Earned: 7.5 of 10.00000

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

Workers

Worker Metrics

Majority Hourly vs. Salaried Workers Points Earned: 0 of 0.00000

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. The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ Fixed Salary
- ☐ Daily/Hourly Wage

of Full Time Workers Points Earned: 0 of 0.00000

Number of Total Full-Time Workers
Current Total Full-Time Workers

The answer to this question affects questions you'll encounter further on in your assessment.

of Full Time Workers Last Year Points Earned: 0 of 0.00000

241

Number of Total Full-Time Workers

Total Full-Time Workers 12 months ago

The answer to this question affects questions you'll encounter further on in your assessment.

56

of Part Time Workers Points Earned: 0 of 0.00000

Number of Total Part-Time Workers

Current Total Part-Time Workers

The answer to this question affects questions you'll encounter further on in your assessment.

16

of Part Time Workers Last Year Points Earned: 0 of 0.00000

Number of Total Part-Time Workers

Total Part-Time Workers 12 months ago

The answer to this question affects questions you'll encounter further on in your assessment.

11

of Temporary Workers Points Earned: 0 of 0.00000

Number of Total Temporary Workers

Current Total Temporary Workers

The answer to this question affects questions you'll encounter further on in your assessment.

7

of Temporary Workers Last Year Points Earned: 0 of 0.00000

Number of Total Temporary Workers

Total Temporary Workers 12 months ago

The answer to this question affects questions you'll encounter further on in your assessment.

24

Compensation & Wages

Total Wages Points Earned: 0 of 0.00000

Total Wages (including bonuses)

Sensitive

Lowest Paid Wage Points Earned: 0 of 0.00000

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

Please exclude students and interns in this calculation.

Sensitive

Inflation Rate Compensation Adjustments Points Earned: 0 of 4.42800

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. Click on ? to link to an inflation table.



Yes



No

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%+

High to Low Pay Ratio Points Earned: 3.321 of 4.42800

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

Compensation & Wages (Salaried)**Bonus Plan Characteristics** Points Earned: 1.23 of 1.23000

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%

Benefits**Supplementary Health Benefits** Points Earned: 2.37143 of 2.37143

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

Paid Secondary Caregiver Leave Points Earned: 0.7825719 of 2.37143

What is the minimum paid secondary caregiver leave offered to full-time workers either through the company or the government?

- ☐ None
- ☒ Up to 2 weeks
- ☐ 2 to 5 weeks
- ☐ 6+ weeks

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

Supplementary Benefits Points Earned: 2.37143 of 2.37143

Which supplementary benefits are provided to a majority of full-time and part-time workers?

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

☐ None

Worker Benefits (Salaried)

Number of Paid Days Off Points Earned: 0.6375 of 0.85000

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

Paid Primary Caregiver Leave for Salary Workers Points Earned: 0.85 of 0.85000

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

Training & Education

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

Amount of Training for New Hires Points Earned: 0.216645 of 0.65000

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

Training & Education (Salaried)

Skills-Based Training Participation Points Earned: 0.34 of 0.68000

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

Cross-Job Skills Training Participation Points Earned: 0 of 0.68000

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

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

External Professional Development Participation Points Earned: 0 of 1.36000

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%+

Worker Ownership

% Participation in Employee Ownership Points Earned: 0 of 3.50000

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

% of Company Owned by Non-Executive Employees Points Earned: 0 of 3.50000

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

Management & Worker Communication

Employee Review Process Points Earned: of 0.00000

Please describe your formal, written evaluation process for providing feedback to all workers on their performance here.

The review process is conducted on at least an annual basis and includes peer and subordinate input. It goes onto provide written guidance for career development and gives clearly identifies achievable goals. It also follows a 360-degree feedback process.

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

Employee Satisfaction Points Earned: 0 of 0.45000

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%

Termination Policy Points Earned: 0.45 of 0.45000

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

Worker / Management Conflict Mediation Points Earned: 0.45 of 0.45000

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)

There is a formal channel, you can speak to your manager, supervisor or HR representative, depending on the issue, the complexity or the people involved in your complaint.

- ☐ None of the above

Management & Worker Communication (Salaried)

Performance Reviews Points Earned: 0.6 of 0.60000

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

Human Rights & Labor Policy

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

Non-Discrimination Policy Points Earned: 0.6 of 0.60000

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

Occupational Health & Safety

Worker Safety Practices Points Earned: 0.159984 of 0.48000

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

Handling Hazardous Materials Points Earned: 0 of 0.96000

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 protect
- ☐ 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

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 w 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

Worker Business Models Introduction

Workers Impact Business Model Introduction Points Earned: 0 of 0.00000

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

The answer to this question affects questions you'll encounter further on in your assessment.

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

Community

Job Creation

New Jobs Added Last Year Points Earned: 0 of 0.00000

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:

5

New Jobs Added Year Before Last Points Earned: 0 of 0.00000

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:

48

Job Growth Rate Points Earned: 0.889067778 of 2.66667

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%+

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%+

Departed Employees Points Earned: of 0.00000

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.

Sensitive

Attrition Rate Points Earned: 0 of 2.66667

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

Diversity & Inclusion

Female Employees Points Earned: 0 of 0.00000

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

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

60

Ownership Diversity Points Earned: 0 of 1.45455

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

Women Workers Points Earned: 1.45455 of 1.45455

What % of your workforce (both full-time and part-time) are women or from chronically underemployed communities?

Women

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

What % of your workforce (both full-time and part-time) are women or from chronically underemployed communities?
Chronically-underemployed

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

Nonprofit Ownership Points Earned: 0 of 0.72727

What % of the company is owned by:
Non-profit organization

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

Female Ownership Points Earned: 0 of 0.00000

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

7

Ownership by Individuals from Underemployed Groups Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of the company's ownership is held by the following groups?
Individuals from chronically underemployed communities

0

Board of Directors Diversity Points Earned: 0.969748485 of 1.45455

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

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

Civic Engagement & Giving

Corporate Citizenship Program

 Points Earned: 0.757899 of 0.84211

Does your company have the following charitable giving practices implemented in practice or written in policy?

- ☒ 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)
Selling tote bags for a donation
- ☐ None of the above

Civic Memberships and Partnerships

 Points Earned: 0.14037807 of 0.42105

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)

Volunteer Service Policies

 Points Earned: 0.84211 of 0.84211

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

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

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

Tracking Volunteer Service Points Earned: 0 of 0.42105

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

Total Amount of Volunteer Service Hours Points Earned: 0 of 0.00000

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.

0

Volunteer Service Per Capita Points Earned: 0 of 0.84211

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

Total Amount of Charitable Donations Points Earned: 0 of 0.00000

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.

Sensitive

% of Revenue Donated Points Earned: 0.673684 of 3.36842

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

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

Local Involvement

Spending on Local Suppliers Points Earned: 0 of 3.00000

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

Focus on Local Customers Points Earned: 0 of 3.00000

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

- ☐ Yes
- ☒ No

Suppliers, Distributors & Product

Significant Supplier Descriptions Points Earned: 0 of 0.00000

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

Social or Environmental Screening of Suppliers Points Earned: 0 of 0.00000

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. The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ Yes
- ☐ No

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)

Supplier Evaluation Practices Points Earned: 1.875 of 1.87500

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

Length of Supplier Relationships Points Earned: 0.624375 of 1.87500

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

Verified Fair Wages Points Earned: 0.9375 of 1.87500

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)

Independent Contractor Practices Points Earned: 1.875 of 1.87500

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

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

Product Accreditations and Certifications Points Earned: 1.875 of 1.87500

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

Tracking System for Quality Assurance Points Earned: 1.875 of 1.87500

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

- ☒ Yes
- ☐ No
- ☐ NA

Community Business Models Introduction

Community Oriented Business Models Points Earned: 0 of 0.00000

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

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ 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

Supply Chain Poverty Alleviation

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)

Purchasing From Underserved Suppliers Points Earned: 0 of 0.00000

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

Types Of Underserved Suppliers Points Earned: 0 of 0.00000

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

Beneficial Trade Terms for Underserved Suppliers Points Earned: 0 of 0.00000

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

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ 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

% Purchases with Beneficial Trade Terms Points Earned: 0 of 0.00000

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

The answer to this question affects questions you'll encounter further on in your assessment.

14

Purchases from Suppliers with Beneficial Terms Points Earned: 0 of 0.00000

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

Sensitive

Tracking Supplier Premiums Points Earned: 0.57692 of 0.57692

Do you track the premium paid to suppliers?

- ☒ Yes
- ☐ No

Premium Paid to Suppliers Points Earned: 0 of 0.00000

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

Sensitive

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

- We work with the farmers/collectors/coops to work out what true cost of production is. - Our price (fair price) = fair cost of production + discretionary income + income to meet needs. Issue in calculating the premium is that we run our own supply chain

Innovative Supply Chain Poverty Alleviation Points Earned: of 0.00000

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.

The CT programme was highly innovative when it was started by TBS in 1987. The model has been emulated within the cosmetic industry and beyond. AS one example, L'Oreal, after acquiring TBS in 2006, developed a 'Solidarity Sourcing' programme which has similar aims and some Community Trade suppliers became suppliers to other L'Oreal brands during (and after) this period.

Support for Small-Scale Suppliers Points Earned: 0 of 0.00000

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. The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ 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

% of Purchases from Supported Small-Scale Suppliers Points Earned: 0 of 0.00000

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

The answer to this question affects questions you'll encounter further on in your assessment.

8

Verification of Fair Wages and Working Conditions Points Earned: 0 of 0.00000

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?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ 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.

Purchasing From Underserved Suppliers Points Earned: 0 of 0.00000

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

The answer to this question affects questions you'll encounter further on in your assessment.

10

Wage and Working Conditions Screening Points Earned: 0.57692 of 0.57692

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

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)

The TBS CT programme is externally verified by Ecocert, an independent international audit co. ET programme reports and is evaluated annually by ETI. Some supp also verified against other sustainability standards inc FLO, organic, UEBT, FFL, RSPO

Tracking Impact on Workers Points Earned: 0.57692 of 0.57692

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

- ☒ Yes
- ☐ No

Tracking Impact Explanation Points Earned: of 0.00000

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

We record numbers of workers in each of our community trade supply chains on an annual basis. This data includes gender divide and categories of labour (farmer, mill operator, etc). As part of our work under our SuSo Charter we monitor and evaluate supplier engagement with its workforce through reviews of supplier's policies specifically those relating to worker engagement such as H&S policies, collective bargaining agreements, sexual harassment etc. Part of this assessment is also engaging directly with workers, spending time understanding directly from them how they interact with management and how the work impacts them. In many cases we often visit workers homes with them, meeting with their family members to build a wider and more open understanding of the impact of the work in a wider family context.

Innovative Supply Chain Poverty Alleviation Points Earned: of 0.00000

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.

The Body Shop pioneered fair trade in the cosmetics industry. Launching in 1987 as Trade Not Aid with Teddy Exports in India - a trading relationship that we still relish 32 years later. Today our mission in Community Trade remains the same - to use our trade as a lever to drive forward positive social change. From those early days our programme has expanded to include 31 suppliers of ingredients and handcrafts spanning 23 countries supporting improved livelihoods for over 16,000 people. The organisations we work with in turn use profits and Community Trade premiums to support many thousands more in their local communities through such initiatives as education, healthcare and equality. We are proud that Community Trade is our own bespoke programme that we manage ourselves whilst also being independently verified by Ecocert. During the period of ownership under L'Oreal Community Trade was instrumental in the development of the L'Oreal Solidarity Sourcing programme which was designed to improve access to employment for vulnerable people in L'Oreal supply chains.

Supply Chain Transparency Points Earned: 0.57692 of 0.57692

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

Environment

Environment Introduction

What kind of facilities does your business primarily operate in?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ Company owned office space
- ☒ Leased office space
- ☐ Co-working Space
- ☐ Virtual/ Home Offices

Land, Office, Plant

Facility Environmental Efficiency Points Earned: 0.246154 of 1.23077

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

Recycling Programs Points Earned: 1.23077 of 1.23077

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

Environmentally Efficient Equipment Points Earned: 0 of 0.61538

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

Environmental Management Systems Points Earned: 0.246154 of 1.23077

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)

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)

Virtual Office Stewardship Points Earned: 0 of 2.46154

Which of the following are true of how your company encourages good environmental stewardship in how employees manage their virtual offices?

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

Inputs

Environmentally Certified Products Points Earned: 0.53125 of 2.12500

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

Monitoring Energy Usage Points Earned: 0 of 2.12500

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

Monitoring and Managing Water Use Points Earned: 0 of 2.12500

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

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

% of Environmentally Preferred Input Materials Points Earned: 0.53125 of 2.12500

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

Water Conservation Practices Points Earned: 1.0625 of 2.12500

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

Electricity Sources Points Earned: 0 of 2.12500

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 wind or small-scale hydropower)
- ☐ Bio-fuel or other clean/renewable based generators
- ☐ Renewable energy sources (including on-site renewable)
- ☐ Other (describe)

Low Impact Renewable Energy Use Points Earned: 0 of 2.12500

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%+

Waste Disposal Methods Points Earned: 3.75 of 5.00000

How does your company dispose of a majority of non-hazardous waste/garbage?

- ☐ Incinerate/burn/on-site disposal (uncertified)
- ☐ 3rd party garbage collection, no certification for disposal
- ☐ Municipal garbage collection
- ☐ Composting garbage
- ☒ Private 3rd party disposal (that had been certified and can provide documentation for responsible disposal)
- ☐ On-site disposal that is compliant with internationally-accepted methods (3rd party reviewed or audited)
- ☐ Waste is separated and recycled/reused for company's own production or donated/provided to other facilities
- ☐ Other (describe)

Hazardous Waste Disposal Points Earned: 0 of 5.00000

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

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

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

Hazardous Materials On-Site Points Earned: 0 of 5.00000

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

Transportation, Distribution & Suppliers**Significant Suppliers Reporting Practices** Points Earned: 1.53846 of 1.53846

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

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%

Shipping Policies Points Earned: 0.38462 of 0.38462

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

- ☒ Yes
- ☐ No

Sourcing % of COGS from Local Suppliers Points Earned: 0 of 0.76923

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

Sourcing % raw materials from Local Suppliers Points Earned: 0 of 0.76923

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

Managing Impact of Transportation Points Earned: 0 of 0.76923

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

Environmental Models Introduction

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

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ 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

Environment Products & Services Introduction

Environmental Product Benefits Points Earned: 0 of 0.00000

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

Please select ONE option per product line. You may select an additional option if your product line has two separate environmental attributes. The answer to this question affects questions you'll encounter further on in your assessment.

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

Environmental Product/Service Certifications Points Available: 0.00000

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

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

Land/wildlife Conservation

Land/wildlife Conservation Overview Points Earned: 0 of 0.00000

Tell us more about how your product or service conserves natural resources

Through purchase of FSC and RTSP0/GreenPalm input materials (Palm offsets as well as purchasing RTSP0 palm itself). We cannot capture here as we have been instructed to calculate as expenses, but this question calculates as revenues.

Land/wildlife Conservation Description Points Earned: 0 of 0.00000

Which of the following product or service descriptions apply?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ Product/ service requires specific practices to ensure the humane treatment of animals used as inputs in the product's creation (i.e. humane certified eggs)
- ☒ Product/service requires specific practices to ensure the sustainable harvesting or use of natural products and materials (FSC certified paper; MSC seafood; shade-grown coffee)
- ☐ Product/ service directly prevents environment/ecosystem degradation (i.e. protected parks; wildlife management service)
- ☐ Product/service improves natural environments previously damaged by degradation (i.e. reforestation; endangered species repopulation)
- ☐ These descriptions do not apply to our company's product/service (Skip the remainder of this section)

Revenue from Land/wildlife Conservation Points Earned: 0 of 0.00000

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

The answer to this question affects questions you'll encounter further on in your assessment.

2%

The values included here in each assessment were calculated based on the percentage of input material costs that came from certified sources and eligible suppliers. This is in lieu of using revenue which would require a product-level certification

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

Metric tons of GHG/CO2 equivalent

Hectares Protected Points Earned: of 0.00000

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

Number of hectares protected

Wildlife Species Protected Points Earned: of 0.00000

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

Number of wildlife species protected/saved

Waste Diverted Points Earned: of 0.00000

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

Metric tons of waste saved from landfill or incineration

Water Saved Points Earned: of 0.00000

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

Liters of water saved/off-set

Verification of Land/wildlife Conservation Points Earned: 0 of 1.11111

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

Please select all that apply.

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

Efficacy of Land/wildlife Conservation Points Earned: 0 of 1.11111

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

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

Negative outcomes measured Points Earned: 0 of 1.11111

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

- ☐ Yes
- ☒ No

Innovative Land/wildlife Conservation Points Earned: of 0.00000

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

N/A

Toxin / Pollution Reduction Overview Points Earned: of 0.00000

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

We purchase organic raw materials.

Toxin / Pollution Reduction Description Points Earned: 0 of 0.00000

Which of the following product or service descriptions apply?

The answer to this question affects questions you'll encounter further on in your assessment.

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

% Toxin Reduction Points Earned: of 0.00000

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

Revenue from Toxin Reduction / Remediation Points Earned: 0 of 0.00000

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

The answer to this question affects questions you'll encounter further on in your assessment.

6%

The values included here in each assessment were calculated based on the percentage of input material costs that came from certified sources and eligible suppliers. This is in lieu of using revenue which would require a product-level certification

Tons of Carbon Offset Points Earned: of 0.00000

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

Metric tons of GHG/CO2 equivalent

kWh Saved Points Earned: of 0.00000

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

kWh saved/off-set

Waste Diverted Points Earned: of 0.00000

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

Metric tons of waste saved from landfill or incineration

Water Saved Points Earned: of 0.00000

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

Liters of water saved/off-set

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

Select all that apply.

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

Efficacy of Toxin Reduction / Remediation Points Earned: 1.11111 of 1.11111

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

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

Negative Impact Management Points Earned: 0 of 1.11111

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

- ☐ Yes
- ☒ No

Innovative Toxin Reduction / Remediation Points Earned: of 0.00000

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

N/A

The Body Shop - Denmark

Wholesale/Retail

50-249 Employees

OVERALL SCORE			
78.5			
OPERATIONS SCORE	IMPACT BUSINESS MODEL SCORE		N/A SCORE
60.5	16.8		1.1
 Governance			16.5
 Workers			20.2
 Community			24.7
 Environment			16.9
 Disclosure Questionnaire			NA
VERSION	COMPLETION	YEAR	STATUS
5	100%	2018	Rated
MARKET	SECTOR	SIZE	INDUSTRY
Developed - Global	Wholesale/Retail	50-249	Personal care products

Governance

Mission & Engagement

Level of Impact Focus Points Earned: 0 of 0.00000

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.

Mission Statement Characteristics Points Earned: 0.21429 of 0.21429

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 beneficiary group in need (e.g. low income customers, smallholder farmers)

Mission Statement Points Earned: of 0.00000

Please type or paste your mission statement here.

The Body Shop exists to fight for a fairer and more beautiful world

Social and Environmental Performance Training Points Earned: 0.42857 of 0.42857

Which type of employee training does your company provide regarding its social and environmental mission?

Please check all that apply.

- ☐ No social or environmental mission
- ☐ No training on the company's social and environmental mission
- ☐ Only informal inclusion in orientation, training and/or instruction
- ☒ Specific, formal training integrated into new employee and new manager training
- ☒ Specific, formal training integrated into ongoing employee and manager training
- ☒ Workers articulate goals and achievements on 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

Board Review of Social or Environmental Performance Points Earned: 0.42857 of 0.42857

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

What proportion of full-time managers have social or environmental mission-related responsibilities or expectations outlined in their job description?

- ☐ 0%
- ☐ 1-49%
- ☒ 50-99%
- ☐ 100%

Social and Environmental Management Reviews Points Earned: 0.3214275 of 0.42857

What portion of management had a formal written performance evaluation/review in the last year that included social and/or environmental goals?

- ☐ 0
- ☐ 1-49%
- ☒ 50-99%
- ☐ 100%

Social or Environmental Performance Related Executive Job Descriptions Points Earned: 0.42857 of 0.42857

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

Stakeholder Engagement Points Earned: 0.21429 of 0.21429

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)

Social/Environmental Key Performance Indicators Points Earned: 0.42857 of 0.42857

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 (examples: 3rd-party impact assessments, progress out of poverty indexing, beneficiary outcome surveys, etc.)

Corporate Accountability

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

The answer to this question affects questions you'll encounter further on in your assessment.

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

Governing Body Characteristics Points Earned: 1 of 1.00000

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 1 independent member
- ☒ Includes at least 50% independent members
- ☒ Oversees executive compensation
- ☒ Has an Audit Committee with at least 1 independent member
- ☒ Has a Compensation Committee with at least 1 independent member
- ☐ Company is a cooperative and elects Board from membership
- ☐ None of the above
- ☐ N/A - No Board of Directors or equivalent

Governing Body Stakeholder Representation Points Earned: 0 of 0.25000

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

Select all that apply.

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

Ethics

Financial Controls Points Earned: 0.42857 of 0.42857

Does the company maintain any of the following financial controls?

Please check all that apply.

Sensitive

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

- ☒ Written employee whistle-blowing policy provides legal protection to workers, with strict confidentiality easily accessible ; circulated to all 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

Instruction on Code of Ethics Points Earned: 0.42857 of 0.42857

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)

Conflict of Interest Questionnaire Points Earned: 0.21429 of 0.21429

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.

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

Transparency

Reviewed / Audited Financials Points Earned: 0.8 of 0.80000

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

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

Financial Transparency with Employees Points Earned: 0.64 of 0.80000

Does the company have a formal process to share financial information with its full-time employees?

Exclude compensation data. Please check all that apply.

- ☐ 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

Do all full-time employees have access to written information that identifies all material owners and investors of the company?

- ☒ Yes
☐ No

Impact Reporting Points Earned: 0.6 of 0.80000

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

Client Protection Warranty Points Earned: 0.4 of 0.40000

Is your product or service covered by a written consumer warranty or client protection policy?

- ☒ Yes
☐ No

Public Feedback Channel Points Earned: 0.4 of 0.40000

Is there a publicly-known mechanism through which customers can provide product feedback, ask questions, or file complaints?

- ☐ No
☐ Yes, there is a mechanism for feedback to be sent only privately to company
☒ Yes, there is a mechanism where feedback is made transparent to the public

Governance Metrics**Last Fiscal Year** Points Earned: of 0.00000

On what date did your last fiscal year end?

2017-12-31

Reporting Currency Points Earned: 0 of 0.00000

Reporting currency

Danish Krone - DKK

Revenue Last Year Points Earned: 0 of 0.00000

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. The answer to this question affects questions you'll encounter further on in your assessment.

Sensitive

Revenue Year Before Last Points Earned: 0 of 0.00000

Total Earned Revenue
From the fiscal year before last

Sensitive

EBIT (Earnings Before Interest & Taxes) From the last fiscal year

Sensitive

Earnings Before Interest & Taxes Year Before Last Points Earned: 0 of 0.00000

EBIT (Earnings Before Interest & Taxes) From the fiscal year before last

Sensitive

Net Income Last Year Points Earned: 0 of 0.00000

Net Income From the last fiscal year

Sensitive

Net Income Year Before Last Points Earned: 0 of 0.00000

Net Income From the fiscal year before last

Sensitive

Mission Locked

Mission Lock Points Earned: 7.5 of 10.00000

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 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

Workers

Worker Metrics

Majority Hourly vs. Salaried Workers Points Earned: 0 of 0.00000

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. The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ Fixed Salary
- ☐ Daily/Hourly Wage

of Full Time Workers Points Earned: 0 of 0.00000

Number of Total Full-Time Workers

Current Total Full-Time Workers

The answer to this question affects questions you'll encounter further on in your assessment.

of Full Time Workers Last Year Points Earned: 0 of 0.00000

275

Number of Total Full-Time Workers
Total Full-Time Workers 12 months ago

The answer to this question affects questions you'll encounter further on in your assessment.

28

of Part Time Workers Points Earned: 0 of 0.00000

Number of Total Part-Time Workers
Current Total Part-Time Workers

The answer to this question affects questions you'll encounter further on in your assessment.

93

of Part Time Workers Last Year Points Earned: 0 of 0.00000

Number of Total Part-Time Workers
Total Part-Time Workers 12 months ago

The answer to this question affects questions you'll encounter further on in your assessment.

159

of Temporary Workers Points Earned: 0 of 0.00000

Number of Total Temporary Workers
Current Total Temporary Workers

The answer to this question affects questions you'll encounter further on in your assessment.

6

of Temporary Workers Last Year Points Earned: 0 of 0.00000

Number of Total Temporary Workers
Total Temporary Workers 12 months ago

The answer to this question affects questions you'll encounter further on in your assessment.

10

Compensation & Wages

Total Wages Points Earned: 0 of 0.00000

Total Wages (including bonuses)

Sensitive

Lowest Paid Wage Points Earned: 0 of 0.00000

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

Please exclude students and interns in this calculation.

Sensitive

% Above the Living Wage Points Earned: 0 of 1.54545

What % above living wage did your lowest-paid worker (excluding interns) receive during the last fiscal year?

- ☐ 0% or below
- ☐ 1-14%
- ☐ 15-24%
- ☐ 25%+
- ☒ N/A - No living wage data available for country of operations

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

Market Compensation Comparison Points Earned: 0 of 1.54545

Based on a company referenced compensation study in the last two years, how does your company's compensation structure (excluding executive management) compare with the market?

- ☒ Don't Know: Have not referenced a compensation survey
- ☐ 1st quartile (0-24th percentile)
- ☐ 2nd quartile (25-49th percentile)
- ☐ 3rd quartile (50-74th percentile)
- ☐ 4th quartile (75-100th percentile)

Bonus Plan Characteristics Points Earned: 0.386365 of 0.77273

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

- ☐ Bonuses are given but there is no formal 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

Employees Receiving a Bonus Points Earned: 0.3863625 of 1.54545

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%
- ☐ N/A

Initiatives To Increase Wages and Benefits Points Earned: 1.54545 of 1.54545

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

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

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

Compensation & Wages (Salaried)

Subtracting for inflation increase, what was the average % increase in wage/salary paid to non-executive workers in the last fiscal year?

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

- ☒ 0-2%
- ☐ 3-5%
- ☐ 6-15%
- ☐ >15%
- ☐ N/A - No workers last year

Bonus Plan Characteristics Points Earned: 0.63327 of 1.90000

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.

- ☐ No bonus payout, or no bonus plan
- ☐ <1%
- ☒ 1-5%
- ☐ 6-15%
- ☐ >15%

Benefits

Government Provision Of Healthcare Points Earned: 0 of 0.00000

Which of the following best describes the provision of healthcare 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

Healthcare Coverage Points Earned: 3.23636 of 3.23636

What % of employees are eligible for health care benefits either through company or government plan?

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

Supplementary Health Benefits Points Earned: 1.213635 of 1.61818

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

What is the minimum paid secondary caregiver leave offered to full-time workers either through the company or the government?

- ☐ None
- ☐ Up to 2 weeks
- ☐ 2 to 5 weeks
- ☒ 6+ weeks
-

Healthcare Eligibility for Part Time Workers Points Earned: 0.80909 of 0.80909

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
-

Retirement Programs Points Earned: 1.213635 of 1.61818

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

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

Worker Benefits (Salaried)

Number of Paid Days Off Points Earned: 1.7 of 1.70000

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
-

Paid Primary Caregiver Leave for Salary Workers Points Earned: 1.7 of 1.70000

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
-

Training & Education

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

Internal Promotions Points Earned: 0.055 of 0.22000

What % of positions above entry level have been filled with internal candidates in the last 12 months?

Exclude material owners in your calculation.

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

Internal Promotions Points Earned: 0.0726 of 0.22000

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

Exclude material owners in your calculation.

- ☐ 0%
- ☒ 1-5%
- ☐ 6-15%
- ☐ >15%

Paid Professional Development Days Points Earned: 0.073326 of 0.22000

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

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

Management Training Points Earned: 0.22 of 0.22000

Do new and existing managers get regular training and coaching on the following?

Check all that apply.

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

Training & Education (Salaried)

Skills-Based Training Participation Points Earned: 0.08125 of 0.16250

280

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

Cross-Job Skills Training Participation Points Earned: 0.040625 of 0.16250

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

Life Skill Training Participation Points Earned: 0.040625 of 0.16250

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

External Professional Development Participation Points Earned: 0.08125 of 0.32500

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

Include only those that are paid for in advance, reimbursed or subsidized by the company.

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

Subsidized Educational Opportunities Points Earned: 0 of 0.32500

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

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

- ☒ 0
- ☐ 1-5%
- ☐ 6-15%
- ☐ >15%

For what % of terminated full-time employees are formal outplacement services provided?

Exclude employees terminated with cause.

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

Worker Ownership

% Participation in Employee Ownership Points Earned: 0 of 1.75000

What % 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

Employee Ownership Points Earned: 0 of 1.75000

What % of the company is owned or formally reserved as part of a written plan for full-time workers and management (including founders/executives)?

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
- ☐ Don't Know

% of Company Owned by Non-Executive Employees Points Earned: 0 of 3.50000

What % of the company is owned by full-time workers who are non-executive employees and non-founders?

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

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

Management & Worker Communication

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
- ☐ Follows a 360-degree feedback process
- ☐ None of the above

Employee Handbook Information Points Earned: 0.175 of 0.17500

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

Check all that apply.

- ☐ 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

Employee Satisfaction Points Earned: 0 of 0.70000

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%

Employee Metric Transparency Points Earned: 0 of 0.17500

Which of the following employee metrics are regularly collected, monitored and made transparent to all employees?

- ☐ Retention and turnover metrics
- ☐ Diversity metrics
- ☒ None

Termination Policy Points Earned: 0 of 0.35000

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

Exclude situations requiring immediate dismissal / with cause.

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

Average Tenure Points Earned: 0.20001 of 0.30000

What is the average tenure of your current workforce?

- ☐ <12 months
- ☐ 1-3 years
- ☒ 3-5 years
- ☐ >5 years

Job Flexibility/Corporate Culture

Health and Wellness Initiatives Points Earned: 0.16 of 0.40000

Do company policies support any of the following health and wellness initiatives above insurer-provided programs?

Check all that apply.

- ☐ Company does not offer any formal health and wellness initiatives
- ☐ Company sponsors and encourages workers to participate in health and wellness activities during the workweek (i.e. walking or steps programs)
- ☐ Company offers incentives for workers to complete health risk assessments or participate in health and wellness activities (e.g., a fund for exercise equipment, subsidized gym membership, etc.)
- ☐ Over 25% of workers have completed a health risk assessment in the last 12 months
- ☐ Employees have access to behavioral health counseling services, web resources or Employee Assistance Programs
- ☐ Spouses, partners, or children of employees provided access to behavioral health counseling services, web resources or Employee Assistance Programs
- ☒ Company has policies and programs in place to prevent ergonomic-related injuries in the workspace
- ☐ Management receives reports on aggregate participation in worker wellness programs
- ☐ Other (please describe)

Job Flexibility/Corporate Culture (Salaried)

Worker Flexibility Options Points Earned: 0.22222 of 0.44444

Does the company offer any of the following job flexibility options, whenever feasible, in writing and in practice for the majority of workers?

Please check all that apply.

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

Workplace Flexibility in Practice Points Earned: 0.22222 of 0.44444

Which of the following flexible workplace practices occurred in the past 12 months?

Please check all that apply.

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

Which of the following supplementary benefits are offered to employees?

Please check all that apply.

- ☐ Onsite childcare
- ☐ Offsite subsidized child care
- ☐ Counseling services
- ☐ Free or subsidized meal
- ☐ Policy to support breastfeeding mothers
- ☐ Other (please describe)
- ☒ None

Career Development Policies Points Earned: 0.148176296 of 0.22222

Which of the following are true of career development and promotion policies and practices?

- ☒ Employees who seek to take a short-term leave/sabbatical will have his/her job guaranteed upon return
- ☒ Efforts will be made to find a place for employees who seek to take a long-term leave/sabbatical upon return
- ☐ Employees are able to make lateral moves or change career direction or pace when possible
- ☐ None of the above

Occupational Health & Safety

Management Commitment to Health and Safety Points Earned: 0.6 of 0.60000

Does the company have any of the following practices with regards to management's commitment to worker health and safety?

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

Health and Safety Audit Practices Points Earned: 0.6 of 0.60000

Which of the following is included in your company's practices related to inspections/audits:

- ☒ Written procedure for performing safety and health inspections
- ☒ Routine safety and health inspections at least quarterly
- ☒ Information discovered through analyses is used to improve safety processes (e.g. baseline hazards analysis, accident/incident analysis, employee concerns, sampling results from inspections)
- ☒ Results of the routine inspections are documented
- ☒ Inspection reports clearly indicate what needs to be corrected with documented accountability for closure
- ☐ N/A - No manufacturing or wholesale facilities
- ☐ None of the above

Worker Business Models Introduction

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

The answer to this question affects questions you'll encounter further on in your assessment.

☐

Ownership structures that provide significant equity (>40%) and empowerment to all employees (i.e. employee-owned companies/cooperative)

☒

No

Community

Job Creation

New Jobs Added Last Year Points Earned: 0 of 0.00000

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 12 months:

0

New Jobs Added Year Before Last Points Earned: 0 of 0.00000

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.

Prior 12 months:

0

Job Growth Rate Points Earned: 0 of 2.13333

By what % has your worker base grown over the last 12 months?

☒

0% (Has not grown on a net basis)

☐

1-14%

☐

15-24%

☐

25%+

Departed Employees Points Earned: 0 of 0.00000

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.

Sensitive

Attrition Rate Points Earned: 0 of 2.13333

What was the attrition rate at the company for full-time and tenured part-time workers for the last 12 months?

Exclude workers terminated with cause.

Sensitive

What % of workers (including full-time and part-time and temporary workers) are verified/self-identified to be a part of the following groups?

Individuals residing in a low income area

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

Workers from Underemployed Groups Points Earned: 0 of 1.06667

What % of workers (including full-time and part-time and temporary workers) are verified/self-identified to be a part of the following groups?

Other chronically underemployed populations (e.g. individuals who are formerly incarcerated or homeless)

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

Facilities in Low-Income Communities Points Earned: 0 of 1.06667

What % of your workers are employed in company facilities located in low-income communities?

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

Suppliers in Low-Income Communities Points Earned: 0 of 0.53333

What % of your Significant Suppliers are located in low-income communities or create employment opportunities for other chronically underemployed populations?

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

Diversity & Inclusion

Female Employees Points Earned: 0 of 0.00000

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

Enter 0 if None.

136

Ownership Diversity Points Earned: 0 of 0.84211

287

What % of the company is owned by the following groups?

Women and/or individuals from underrepresented populations, including low-income communities

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

Nonprofit Ownership Points Earned: 0 of 0.84211

What % of the company is owned by the following groups?

Nonprofit organization(s)

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

Non-accredited Investor Ownership Points Earned: 0 of 0.84211

What % of the company is owned by the following groups?

Individuals that qualify as non-accredited investors

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

Female Ownership Points Earned: 0 of 0.00000

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

Women

7

Low-income Ownership Points Earned: 0 of 0.00000

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

Low income communities

0

Ownership from Underrepresented Groups Points Earned: 0 of 0.00000

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

Other underrepresented populations (e.g. minorities, LGBT community, individuals with disabilities, etc.)

0

What % of the members of your Board of Directors (or equivalent) are women or individuals from other underrepresented populations?

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

Female Directors Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?

Women

33

Directors from Low-income Communities Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?

Low income communities

0

Minority Directors Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?

Minority/previously excluded populations

0

Directors from Underrepresented Populations Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?

Other underrepresented populations (e.g. minorities, LGBT community, individuals with disabilities, etc.)

0

Management from Underemployed Groups Points Earned: 0.84211 of 0.84211

What % of management are women and/or individuals from underrepresented populations, including low-income communities?

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

Female Management (metric) Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of management is from the following groups?

Women

96

Managers from Low-Income Areas Points Earned: of 0.00000

Optional unweighted metrics: Approximately what % of management is from the following groups?

Low income communities

Managers from Underrepresented Groups Points Earned: of 0.00000

289

Optional unweighted metrics: Approximately what % of management is from the following groups?
Other underrepresented populations (eg - minorities, LGBT community, individuals with disabilities, etc.)

Ethnic Diversity Compared to Area Points Earned: 0 of 0.84211

Does the % of ethnic minorities employed at your company equal or exceed the % of ethnic minorities in your metro area?

Percentage should be based on census or other government demographic data.

- ☐ No
- ☐ Yes
- ☒ N/A- Ethnic data is not available or illegal to be tracked in your area

Managing Gender Pay Equity Managers Points Earned: 0 of 0.42105

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

Managerial

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

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

Managing Gender Pay Equity for Non-Managers Points Earned: 0.42105 of 0.42105

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

Non-managerial

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

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

Supplier Ownership Diversity Points Earned: 0 of 0.84211

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

Supplier Diversity Policy Points Earned: 0.42105 of 0.42105

Does the company have a written policy giving preference to suppliers owned by women or individuals from underrepresented populations?

- ☒ Yes
- ☐ No
- ☐ N/A: Such policies are illegal in my country of operations

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

Civic Engagement & Giving

Corporate Citizenship Program Points Earned: 0.857142 of 0.95238

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)

The Body Shop customers can donate their points to the charity organisation of the time that is selected by The Body Shop.

- ☐ None of the above

Volunteer Service Policies Points Earned: 0.95238 of 0.95238

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

% of Employees Volunteer Service Points Earned: 0.238095 of 0.95238

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

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

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

Total Amount of Volunteer Service Hours Points Earned: 0 of 0.00000

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.

113

Volunteer Service Per Capita Points Earned: 0.317523492 of 0.95238

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

Total Amount of Charitable Donations Points Earned: 0 of 0.00000

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.

Sensitive

% of Revenue Donated Points Earned: 1.523808 of 3.80952

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

Charitable Organizations Supported Points Earned: of 0.00000

Which organizations does your company support?

World Land Trust - financial support Red Panda Network - financial support CFI - campaign partner - awareness support

Which of the following volunteer and charitable giving practices did your company employ in the last fiscal year?

Check all that apply.

- ☐ Company contributed the majority of its cash, service and in-kind donations to local markets it sourced from or operates in
- ☒ Company has public facing partnership with a service/charitable organizations
- ☐ Company provided facilities for community events or trainings
- ☐ Other innovative engagement practices (please describe)
- ☐ None of the above

Policy Advocacy for Social and Environmental Standards Points Earned: 0.714285 of 0.95238

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?

- ☒ 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

Local Involvement

Geographic Structure and Scope Points Earned: of 0.00000

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.

21 Company Stores. Store HC 222. Non Store HC 5. Total 227

Local Purchasing and Hiring Policies Points Earned: 0.8 of 1.60000

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

- ☐ No written local purchasing or hiring policy 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
- ☐ Incentives for staff to live within 20 miles of local company facility
- ☐ Other (please describe)

Spending on Local Suppliers Points Earned: 0 of 1.60000

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

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

- ☐ Yes
☒ No
☐ Don't know
-

National Sourcing Points Earned: 0 of 1.60000

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%
☐ 1-19%
☐ 20-39%
☐ 40-59%
☐ 60-79%
☐ 80%+
-

Impactful Banking Services Points Earned: 0 of 1.60000

Is the majority of your company's banking services provided by an institution with any of the following characteristics?

- ☐ A certified CDFI or national equivalent social investment organization
☐ A Certified B Corporation
☐ A member of the Global Alliance for Banking on Values
☐ A cooperative bank or credit union
☐ A local bank committed to serving the community
☐ An independently owned bank
☒ None of the above
-

Suppliers, Distributors & Product

Significant Supplier Descriptions Points Earned: 0 of 0.00000

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
-

Social or Environmental Screening of Suppliers Points Earned: 0 of 0.00000

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. The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ Yes
☐ No
-

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 beyond what is required by regulations (environmentally-friendly manufacturing process; excellent labor practices, etc.)

Supplier Evaluation Practices Points Earned: 0.78571 of 0.78571

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 social and environmental standards best-in-class third-party certification for your industry (ISO, SA8000, etc.)
- ☐ Company visits a majority of Significant Suppliers on-site

Length of Supplier Relationships Points Earned: 0.78571 of 0.78571

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

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

Supplier Code of Conduct Points Earned: 0.78571 of 0.78571

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

This may include policies on Fair Trade. The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ Yes
- ☐ No

Supplier Code of Conduct Remediation Points Earned: 0.78571 of 0.78571

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?

- ☐ 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 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
- ☐ N/A - No Supplier Code of Conduct
- ☐ None of the above

Supplier Code of Conduct Compliance Assessments Points Earned: 1.57143 of 1.57143

Which suppliers are assessed for Supplier Code of Conduct compliance at least every other year?

Check all that apply.

- ☒ All primary suppliers of core products or principal raw materials
- ☒ All primary suppliers of non-core products
- ☒ All sub-contractors responsible for the majority of an order
- ☐ None
- ☐ N/A - No Supplier Code of Conduct

What % of Significant Suppliers (on currency basis) are made transparent on the company's website?

- ☐ 0%
- ☒ 1-49%
- ☐ 50-79%
- ☐ 80%+
- ☐ Don't know

Supplier Quality Assurance Reviews Points Earned: 0 of 0.78571

What % of Significant Suppliers (on currency basis) are subjected to regular quality assurance reviews or audits?

- ☒ 0-49%
- ☐ 50-62%
- ☐ 63-75%
- ☐ >75%

Support for In Need Suppliers Points Earned: 0.78571 of 0.78571

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

Independent Contractor Practices Points Earned: 0.78571 of 0.78571

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

Social or Environmental Purchases Points Earned: 0.78571 of 0.78571

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

- ☐ 0
- ☐ 1-19%
- ☐ 20-39%
- ☐ 40-60%
- ☒ 60%+
- ☐ Don't know

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

Quality Assurance Points Earned: 0.78571 of 0.78571

Do you use an established methodology to manage quality assurance issues?

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

- ☒ Yes
- ☐ No

Community Business Models Introduction

Community Oriented Business Models Points Earned: 0 of 0.00000

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

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ 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)
- ☐ A community-focused business model that supports and builds the economic vitality of local communities
- ☐ None of the above

Supply Chain Poverty Alleviation

Supporting Underserved Suppliers Points Earned: 0 of 0.00000

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)

Purchasing From Underserved Suppliers Points Earned: 0 of 0.00000

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

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

Beneficial Trade Terms for Underserved Suppliers Points Earned: 0 of 0.00000

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

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ 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

% Purchases with Beneficial Trade Terms Points Earned: 0 of 0.00000

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

The answer to this question affects questions you'll encounter further on in your assessment.

14

Purchases from Suppliers with Beneficial Terms Points Earned: 0 of 0.00000

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

Sensitive

Tracking Supplier Premiums Points Earned: 0.57692 of 0.57692

Do you track the premium paid to suppliers?

- ☒ Yes
- ☐ No

Premium Paid to Suppliers Points Earned: 0 of 0.00000

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

Sensitive

Methodology to Determine Premium Paid Points Earned: of 0.00000

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

- We work with the farmers/collectors/coops to work out what true cost of production is. - Our price (fair price) = fair cost of production + discretionary income + income to meet needs. Issue in calculating the premium is that we run our own supply chain

Innovative Supply Chain Poverty Alleviation Points Earned: of 0.00000

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.

The CT programme was highly innovative when it was started by TBS in 1987. The model has been emulated within the cosmetic industry and beyond. AS one example, L'Oreal, after acquiring TBS in 2006, developed a 'Solidarity Sourcing' programme which has similar aims and some Community Trade suppliers became suppliers to other L'Oreal brands during (and after) this period.

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. The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ 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

% of Purchases from Supported Small-Scale Suppliers Points Earned: 0 of 0.00000

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

The answer to this question affects questions you'll encounter further on in your assessment.

8

Verification of Fair Wages and Working Conditions Points Earned: 0 of 0.00000

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?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ 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.

Purchasing From Underserved Suppliers Points Earned: 0 of 0.00000

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

The answer to this question affects questions you'll encounter further on in your assessment.

10

Wage and Working Conditions Screening Points Earned: 0.57692 of 0.57692

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

Third Party Certification of Supply Chain Points Earned: 0 of 0.00000

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)

The TBS CT programme is externally verified by Ecocert, an independent international audit co. ET programme reports and is evaluated annually by ETI. Some supp also verified against other sustainability standards inc FLO, organic, UEBT, FFL, RSPO

Tracking Impact on Workers Points Earned: 0.57692 of 0.57692

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

- ☒ Yes
- ☐ No

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

We record numbers of workers in each of our community trade supply chains on an annual basis. This data includes gender divide and categories of labour (farmer, mill operator, etc). As part of our work under our SuSo Charter we monitor and evaluate supplier engagement with its workforce through reviews of supplier's policies specifically those relating to worker engagement such as H&S policies, collective bargaining agreements, sexual harassment etc. Part of this assessment is also engaging directly with workers, spending time understanding directly from them how they interact with management and how the work impacts them. In many cases we often visit workers homes with them, meeting with their family members to build a wider and more open understanding of the impact of the work in a wider family context.

Innovative Supply Chain Poverty Alleviation Points Earned: of 0.00000

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.

The Body Shop pioneered fair trade in the cosmetics industry. Launching in 1987 as Trade Not Aid with Teddy Exports in India - a trading relationship that we still relish 32 years later. Today our mission in Community Trade remains the same - to use our trade as a lever to drive forward positive social change. From those early days our programme has expanded to include 31 suppliers of ingredients and handcrafts spanning 23 countries supporting improved livelihoods for over 16,000 people. The organisations we work with in turn use profits and Community Trade premiums to support many thousands more in their local communities through such initiatives as education, healthcare and equality. We are proud that Community Trade is our own bespoke programme that we manage ourselves whilst also being independently verified by Ecocert. During the period of ownership under L'Oreal Community Trade was instrumental in the development of the L'Oreal Solidarity Sourcing programme which was designed to improve access to employment for vulnerable people in L'Oreal supply chains.

Supply Chain Transparency Points Earned: 0.57692 of 0.57692

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

Environment

Environment Introduction

Type of Facilities Points Earned: 0 of 0.00000

What kind of facilities does your business primarily operate in?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ Company owned office space
- ☒ Leased office space
- ☐ Co-working Space
- ☐ Virtual/ Home Offices

Land, Office, Plant

Green Building Standards Points Earned: 0 of 0.55172

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

- ☒ <20%
- ☐ 20-49%
- ☐ 50-79%
- ☐ 80%+
- ☐ N/A - Company has virtual office

Previously Constructed Buildings Points Earned: 0.55172 of 0.55172

300

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

Select N/A if your company utilize virtual office.

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

Recycling Programs Points Earned: 0 of 0.55172

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

Please check all that apply.

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

Environmental Management Systems Points Earned: 0.22069 of 1.10345

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

Please check all that apply.

- ☒ Policy statement documenting the organization's commitment to the environment
- ☐ Assessment undertaken of the environmental impact of the organization's business activities
- ☐ Stated objectives and targets for environmental aspects of the organization's operations
- ☐ Programming designed, with allocated resources, to achieve these targets
- ☐ Periodic compliance and auditing to evaluate programs conducted
- ☐ None of the above

Environmental Design Considerations Points Earned: 0.55172 of 0.55172

Has your company integrated environmental considerations into the design process of products and services?

- ☒ Yes
- ☐ No

Chemical Reduction Methods Points Earned: 0.41379 of 0.55172

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

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

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

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

Virtual Office Stewardship Points Earned: 0 of 1.10345

Which of the following are true of how your company encourages good environmental stewardship in how employees manage their virtual offices?

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

Environmental Purchasing Policy Topics Points Earned: 0.55172 of 0.55172

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

- ☒ Building and construction
- ☐ Carpets
- ☐ Cleaning
- ☐ Electronics
- ☐ Fleets
- ☐ Food or food services
- ☐ Landscaping
- ☐ Meetings and conferences
- ☐ Office supplies
- ☒ Paper
- ☒ Product input materials
- ☒ Other (please describe)

The TBS List of Restricted and Prohibited Ingredients for The Body Shop includes a number of environmentally-based restrictions, including prohibition of plastic microbeads, polyquaterniums, animal tested and animal derived products, GMO products, and gui

- ☐ N/A - No environmentally preferable purchasing policy

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

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

Indoor Air Quality Monitoring Points Earned: 0 of 0.27586

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

Select N/A if you have no facilities.

- ☐ Yes
- ☒ No
- ☐ NA

Facility Improvement with Landlord Points Earned: 0.367886896 of 0.55172

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

Select N/A if you do not lease your building.

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

Context-Based Environmental Management Points Earned: 0 of 0.55172

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

Inputs

Monitoring Energy Usage Points Earned: 0.717982564 of 1.07692

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

Monitoring and Managing Water Use Points Earned: 0 of 1.07692

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

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

1641.762

Total Renewable Energy Use Points Earned: 0 of 0.00000

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

1641.762

Total Water Use Points Earned: of 0.00000

Total water use (liters) during the last 12 months

Energy Use Reductions Points Earned: 0 of 2.15385

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

Low Impact Renewable Energy Use Points Earned: 0 of 2.15385

What % of energy use is produced from low-impact 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

Increasing Renewable Energy Points Earned: 0 of 1.07692

Has the company increased its % use of low impact renewable energy annually at its corporate facilities?

- ☐ Yes
- ☒ No
- ☐ Already Maximized (100% low impact renewable)

Facility Energy Efficiency Points Earned: 1.07692 of 1.07692

For which of the following systems have you used energy conservation/ efficiency measures for your corporate facilities in the past year?

- ☒ Equipment: Energy Star Appliances / Automatic Sleep Modes / After-Hour Timers / etc.
- ☒ Lighting: Natural Light / CF Bulbs / Occupancy Sensors / Daylight Dimmers / Task Lighting / etc.
- ☒ HVAC: Programmable Thermostat / Timers / Occupancy Sensors / Shade Sun-Exposed Walls / Double-Paned Windows / etc
- ☐ Other (please specify)
- ☐ None of the above
- ☐ N/A - We utilize virtual office

Which of the following water conservation methods have been implemented at the majority of your corporate offices:

- ☒ Low-flow faucets/taps, toilets/urinals, showerheads
 - ☐ Grey-water usage for irrigation
 - ☐ Low-volume irrigation
 - ☐ Harvest rainwater
 - ☐ Other (please describe)
 - ☐ None
 - ☐ N/A: My company has a virtual office
-

Life Cycle Assessments Points Earned: 0.215384 of 1.07692

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?

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

Cradle to Cradle Certification Points Earned: 0 of 1.07692

What % of your revenues are from the sale of products that have been awarded Cradle To Cradle certification?

- ☒ 0%
 - ☐ 1-24%
 - ☐ 25-49%
 - ☐ 50-74%
 - ☐ 75-99%
 - ☐ 100%
 - ☐ N/A: My revenues are generated from a service and an LCA cannot be conducted.
-

% of Environmentally Preferred Input Materials Points Earned: 0.215384 of 1.07692

What is the % of recycled, renewable, or other environmentally preferred materials in your product?

Include packaging in calculation.

- ☐ 0%
 - ☒ 1-24%
 - ☐ 25-49%
 - ☐ 50-74%
 - ☐ 75-99%
 - ☐ 100%
 - ☐ N/A - Company does not sell a physical product
-

Have any of your products, including packaging, been source reduced in the last fiscal year?

This includes reducing the volume of material needed for a product through material selection, production process, product design, etc.

- ☒ Yes
- ☐ No
- ☐ N/A: My revenues are generated from a service so source reduction cannot be conducted.

Outputs

Monitoring Greenhouse Gas Emissions Points Earned: 0 of 0.76923

Please select the option that best describes how you monitor and record the following emissions:

Scopes 1 and 2 greenhouse gas (GHG) emissions

- ☒ Company does not currently monitor and record emissions
- ☐ Company monitors and records emissions (no reduction targets)
- ☐ Company monitors emissions and has specific reduction targets
- ☐ Company monitors emissions and has met specific reduction targets during the reporting period
- ☐ Eliminated emissions of this by-product entirely
- ☐ N/A

Total Waste Disposed Points Earned: of 0.00000

Waste Disposed (metric tonnes) during the last 12 months

Total Waste Recycled Points Earned: of 0.00000

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

Total Scope 1 GHGs Points Earned: of 0.00000

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:
Scope 1:

Total Scope 2 GHGs Points Earned: of 0.00000

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:
Scope 2:

Total Scope 3 GHGs Points Earned: of 0.00000

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:
Scope 3:

Greenhouse Gas Emissions Reduced Points Earned: 0 of 1.53846

What % of Scopes 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

If your company purchased certified carbon credits in the reporting period, what % of GHG emissions were off-set?

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

Waste Reduction Programs Points Earned: 0 of 0.76923

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

Hazardous Waste Disposal Points Earned: 0.76923 of 0.76923

Is hazardous waste always disposed of responsibly, in a way that the company can verify?

This includes batteries, paint, electronic equipment, etc.

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

Programs to Reduce End of Life Waste Points Earned: 0 of 0.76923

Does the company have in place an active end-of-life product/component reclamation program to increase the useful life of parts and components?

- ☐ Yes
- ☒ No
- ☐ N/A

Transportation, Distribution & Suppliers**Reducing Carbon Emissions from Transportation** Points Earned: 1.44 of 1.44000

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

- ☒ Company policy and practice that requires inbound freight or shipping to be transported via lowest impact methods (such as avoiding shipment by air transport)
- ☒ Company policy and practice that requires outbound freight or shipping is transported via lowest impact methods
- ☐ None of the above

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

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

- ☐ 0%
- ☐ 1-9%
- ☐ 10%-20%
- ☐ 21-50%
- ☐ >50%
- ☒ Not tracked / Unknown

Sourcing % of COGS from Local Suppliers Points Earned: 0 of 1.44000

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

Sourcing % raw materials from Local Suppliers Points Earned: 0 of 1.44000

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

Tracking Chemicals in the Supply Chain Points Earned: 1.44 of 1.44000

Does your company do any of the following to track chemicals in the supply chain for the majority of materials?

Please check all that apply.

- ☐ Do not track chemicals in the supply chain
- ☒ Require suppliers to disclose specified chemicals of concern
- ☒ Ask suppliers if they know all the chemical ingredients intentionally added to their product and all residuals of high concern present in the product (asking if they know only, not to provide the data to you)
- ☒ Require suppliers to provide chemical information to a third party
- ☐ Disclose all by-products, contaminants or trace materials to the public

Suppliers Tracking Energy Use Points Earned: 0.18 of 0.72000

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What % of Significant Suppliers track and report the following:
Energy usage

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

Suppliers Tracking Water Use Points Earned: 0.18 of 0.72000

What % of Significant Suppliers track and report the following:
Water usage

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

Suppliers Tracking Air and Water Emissions Points Earned: 0.18 of 0.72000

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
-

Suppliers Tracking Waste and Recycling Points Earned: 0.18 of 0.72000

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
-

Suppliers Tracking Hazardous Waste Points Earned: 0.18 of 0.72000

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
-

What % of Significant Suppliers track and report the following:
GHG Emissions

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

Suppliers Using Renewable Energy Points Earned: 0.36 of 1.44000

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
-

Suppliers Reducing Greenhouse Gases Points Earned: 0.36 of 1.44000

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
-

Suppliers Reducing Waste Points Earned: 0.36 of 1.44000

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
-

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

Suppliers Responsibly Disposing Hazardous Waste Points Earned: 0.18 of 0.72000

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

Environmental Models Introduction

Environmental Business Model Points Earned: 0 of 0.00000

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

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ 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

Environment Products & Services Introduction

Environmental Product Benefits Points Earned: 0 of 0.00000

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

Please select ONE option per product line. You may select an additional option if your product line has two separate environmental attributes. The answer to this question affects questions you'll encounter further on in your assessment.

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

Environmental Product/Service Certifications Points Earned: of 0.00000

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

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

We don't have certifications of our products that fall under this question, but do have certified input materials: FSC and RSPO

Land/wildlife Conservation

Tell us more about how your product or service conserves natural resources

Through purchase of FSC and RTSPO/GreenPalm input materials (Palm offsets as well as purchasing RTSPO palm itself). We cannot capture here as we have been instructed to calculate as expenses, but this question calculates as revenues.

Land/wildlife Conservation Description Points Earned: 0 of 0.00000

Which of the following product or service descriptions apply?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ Product/ service requires specific practices to ensure the humane treatment of animals used as inputs in the product's creation (i.e. humane certified eggs)
- ☒ Product/service requires specific practices to ensure the sustainable harvesting or use of natural products and materials (FSC certified paper; MSC seafood; shade-grown coffee)
- ☐ Product/ service directly prevents environment/ecosystem degradation (i.e. protected parks; wildlife management service)
- ☐ Product/service improves natural environments previously damaged by degradation (i.e. reforestation; endangered species repopulation)
- ☐ These descriptions do not apply to our company's product/service (Skip the remainder of this section)

Revenue from Land/wildlife Conservation Points Earned: 0 of 0.00000

The values included here in each assessment were calculated based on the percentage of input material costs that came from certified sources and eligible suppliers. This is in lieu of using revenue which would require a product-level certification

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

The answer to this question affects questions you'll encounter further on in your assessment.

2%

Tons of Carbon Offset Points Earned: of 0.00000

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

Metric tons of GHG/CO₂ equivalent

Hectares Protected Points Earned: of 0.00000

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

Number of hectares protected

Wildlife Species Protected Points Earned: of 0.00000

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

Number of wildlife species protected/saved

Waste Diverted Points Earned: of 0.00000

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

Metric tons of waste saved from landfill or incineration

Water Saved Points Earned: of 0.00000

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

Liters of water saved/off-set

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

Please select all that apply.

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

Efficacy of Land/wildlife Conservation Points Earned: 0 of 1.11111

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

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

Negative outcomes measured Points Earned: 0 of 1.11111

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

- ☐ Yes
- ☒ No

Innovative Land/wildlife Conservation Points Earned: of 0.00000

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

NA

Toxin Reduction / Remediation

Toxin / Pollution Reduction Overview Points Earned: of 0.00000

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

We purchase organic raw materials.

Toxin / Pollution Reduction Description Points Earned: 0 of 0.00000

Which of the following product or service descriptions apply?

The answer to this question affects questions you'll encounter further on in your assessment.

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

% Toxin Reduction Points Earned: of 0.00000

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

Revenue from Toxin Reduction / Remediation Points Earned: 0 of 0.00000

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

The answer to this question affects questions you'll encounter further on in your assessment.

6%

The values included here in each assessment were calculated based on the percentage of input material costs that came from certified sources and eligible suppliers. This is in lieu of using revenue which would require a product-level certification

Tons of Carbon Offset Points Earned: of 0.00000

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

Metric tons of GHG/CO2 equivalent

kWh Saved Points Earned: of 0.00000

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

kWh saved/off-set

Waste Diverted Points Earned: of 0.00000

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

Metric tons of waste saved from landfill or incineration

Water Saved Points Earned: of 0.00000

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

Liters of water saved/off-set

Verification of Toxin Reduction Points Earned: 1.11111 of 1.11111

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

Select all that apply.

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

Efficacy of Toxin Reduction / Remediation Points Earned: 1.11111 of 1.11111

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

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

Negative Impact Management Points Earned: 0 of 1.11111

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

- ☐ Yes
- ☒ No

Innovative Toxin Reduction / Remediation Points Earned: of 0.00000

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

N/A

The Body Shop - France-Benelux

Wholesale/Retail

250-999 Employees

OVERALL SCORE			
79.0			
OPERATIONS SCORE	IMPACT BUSINESS MODEL SCORE	N/A SCORE	
60.9	16.8	1.1	
 Governance			16.1
 Workers			19.5
 Community			27
 Environment			16.2
 Disclosure Questionnaire			NA
VERSION	COMPLETION	YEAR	STATUS
5	100%	2018	Rated
MARKET	SECTOR	SIZE	INDUSTRY
Developed - Global	Wholesale/Retail	250-999	Personal care products

Governance

Mission & Engagement

Level of Impact Focus Points Earned: 0 of 0.00000

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.

Mission Statement Characteristics Points Earned: 0.15 of 0.20000

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 beneficiary group in need (e.g. low income customers, smallholder farmers)

Mission Statement Points Earned: of 0.00000

Please type or paste your mission statement here.

The Body Shop exists to fight for a fairer and more beautiful world

Social and Environmental Performance Training Points Earned: 0.4 of 0.40000

Which type of employee training does your company provide regarding its social and environmental mission?

Please check all that apply.

- ☐ No social or environmental mission
- ☐ No training on the company's social and environmental mission
- ☐ Only informal inclusion in orientation, training and/or instruction
- ☒ Specific, formal training integrated into new employee and new manager training
- ☒ Specific, formal training integrated into ongoing employee and manager training
- ☒ Workers articulate goals and achievements on 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

Board Review of Social or Environmental Performance Points Earned: 0.4 of 0.40000

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

What proportion of full-time managers have social or environmental mission-related responsibilities or expectations outlined in their job description?

- ☐ 0%
- ☐ 1-49%
- ☒ 50-99%
- ☐ 100%

Social and Environmental Management Reviews Points Earned: 0.2 of 0.40000

What portion of management had a formal written performance evaluation/review in the last year that included social and/or environmental goals?

- ☐ 0
- ☒ 1-49%
- ☐ 50-99%
- ☐ 100%

Social or Environmental Performance Related Executive Job Descriptions Points Earned: 0.4 of 0.40000

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

Stakeholder Engagement Points Earned: 0.26672 of 0.40000

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?

Please check all that apply.

- ☐ No formal stakeholder engagement
- ☒ Meetings or other engagement mechanisms with local community members
- ☐ 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)

Social/Environmental Key Performance Indicators Points Earned: 0.4 of 0.40000

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 (examples: 3rd-party impact assessments, progress out of poverty indexing, beneficiary outcome surveys, etc.)

Corporate Accountability

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

The answer to this question affects questions you'll encounter further on in your assessment.

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

Governing Body Characteristics Points Earned: 1 of 1.00000

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

Please check all that apply.

- ☒ Meets at least quarterly
- ☒ Includes at least 1 independent member
- ☒ Includes at least 50% independent members
- ☒ Oversees executive compensation
- ☒ Reports members names and relation to company transparently to public
- ☒ Has an Audit Committee with at least 1 independent member
- ☒ Has a Compensation Committee with at least 1 independent member
- ☐ Company is a cooperative and elects Board from membership
- ☐ None of the above
- ☐ N/A - Company has no Board of Directors or equivalent

Governing Body Stakeholder Representation Points Earned: 0 of 0.25000

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

Select all that apply.

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

Ethics

Financial Controls Points Earned: 0.27273 of 0.27273

Does the company maintain any of the following financial controls?

Please check all that apply.

Sensitive

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

- ☒ Written employee whistle-blowing policy provides legal protection to workers, with strict confidentiality easily accessible ; circulated to all employees
- ☒ Helpline or anonymous mechanism to report grievances/concerns
- ☐ Individual or department oversight with direct access to Board of Directors
- ☒ Other (please describe)

TBS Ethics Committee (comprised solely of people representing TBS including an Employee Representative may report misconduct to Natura Head of Compliance who in turn has direct access to an appointed independent member of the Natura BoD.

- ☐ None of the above

Instruction on Code of Ethics Points Earned: 0.27273 of 0.27273

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)

Code of Ethics Points Earned: 0.27273 of 0.27273

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 Code of Ethics

Breached Code of Ethics Breachment Policy Points Earned: 0.27273 of 0.27273

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

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.

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

Transparency

Audited Financials Points Earned: 1 of 1.00000

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

- ☒ Yes
- ☐ No

Financial Transparency with Employees Points Earned: 0.6 of 1.00000

Does the company have a formal process to share financial information with its full-time employees?

Exclude compensation data. Please check all that apply.

- ☐ 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

Ownership Transparency with Employees Points Earned: 1 of 1.00000

Do all full-time employees have access to written information that identifies all material owners and investors of the company?

- ☒ Yes
- ☐ No

Impact Reporting Points Earned: 0.75 of 1.00000

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

Governance Metrics

Last Fiscal Year Points Earned: of 0.00000

On what date did your last fiscal year end?

2017-12-31

Reporting currency

*Euro - EUR***Revenue Last Year** Points Earned: 0 of 0.00000Total 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. The answer to this question affects questions you'll encounter further on in your assessment.

Sensitive

Revenue Year Before Last Points Earned: 0 of 0.00000

Total Earned Revenue From the fiscal year before last

Sensitive

Earnings Before Interest & Taxes Last Year Points Earned: 0 of 0.00000

EBIT (Earnings Before Interest & Taxes) From the last fiscal year

Sensitive

Earnings Before Interest & Taxes Year Before Last Points Earned: 0 of 0.00000

EBIT (Earnings Before Interest & Taxes) From the fiscal year before last

Sensitive

Net Income Last Year Points Earned: 0 of 0.00000

Net Income From the last fiscal year

Sensitive

Net Income Year Before Last Points Earned: 0 of 0.00000

Net Income From the fiscal year before last

Sensitive

Mission Locked

Mission Lock Points Earned: 7.5 of 10.00000

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

Workers

Worker Metrics

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. The answer to this question affects questions you'll encounter further on in your assessment.



Fixed Salary



Daily/Hourly Wage

of Full Time Workers Points Earned: 0 of 0.00000

Number of Total Full-Time Workers

Current Total Full-Time Workers

The answer to this question affects questions you'll encounter further on in your assessment.

290

of Full Time Workers Last Year Points Earned: 0 of 0.00000

Number of Total Full-Time Workers

Total Full-Time Workers 12 months ago

The answer to this question affects questions you'll encounter further on in your assessment.

293

of Part Time Workers Points Earned: 0 of 0.00000

Number of Total Part-Time Workers

Current Total Part-Time Workers

The answer to this question affects questions you'll encounter further on in your assessment.

248

of Part Time Workers Last Year Points Earned: 0 of 0.00000

Number of Total Part-Time Workers

Total Part-Time Workers 12 months ago

The answer to this question affects questions you'll encounter further on in your assessment.

267

of Temporary Workers Points Earned: 0 of 0.00000

Number of Total Temporary Workers

Current Total Temporary Workers

The answer to this question affects questions you'll encounter further on in your assessment.

108

of Temporary Workers Last Year Points Earned: 0 of 0.00000

Number of Total Temporary Workers

Total Temporary Workers 12 months ago

The answer to this question affects questions you'll encounter further on in your assessment.

142

Compensation & Wages

Total Wages Points Earned: 0 of 0.00000

Total Wages (including bonuses)

Sensitive

Lowest Paid Wage Points Available: 0.00000

What is the company's lowest wage calculated on an hourly basis?

Please exclude students and interns in this calculation.

Sensitive

What % above living wage did your lowest-paid worker (excluding interns) receive during the last fiscal year?

- ☐ 0% or below
- ☐ 1-14%
- ☐ 15-24%
- ☐ 25%+
- ☒ N/A - No living wage data available for country of operations

High to Low Pay Ratio Points Earned: 1.1590875 of 1.54545

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

Market Compensation Comparison Points Earned: 0 of 1.54545

Based on a company referenced compensation study in the last two years, how does your company's compensation structure (excluding executive management) compare with the market?

- ☒ Don't Know: Have not referenced a compensation survey
- ☐ 1st quartile (0-24th percentile)
- ☐ 2nd quartile (25-49th percentile)
- ☐ 3rd quartile (50-74th percentile)
- ☐ 4th quartile (75-100th percentile)

Bonus Plan Characteristics Points Earned: 0.386365 of 0.77273

Which of the following are true about the company's bonus plan:

- ☐ Bonuses are given but there is no formal 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

Employees Receiving a Bonus Points Earned: 0 of 1.54545

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%
- ☐ N/A

If it is not possible to verify a living wage in your country, has your company participated in any leadership initiatives to increase wages or benefits to workers provided in your country/industry?

Examples include commissioning a living wage calculation. Select N/A if living wage already exists.

- ☒ Yes
- ☐ No
- ☐ N/A - Living wage already exists

Compensation & Wages (Salaried)

Non-executive Wage Increases

 Points Earned: 0 of 1.90000

Subtracting for inflation increase, what was the average % increase in wage/salary paid to non-executive workers in the last fiscal year?

Select 0% if average increase was at or below inflation rate.

- ☒ 0-2%
- ☐ 3-5%
- ☐ 6-15%
- ☐ >15%
- ☐ N/A - No workers last year

Bonus Plan Characteristics

 Points Earned: 0.63327 of 1.90000

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.

- ☐ No bonus payout, or no bonus plan
- ☐ <1%
- ☒ 1-5%
- ☐ 6-15%
- ☐ >15%

Benefits

Government Provision Of Healthcare

 Points Earned: 0 of 0.00000

Which of the following best describes the provision of healthcare 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

Healthcare Coverage

 Points Earned: 3.23636 of 3.23636

What % of employees are eligible for health care benefits either through company or government plan?

- ☐ <75%
- ☐ 75-84%
- ☐ 85-94%
- ☒ 95%+

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

Paid Secondary Caregiver Leave Points Earned: 0.539339394 of 1.61818

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

Healthcare Eligibility for Part Time Workers Points Earned: 0.80909 of 0.80909

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

Retirement Programs Points Earned: 1.213635 of 1.61818

Do employees have access to any of the following savings programs for retirement?

- ☒ Government-sponsored pension plans
- ☐ Private Pension or Provident Funds
- ☐ Plan specifically includes Socially-Responsible Investing option
- ☐ None of the above

Worker Benefits (Salaried)

Number of Paid Days Off Points Earned: 1.53 of 1.70000

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

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

Training & Education

Intern Hiring Practices Points Earned: 0.22 of 0.22000

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

Internal Promotions Points Earned: 0.11 of 0.22000

What % of positions above entry level have been filled with internal candidates in the last 12 months?

Exclude material owners in your calculation.

- ☐ 0%
- ☐ 1-24%
- ☒ 25-49%
- ☐ 50-74%
- ☐ 75%+

Internal Promotions Points Earned: 0.0726 of 0.22000

What % of employees have been internally promoted within the last 12 months?

Exclude material owners in your calculation.

- ☐ 0%
- ☒ 1-5%
- ☐ 6-15%
- ☐ >15%

Paid Professional Development Days Points Earned: 0.22 of 0.22000

How many paid days of professional development do the majority of full time workers receive (in a single year)?

- ☐ No formal policy
- ☐ 0 days
- ☐ 1-4 days
- ☐ 5-9 days
- ☒ 10+ days

Do new and existing managers get regular training and coaching on the following?

Check all that apply.

- ☒ Providing ongoing praise and corrective feedback
- ☒ Conflict negotiation and resolution
- ☒ Group dynamics and optimal team functioning
- ☒ Performance evaluation systems
- ☐ Other (please describe)
- ☐ None of the above

Training & Education (Salaried)

Skills-Based Training Participation Points Earned: 0.1625 of 0.16250

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

Cross-Job Skills Training Participation Points Earned: 0 of 0.16250

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

Life Skill Training Participation Points Earned: 0.040625 of 0.16250

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

What % of full-time workers have participated in external professional development opportunities or lifelong learning opportunities in the past fiscal year?

Include only those that are paid for in advance, reimbursed or subsidized by the company.

- ☒ 0%
- ☐ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75%+
-

Subsidized Educational Opportunities Points Earned: 0 of 0.32500

What % of full-time workers received advancement or reimbursement for continuing education opportunities in the last fiscal year?

Continuing education opportunities include GED, college credits, industry-recognized accreditation, etc.

- ☒ 0
- ☐ 1-5%
- ☐ 6-15%
- ☐ >15%
-

Outplacement Services Points Earned: 0 of 0.16250

For what % of terminated full-time employees are formal outplacement services provided?

Exclude employees terminated with cause.

- ☒ 0%
- ☐ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75%+
-

Worker Ownership

% Participation in Employee Ownership Points Earned: 0 of 1.75000

What % 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
-

What % of the company is owned or formally reserved as part of a written plan for full-time workers and management (including founders/executives)?

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
 - ☐ Don't Know
-

% of Company Owned by Non-Executive Employees Points Earned: 0 of 3.50000

What % of the company is owned by full-time workers who are non-executive employees and non-founders?

Select N/A if your company is a consumer/shared services cooperative, a producer cooperative or a nonprofit.

- ☒ 0%
 - ☐ 1-4%
 - ☐ 5-24%
 - ☐ 25-49%
 - ☐ 50%+
 - ☐ N/A
 - ☐ Don't Know
-

Management & Worker Communication

Employee Review Process Points Earned: 0.7 of 0.70000

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
 - ☐ Follows a 360-degree feedback process
 - ☐ None of the above
-

Does your company have a written employee handbook that workers have access to and includes any of the following information?

Check all that apply.

- ☐ 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

Employee Satisfaction Points Earned: 0.35 of 0.70000

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%

Employee Metric Transparency Points Earned: 0 of 0.17500

Which of the following employee metrics are regularly collected, monitored and made transparent to all employees?

- ☐ Retention and turnover metrics
- ☐ Diversity metrics
- ☒ None

Termination Policy Points Earned: 0.35 of 0.35000

Which of the following is included in your company's termination policy?

Exclude situations requiring immediate dismissal / with cause.

- ☐ No written notice required prior to termination
- ☐ Required written notice of worker performance only
- ☒ Required written notice of worker performance and a stated probationary period
- ☐ N/A - No written termination policy

Management & Worker Communication (Salaried)

Average Tenure Points Earned: 0.20001 of 0.30000

What is the average tenure of your current workforce?

- ☐ <12 months
- ☐ 1-3 years
- ☒ 3-5 years
- ☐ >5 years

Job Flexibility/Corporate Culture

Do company policies support any of the following health and wellness initiatives above insurer-provided programs?

Check all that apply.

- ☐ Company does not offer any formal health and wellness initiatives
- ☐ Company sponsors and encourages workers to participate in health and wellness activities during the workweek (i.e. walking or steps programs)
- ☐ Company offers incentives for workers to complete health risk assessments or participate in health and wellness activities (e.g., a fund for exercise equipment, subsidized gym membership, etc.)
- ☐ Over 25% of workers have completed a health risk assessment in the last 12 months
- ☐ Employees have access to behavioral health counseling services, web resources or Employee Assistance Programs
- ☐ Spouses, partners, or children of employees provided access to behavioral health counseling services, web resources or Employee Assistance Programs
- ☒ Company has policies and programs in place to prevent ergonomic-related injuries in the workspace
- ☐ Management receives reports on aggregate participation in worker wellness programs
- ☐ Other (please describe)

Job Flexibility/Corporate Culture (Salaried)

Worker Flexibility Options Points Earned: 0.22222 of 0.44444

Does the company offer any of the following job flexibility options, whenever feasible, in writing and in practice for the majority of workers?

Please check all that apply.

- ☒ Part-time work schedules at the request of workers
- ☒ Flex-time work schedules (allowing freedom to vary start and stop times)
- ☐ Telecommuting (working from home one or more days per week)
- ☐ Job-sharing
- ☐ None of the above

Workplace Flexibility in Practice Points Earned: 0.44444 of 0.44444

Which of the following flexible workplace practices occurred in the past 12 months?

Please check all that apply.

- ☐ Managers or executives worked part-time or in a job-share
- ☒ Managers or executives are in a telecommuting position
- ☐ We hired new people into permanent positions that are telecommuting
- ☒ We hired new people into permanent positions that are part-time or job-share
- ☐ We have transitioned staff into part-time, job-share, or telecommuting positions
- ☐ Other (please describe)
- ☐ None of the above

Supplementary Benefits Points Earned: 0.622223 of 0.88889

Which of the following supplementary benefits are offered to employees?

Please check all that apply.

- ☐ Onsite childcare
- ☐ Offsite subsidized child care
- ☐ Counseling services
- ☒ Free or subsidized meal
- ☒ Policy to support breastfeeding mothers
- ☐ Other (please describe)
- ☐ None

Which of the following are true of career development and promotion policies and practices?

- ☒ Employees who seek to take a short-term leave/sabbatical will have his/her job guaranteed upon return
- ☒ Efforts will be made to find a place for employees who seek to take a long-term leave/sabbatical upon return
- ☒ Employees are able to make lateral moves or change career direction or pace when possible
- ☐ None of the above

Occupational Health & Safety

Management Commitment to Health and Safety Points Earned: 0.4 of 0.40000

Does the company have any of the following practices with regards to management's commitment to worker health and safety?

- ☒ Written safety and health policy to minimize on-the-job employee accidents and injuries
- ☒ Safety and health integrated into overall management planning process and workers are involved in safety planning, resource allocation, audits, etc.
- ☒ Safety and health concerns communicated through regular safety and health trainings
- ☐ Specific safety and health program goals and objectives, with specific indicators to measure progress
- ☒ Senior management addresses safety issues through written word or in company gatherings at least quarterly
- ☒ Formal safety reporting system for employees to submit their safety concerns
- ☐ Safety procedures easily accessible for all on site personnel, including workers, non-managerial staff, and visitors
- ☐ Participation in an external program demonstrating commitment and excellence in safety and health (e.g. Voluntary Protection Program)
- ☐ N/A - No manufacturing or wholesale facilities
- ☐ None of the above

Health and Safety Audit Practices Points Earned: 0.3 of 0.40000

Which of the following is included in your company's practices related to inspections/audits:

- ☒ Written procedure for performing safety and health inspections
- ☐ Routine safety and health inspections at least quarterly
- ☐ Information discovered through analyses is used to improve safety processes (e.g. baseline hazards analysis, accident/incident analysis, employee concerns, sampling results from inspections)
- ☒ Results of the routine inspections are documented
- ☒ Inspection reports clearly indicate what needs to be corrected with documented accountability for closure
- ☐ N/A - No manufacturing or wholesale facilities
- ☐ None of the above

Evaluating Health and Safety Practices Points Earned: 0.4 of 0.40000

Which of the following is included in your company's measurement and evaluation practices in relation to occupational safety and health?

- ☐ A standardized third-party safety management system (i.e. ISO 18001, BS 8800)
- ☒ A safety position, safety committee or safety program representative reporting to senior-level position (Vice-President or higher)
- ☒ A documented standard procedure for investigating accidents and major incidents
- ☒ Investigation and documentation of the root causes of accidents and incidents
- ☒ Implementation of corrective actions after root causes of an accident or incident are determined
- ☐ Injury or illness trends and trend data are transparent to all workers
- ☐ An annual evaluation of the safety and health system including senior management in the evaluation
- ☐ Has an employee safety recognition program
- ☐ Engages with employees on regular Safety Perception Surveys
- ☐ None of the above

Worker Business Models Introduction

Is your company structured to benefit its employees in the following way?

The answer to this question affects questions you'll encounter further on in your assessment.

☐

Ownership structures that provide significant equity (>40%) and empowerment to all employees (i.e. employee-owned companies/cooperative)

☒

No

Community

Job Creation

New Jobs Added Last Year Points Earned: 0 of 0.00000

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 12 months:

14

New Jobs Added Year Before Last Points Earned: of 0.00000

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.

Prior 12 months:

Job Growth Rate Points Earned: 0.711038889 of 2.13333

By what % has your worker base grown over the last 12 months?

☐

0% (Has not grown on a net basis)

☒

1-5%

☐

6-15%

☐

>15%

Departed Employees Points Earned: 0 of 0.00000

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.

Sensitive

Attrition Rate Points Earned: 0 of 2.13333

What was the attrition rate at the company for full-time and tenured part-time workers for the last 12 months?

Exclude workers terminated with cause.

Sensitive

What % of workers (including full-time and part-time and temporary workers) are verified/self-identified to be a part of the following groups?

Individuals residing in a low income area

- ☐ 0%
- ☐ 1-9%
- ☐ 10-19%
- ☐ 20-29%
- ☐ 30%+
- ☒ Don't Know

Workers from Underemployed Groups Points Earned: 0 of 1.06667

What % of workers (including full-time and part-time and temporary workers) are verified/self-identified to be a part of the following groups?

Other chronically underemployed populations (e.g. individuals who are formerly incarcerated or homeless)

- ☐ 0%
- ☐ 1-9%
- ☐ 10-19%
- ☐ 20-29%
- ☐ 30%+
- ☒ Don't Know

Facilities in Low-Income Communities Points Earned: 0 of 1.06667

What % of your workers are employed in company facilities located in low-income communities?

- ☐ <10%
- ☐ 10-19%
- ☐ 20-29%
- ☐ 30%+
- ☒ Don't Know

Suppliers in Low-Income Communities Points Earned: 0 of 0.53333

What % of your Significant Suppliers are located in low-income communities or create employment opportunities for other chronically underemployed populations?

- ☐ <10%
- ☐ 10-19%
- ☐ 20-30%
- ☐ >30%
- ☒ Don't Know

Diversity & Inclusion

Female Employees Points Earned: 0 of 0.00000

Number of total full-time and part-time female employees.

Enter 0 if None.

540

What % of the company is owned by the following groups?

Nonprofit organization(s)

- ☒ 0%
- ☐ 1-9%
- ☐ 10-24%
- ☐ 25-49%
- ☐ 50%+
- ☐ Don't know
-

Ownership Diversity Points Earned: 0.280759474 of 0.84211

What % of the company is owned by the following groups?

Women and/or individuals from underrepresented populations, including low-income communities

- ☐ 0%
- ☐ 1-4%
- ☒ 5-14%
- ☐ 15-24%
- ☐ 25%+
- ☐ Don't know
-

Non-accredited Investor Ownership Points Earned: 0 of 0.84211

What % of the company is owned by the following groups?

Individuals that qualify as non-accredited investors

- ☒ 0%
- ☐ 1-4%
- ☐ 5-14%
- ☐ 15-24%
- ☐ 25%+
- ☐ Don't know
-

Female Ownership Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your company's ownership is held by individuals from the following groups?

Women

7

Low-income Ownership Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your company's ownership is held by individuals from the following groups?

Low income communities

0

Ownership from Underrepresented Groups Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your company's ownership is held by individuals from the following groups?

Other underrepresented populations (e.g. minorities, LGBT community, individuals with disabilities, etc.)

0

What % of the members of your Board of Directors (or equivalent) are women or individuals from other underrepresented populations?

- ☐ 0%
- ☐ 1-9%
- ☐ 10-24%
- ☒ 25-49%
- ☐ 50%+
- ☐ Don't know
- ☐ N/A - No board of directors or equivalent

Female Directors Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?

Women

33

Directors from Low-income Communities Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?

Low income communities

0

Minority Directors Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?

Minority/previously excluded populations

0

Directors from Underrepresented Populations Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?

Other underrepresented populations (e.g. minorities, LGBT community, individuals with disabilities, etc.)

0

Management from Underemployed Groups Points Earned: 0.84211 of 0.84211

What % of management are women and/or individuals from underrepresented populations, including low-income communities?

- ☐ 0%
- ☐ 1-9%
- ☐ 10-24%
- ☐ 25-49%
- ☒ 50%+
- ☐ Don't know

Female Management (metric) Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of management is from the following groups?

Women

96

Managers from Low-Income Areas Points Earned: of 0.00000

Optional unweighted metrics: Approximately what % of management is from the following groups?

Low income communities

Managers from Underrepresented Groups Points Earned: of 0.00000

336

Optional unweighted metrics: Approximately what % of management is from the following groups?
Other underrepresented populations (eg - minorities, LGBT community, individuals with disabilities, etc.)

Ethnic Diversity Compared to Area Points Earned: 0 of 0.84211

Does the % of ethnic minorities employed at your company equal or exceed the % of ethnic minorities in your metro area?

Percentage should be based on census or other government demographic data.

- ☐ No
- ☐ Yes
- ☒ N/A- Ethnic data is not available or illegal to be tracked in your area

Managing Gender Pay Equity Managers Points Earned: 0.42105 of 0.42105

Is average compensation for men and women equal in comparable managerial and non-managerial roles?

Managerial

Allow a 5% margin of error while calculating. For more information on calculating, see Explain.

- ☒ Yes
- ☐ No
- ☐ Don't know
- ☐ N/A - Only one gender represented

Managing Gender Pay Equity for Non-Managers Points Earned: 0.42105 of 0.42105

Is average compensation for men and women equal in comparable managerial and non-managerial roles?

Non-managerial

Allow a 5% margin of error while calculating. For more information on calculating, see Explain.

- ☒ Yes
- ☐ No
- ☐ Don't know
- ☐ N/A - Only one gender represented

Supplier Ownership Diversity Points Earned: 0 of 0.84211

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

Supplier Diversity Policy Points Earned: 0.42105 of 0.42105

Does the company have a written policy giving preference to suppliers owned by women or individuals from underrepresented populations?

- ☒ Yes
- ☐ No
- ☐ N/A: Such policies are illegal in my country of operations

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

Civic Engagement & Giving

Corporate Citizenship Program

 Points Earned: 0.95238 of 0.95238

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

Volunteer Service Policies

 Points Earned: 0.95238 of 0.95238

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

% of Employees Volunteer Service

 Points Earned: 0.238095 of 0.95238

What % of employees took paid time off for volunteer service last year?

- ☐ 0%
- ☒ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ >75%
- ☐ Don't know

Tracking Volunteer Service

 Points Earned: 0.317428254 of 0.47619

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

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.

566

Volunteer Service Per Capita Points Earned: 0.317523492 of 0.95238

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

Total Amount of Charitable Donations Points Earned: 0 of 0.00000

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.

Sensitive

% of Revenue Donated Points Earned: 0.761904 of 3.80952

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

Charitable Organizations Supported Points Earned: of 0.00000

Which organizations does your company support?

The Red Panda Network / World Land Trust / Woodland Trust

Community Service and Charitable Practices Points Earned: 0.47619 of 0.95238

Which of the following volunteer and charitable giving practices did your company employ in the last fiscal year?

Check all that apply.

- ☐ Company contributed the majority of its cash, service and in-kind donations to local markets it sourced from or operates in
- ☒ Company has public facing partnership with a service/charitable organizations
- ☐ Company provided facilities for community events or trainings
- ☐ Other innovative engagement practices (please describe)
- ☐ None of the above

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?

- ☒ 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

Local Involvement

Geographic Structure and Scope Points Earned: of 0.00000

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.

119 Company Stores. Store HC 632. Non Store HC 37. Total 669.

Local Purchasing and Hiring Policies Points Earned: 0.8 of 1.60000

Does the company have the following written local purchasing or hiring policies in place?

- ☐ No written local purchasing or hiring policy 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
- ☐ Incentives for staff to live within 20 miles of local company facility
- ☐ Other (please describe)

Spending on Local Suppliers Points Earned: 0 of 1.60000

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

Local Ownership Points Earned: 0 of 1.60000

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

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%
- ☐ 1-19%
- ☒ 20-39%
- ☐ 40-59%
- ☐ 60-79%
- ☐ 80%+

Impactful Banking Services Points Earned: 0 of 1.60000

Is the majority of your company's banking services provided by an institution with any of the following characteristics?

- ☐ A certified CDFI or national equivalent social investment organization
- ☐ A Certified B Corporation
- ☐ A member of the Global Alliance for Banking on Values
- ☐ A cooperative bank or credit union
- ☐ A local bank committed to serving the community
- ☐ An independently owned bank
- ☒ None of the above

Suppliers, Distributors & Product

Significant Supplier Descriptions Points Earned: 0 of 0.00000

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

Social or Environmental Screening of Suppliers Points Earned: 0 of 0.00000

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. The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ Yes
- ☐ No

Supplier Screen Topics Points Earned: 0.73333 of 0.73333

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 beyond what is required by regulations (environmentally-friendly manufacturing process; excellent labor practices, etc.)

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 social and environmental standards best-in-class third-party certification for your industry (ISO, SA8000, etc.)
- ☐ Company visits a majority of Significant Suppliers on-site

Length of Supplier Relationships Points Earned: 0.488837778 of 0.73333

What is the average tenure of your relationships with Significant Suppliers?

- ☐ Less than 24 months
- ☐ 24-60 months
- ☒ 61-96 months
- ☐ 96 months or more
- ☐ Don't know

Supplier Code of Conduct Points Earned: 0.73333 of 0.73333

Is there a formal written Supplier Code of Conduct policy that specifically holds the company's suppliers accountable for social and environmental performance?

This may include policies on Fair Trade. The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ Yes
- ☐ No

Supplier Code of Conduct Topics Points Earned: 0.73333 of 0.73333

Does the company's Supplier Code of Conduct policy specifically hold the company's suppliers accountable to the following areas of social and environmental performance?

- ☒ Working hours
- ☒ Freely chosen employment
- ☒ Compensation
- ☒ Child labor
- ☒ Freedom of association
- ☒ Health & safety
- ☒ Use of materials
- ☐ Product's environmental impact
- ☒ Information on how the Code will be monitored and reviewed (self-audits, site visits, etc.)
- ☐ N/A - No Supplier Code of Conduct

Supplier Code of Conduct Remediation Points Earned: 0.73333 of 0.73333

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?

- ☐ 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 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
- ☐ N/A - No Supplier Code of Conduct
- ☐ None of the above

Which suppliers are assessed for Supplier Code of Conduct compliance at least every other year?

Check all that apply.

- ☒ All primary suppliers of core products or principal raw materials
- ☒ All primary suppliers of non-core products
- ☒ All sub-contractors responsible for the majority of an order
- ☐ None
- ☐ N/A - No Supplier Code of Conduct

Disclosure of Suppliers Points Earned: 0.244492222 of 0.73333

What % of Significant Suppliers (on currency basis) are made transparent on the company's website?

- ☐ 0%
- ☒ 1-49%
- ☐ 50-79%
- ☐ 80%+
- ☐ Don't know

Supplier Quality Assurance Reviews Points Earned: 0.73333 of 0.73333

What % of Significant Suppliers (on currency basis) are subjected to regular quality assurance reviews or audits?

- ☐ 0-49%
- ☐ 50-62%
- ☐ 63-75%
- ☒ >75%

Support for In Need Suppliers Points Earned: 0.73333 of 0.73333

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

Independent Contractor Practices Points Earned: 0.73333 of 0.73333

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

What % of materials or products purchased have third party social or environmental certification or approval, or are from Significant Suppliers that are purpose driven or have third party company level certification or approval?

- ☐ 0
☐ 1-19%
☐ 20-39%
☐ 40-60%
☒ 60%+
☐ Don't know

Product Accreditations and Certifications Points Earned: 0.73333 of 0.73333

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

Quality Assurance Points Earned: 0.73333 of 0.73333

Do you use an established methodology to manage quality assurance issues?

Examples include PDSA, Six Sigma, DMAIC, TQM, Zero Defects, etc

- ☒ Yes
☐ No

Community Business Models Introduction

Community Oriented Business Models Points Earned: 0 of 0.00000

Is your company structured to benefit community stakeholders in any of the following ways?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ 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)
☐ A community-focused business model that supports and builds the economic vitality of local communities
☐ None of the above

Supply Chain Poverty Alleviation

Supporting Underserved Suppliers Points Earned: 0 of 0.00000

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)

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

Types Of Underserved Suppliers Points Earned: 0 of 0.00000

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

Beneficial Trade Terms for Underserved Suppliers Points Earned: 0 of 0.00000

Are any of the following trade terms provided to underserved suppliers?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ 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

% Purchases with Beneficial Trade Terms Points Earned: 0 of 0.00000

What % of your cost of materials comes from the stated under-served supplier groups that received the previous trade terms?

The answer to this question affects questions you'll encounter further on in your assessment.

14

Purchases from Suppliers with Beneficial Terms Points Earned: 0 of 0.00000

What is the total cost of materials sourced through the previous trade terms?

Sensitive

Tracking Supplier Premiums Points Earned: 0.57692 of 0.57692

Do you track the premium paid to suppliers?

- ☒ Yes
- ☐ No

Premium Paid to Suppliers Points Earned: 0 of 0.00000

If yes, what is the average premium paid to suppliers in the last year (either on product or wage)?

Sensitive

Methodology to Determine Premium Paid Points Earned: of 0.00000

Describe in the text box the methodology your company uses to calculate producer price premium.

Fair price = income to meet needs + discretionary income for e.g. investment + cost of production. We work with farmers/produce to work out true cost of production = cost of production. Plus participatory methodology to calculate income on top.

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.

The CT programme was highly innovative when it was started by TBS in 1987. The model has been emulated within the cosmetic industry and beyond. AS one example, L'Oreal, after acquiring TBS in 2006, developed a 'Solidarity Sourcing' programme which has similar aims and some Community Trade suppliers became suppliers to other L'Oreal brands during (and after) this period.

Support for Small-Scale Suppliers Points Earned: 0 of 0.00000

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. The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ 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

% of Purchases from Supported Small-Scale Suppliers Points Earned: 0 of 0.00000

What % of your total cost of materials (excluding labor) comes from suppliers that have received the above capacity building support?

The answer to this question affects questions you'll encounter further on in your assessment.

8

Verification of Fair Wages and Working Conditions Points Earned: 0 of 0.00000

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?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ 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.

Purchasing From Underserved Suppliers Points Earned: 0 of 0.00000

What % of your cost of materials comes from under-served supplier groups that are verified for labor and wage practices as previously described?

The answer to this question affects questions you'll encounter further on in your assessment.

10

Wage and Working Conditions Screening Points Earned: 0.57692 of 0.57692

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

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)

The TBS CT programme is externally verified by Ecocert, an independent international audit co. ET programme reports and is evaluated annually by ETI. Some supp also verified against other sustainability standards inc FLO, organic, UEFT, FFL, RSPO

Tracking Impact on Workers Points Earned: 0.57692 of 0.57692

Does your company track the impact of your work with small-scale suppliers on the lives of suppliers' employees?

- ☒ Yes
- ☐ No

Tracking Impact Explanation Points Earned: of 0.00000

If your company tracks the impact of your work with small-scale suppliers on the lives of suppliers' employees, please explain how.

Yes. We record numbers of workers in each of our CT supply chains on an annual basis. This data includes gender divide and categories of labour (e.g. farm work, office, mill operator, management etc.). Also, as part of the work under our SuSo Charter we monitor and evaluate supplier engagement with its workforce through review of suppliers' policies specifically those relating to worker engagement such as H&S policies, collective bargaining agreements, sexual harassment etc. Part of this assessment is also engaging directly with workers, spending time understanding directly from them how they interact with management and how the work is impacting them. In many cases, we often will visit workers' homes with them, meeting with their family members to build a wider and more open understanding of the impact of the work in a wider family context.

Innovative Supply Chain Poverty Alleviation Points Earned: of 0.00000

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.

The Body Shop pioneered fair trade in the cosmetics industry. Launching in 1987 as Trade Not Aid with Teddy Exports in India - a trading relationship that we still relish 32 years later. Today our mission in Community Trade remains the same - to use our trade as a lever to drive forward positive social change. From those early days our programme has expanded to include 31 suppliers of ingredients and handcrafts spanning 23 countries supporting improved livelihoods for over 16,000 people. The organisations we work with in turn use profits and Community Trade premiums to support many thousands more in their local communities through such initiatives as education, healthcare and equality. We are proud that Community Trade is our own bespoke programme that we manage ourselves whilst also being independently verified by Ecocert. During the period of ownership under L'Oreal Community Trade was instrumental in the development of the L'Oreal Solidarity Sourcing programme which was designed to improve access to employment for vulnerable people in L'Oreal supply chains.

Supply Chain Transparency Points Earned: 0.57692 of 0.57692

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

Environment

Land, Office, Plant

What % of company facilities (by area, both owned by company or leased) are certified to meet the requirements of an accredited green building program?

- ☒ <20%
- ☐ 20-49%
- ☐ 50-79%
- ☐ 80%+
- ☐ N/A - Company has virtual office

Previously Constructed Buildings Points Earned: 0.51613 of 0.51613

What % of the square footage of all company facilities is located in previously constructed buildings?

Select N/A if your company utilize virtual office.

- ☐ 0%
- ☐ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75-99%
- ☒ 100%
- ☐ N/A

Recycling Programs Points Earned: 0.51613 of 0.51613

What % of your facilities on a square foot basis have a facility-wide recycling program that has ongoing collection of at least all standard materials in your area?

See Explain This for definition.

- ☐ <20%
- ☐ 21-40%
- ☐ 41-60%
- ☐ 61-80%
- ☒ >80%

Environmental Management Systems Points Earned: 0.206452 of 1.03226

Does your company have an environmental management system that includes any of the following?

Please check all that apply.

- ☒ Policy statement documenting the organization's commitment to the environment
- ☐ Assessment undertaken of the environmental impact of the organization's business activities
- ☐ Stated objectives and targets for environmental aspects of the organization's operations
- ☐ Programming designed, with allocated resources, to achieve these targets
- ☐ Periodic compliance and auditing to evaluate programs conducted
- ☐ None of the above

Which of the following practices are in place to integrate environmental considerations (DFE) into the design of products and services?

Please only select answer options being applied to at least 20% of the company's products and services (by revenue).

- ☒ 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)
- ☐ None of the above

Chemical Reduction Methods Points Earned: 0.3870975 of 0.51613

Which of the following environmentally preferred products have been purchased for the majority of your corporate facilities?

- ☒ Non-toxic janitorial products
- ☐ Unbleached / chlorine free paper products
- ☒ Soy-based inks or other low VOC inks
- ☒ Recycled/environmentally preferred office supplies (paper, pens, notebooks, etc.)
- ☐ Other (please describe)
- ☐ None of the above

Chemical Management Points Earned: 0.51613 of 0.51613

Does your company have a program in place to identify and eliminate potential chemicals and materials of concern in your product and/or process and identify and phase-in safer alternatives (e.g. chemical/material options with reduced toxicity)?

- ☐ Company has completed a study of all materials (including scarce metals and minerals) in product and chemicals to 1000ppm level
- ☐ Company has completed a study of all materials in product and chemicals to 100ppm level
- ☐ Company has undergone an evaluation of products and processes to identify potential toxic contaminants from production
- ☒ Company has identified specific chemicals of concern classes (e.g., carcinogens, mutagens, reproductive toxins, endocrine disruptors, persistent or bioaccumulative substances)
- ☒ Company has established a Restricted Substances List (RSL), has a positive screen or other decision process for chemical
- ☒ Company has established metrics and goals for the reduction or elimination of chemicals of concern
- ☒ Company publicly discloses the chemicals and/or materials in your product (e.g., on a label, website, via 800 number for information, etc.)
- ☐ There are no potential chemicals or materials of concern in my industry
- ☐ None of the above

Does the company have a written and circulated environmentally preferable purchasing (EPP) policy that includes any of the following?

- ☒ Building and construction
- ☐ Carpets
- ☐ Cleaning
- ☐ Electronics
- ☐ Fleets
- ☐ Food or food services
- ☐ Landscaping
- ☐ Meetings and conferences
- ☐ Office supplies
- ☐ Paper
- ☒ Product input materials
- ☒ Other (please describe)

The TBS List of Restricted and Prohibited Ingredients for The Body Shop includes a number of environmentally-based restrictions, including prohibition of plastic microbeads, polyquaterniums, animal tested and animal derived products, GMO products, and guid

- ☐ N/A - No environmentally preferable purchasing policy

Reducing Impact of Travel/Commuting Points Earned: 0.51613 of 0.51613

Does your company have any programs or policies in place to reduce the environmental footprint caused by travel/commuting?

- ☒ Employees are subsidized/incentivized for use of public transportation, carpooling, or biking to work
- ☒ Facilities are designed to facilitate use of public transportation, biking, or cleaner burning vehicles (e.g. electric chargers)
- ☒ Employees are encouraged to use virtual meeting technology to reduce in person meetings
- ☒ Company has a written policy limiting corporate travel
- ☐ None of the above

Indoor Air Quality Monitoring Points Earned: 0 of 0.25806

Does the company monitor indoor environmental quality to ensure a healthy and comfortable work space, avoiding "Sick Building Syndrome"?

Select N/A if you have no facilities.

- ☐ Yes
- ☒ No
- ☐ NA

Indoor Air Quality Audits Points Earned: 0.172077742 of 0.51613

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

If you lease your facilities, have you worked with your landlord to implement/maintain any of the following?

Select N/A if you do not lease your building.

- ☒ Energy efficiency improvements
- ☒ Water efficiency improvements
- ☐ Waste reduction programs (including recycling)
- ☐ None of the above
- ☐ N/A - Company does not lease majority of facilities

Context-Based Water Management Points Earned: 0 of 0.51613

Does your company measure and manage its water in a context-based manner?

Context based management requires measurement against allocations of available renewable supplies in the watersheds in which it does business.

- ☐ Yes
- ☒ No
- ☐ Don't Know

Context-Based GHG Management Points Earned: 0 of 0.51613

Does your company measure and manage its GHG emissions in a context-based manner?

Context based management requires measurement against reduction targets specified in a science-based GHG stabilization scenario.

- ☐ Yes
- ☒ No
- ☐ Don't Know

Context-Based Waste Management Points Earned: 0 of 0.51613

Does your company measure and manage its solid wastes in a context-based manner?

Context based waste management includes measurements against levels tied to a zero waste plan.

- ☐ Yes
- ☒ No
- ☐ Don't Know

Inputs

Monitoring Energy Usage Points Earned: 0 of 1.16667

Does your company monitor, record and/or report its energy usage?

- ☒ We do not currently monitor and record our usage
- ☐ We monitor and record usage (no reduction targets)
- ☐ We monitor and report 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

Monitoring and Managing Water Use Points Earned: 0 of 1.16667

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 report 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

Total Energy Use Points Earned: of 0.00000

351

Total energy used (Gigajoules) during the last 12 months:

Total Renewable Energy Use Points Earned: of 0.00000

Total energy used from renewable resources (Gigajoules) during the last 12 months:

Total Water Use Points Earned: of 0.00000

Total water use (liters) during the last 12 months

Energy Use Reductions Points Earned: 0 of 2.33333

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

Low Impact Renewable Energy Use Points Earned: 0 of 2.33333

What % of energy use is produced from low-impact 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

Increasing Renewable Energy Points Earned: 1.16667 of 1.16667

Has the company increased its % use of low impact renewable energy annually at its corporate facilities?

- ☒ Yes
- ☐ No
- ☐ Already Maximized (100% low impact renewable)

Facility Energy Efficiency Points Earned: 1.16667 of 1.16667

For which of the following systems have you used energy conservation/efficiency measures for each of your corporate facilities/locations (by majority of square feet) in the past year?

- ☒ Equipment: Energy Star Appliances / Automatic Sleep Modes / After-Hour Timers / etc.
- ☒ Lighting: Natural Light / CF Bulbs / Occupancy Sensors / Daylight Dimmers / Task Lighting / etc.
- ☒ HVAC: Programmable Thermostat / Timers / Occupancy Sensors / Shade Sun-Exposed Walls / Double-Paned Windows / etc
- ☐ Other (please specify)
- ☐ None of the above

Which of the following water conservation methods have been implemented at the majority of your corporate offices:

- ☒ Low-flow faucets/taps, toilets/urinals, showerheads
- ☐ Grey-water usage for irrigation
- ☐ Low-volume irrigation
- ☐ Harvest rainwater
- ☐ Other (please describe)
- ☐ None
- ☐ N/A: My company has a virtual office

Life Cycle Assessments Points Earned: 0.233334 of 1.16667

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?

- ☐ 0%
- ☐ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75-99%
- ☐ 100%
- ☒ 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

Cradle to Cradle Certification Points Earned: 0 of 1.16667

What % of your revenues are from the sale of products that have been awarded Cradle To Cradle certification?

- ☒ 0%
- ☐ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75-99%
- ☐ 100%
- ☐ N/A: My revenues are generated from a service and an LCA cannot be conducted.

% of Environmentally Preferred Input Materials Points Earned: 0.233334 of 1.16667

What is the % of recycled, renewable, or other environmentally preferred materials in your product?

Include packaging in calculation.

- ☐ 0%
- ☒ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75-99%
- ☐ 100%
- ☐ N/A - Company does not sell a physical product

Outputs

Monitoring Greenhouse Gas Emissions Points Earned: 0 of 0.58824

353

Please select the option that best describes how you monitor and record the following emissions:
Scopes 1 and 2 greenhouse gas (GHG) emissions

- ☒ Company does not currently monitor and record emissions
- ☐ Company monitors and records emissions (no reduction targets)
- ☐ Company monitors emissions and has specific reduction targets
- ☐ Company monitors emissions and has met specific reduction targets during the reporting period
- ☐ Eliminated emissions of this by-product entirely
- ☐ N/A

Total Waste Disposed Points Earned: of 0.00000

Waste Disposed (metric tonnes) during the last 12 months

Total Waste Recycled Points Earned: of 0.00000

Waste Disposed: Recycled/Reused (metric tonnes) during the last 12 months

Total Scope 1 GHGs Points Earned: of 0.00000

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:
Scope 1:

Total Scope 2 GHGs Points Earned: of 0.00000

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:
Scope 2:

Total Scope 3 GHGs Points Earned: of 0.00000

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:
Scope 3:

Greenhouse Gas Reduction Strategies Points Earned: 0 of 0.58824

Have you studied the GHG emissions of your entire operation and supply chain, identified the most intensive sources, and set strategies for improvement?

- ☐ Yes for Scope 1
- ☐ Yes for Scopes 1 and 2
- ☐ Yes for Scopes 1, 2 and 3
- ☐ Yes, for product life cycle
- ☒ No
- ☐ Don't know

Carbon Intensity Points Earned: 0 of 0.58824

What is your current Carbon Intensity for Scopes 1 and 2 (measured in metric tons of CO2/\$million of revenue), not including the use of carbon credits or offsets?

- ☐ >100
- ☐ 81-100
- ☐ 61-80
- ☐ 41-60
- ☐ 21-40
- ☐ 1-20
- ☐ 0
- ☒ Don't know

What % of Scopes 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

% GHG Emissions Offset Points Earned: 0 of 0.29412

If your company purchased certified carbon credits in the reporting period, what % of GHG emissions were off-set?

- ☐ 0%
- ☐ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75-99%
- ☐ 100%
- ☐ Don't know
- ☒ N/A - No carbon offsets purchased

Waste Reduction Programs Points Earned: 0 of 0.58824

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

Hazardous Waste Disposal Points Earned: 0 of 0.58824

Is hazardous waste always disposed of responsibly, in a way that the company can verify?

This includes batteries, paint, electronic equipment, etc.

- ☐ Yes
- ☒ No
- ☐ N/A - We have eliminated hazardous waste

Programs to Reduce End of Life Waste Points Earned: 0.196119216 of 0.58824

Does your company have in place an active end-of-life product/component reclamation program that has any of the following practices in place?

- ☐ Method for standardizing and identifying product parts and components to maximize useful life via disassembly and or reprocessing
- ☒ Labeling of resource content on manufactured items to enable recycling at end-of-life
- ☐ Widely available program to facilitate maintenance, servicing and reassembly of company's own products
- ☐ Take back of similar products from other manufacturers for disassembly/reprocessing/recovery
- ☐ Participation in a product reclamation program established by another party
- ☐ None of the above

Transportation, Distribution & Suppliers

Does the company currently use any of the following specific practices to reduce carbon emissions from transportation?

- ☒ Company policy and practice that requires inbound freight or shipping to be transported via lowest impact methods (such as avoiding shipment by air transport)
- ☒ Company policy and practice that requires outbound freight or shipping is transported via lowest impact methods
- ☐ None of the above

Ton Miles Reduction Points Earned: 0 of 1.44000

Have you reduced the ton miles (relative to revenues) of your distribution and supply chain, and if so, by how much?

Calculate by comparing ton-miles from the year prior or annualized from a baseline year.

- ☐ 0%
- ☐ 1-9%
- ☐ 10%-20%
- ☐ 21-50%
- ☐ >50%
- ☒ Not tracked / Unknown

Sourcing % of COGS from Local Suppliers Points Earned: 0 of 1.44000

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

Sourcing % raw materials from Local Suppliers Points Earned: 0 of 1.44000

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

Tracking Chemicals in the Supply Chain Points Earned: 1.44 of 1.44000

Does your company do any of the following to track chemicals in the supply chain for the majority of materials?

Please check all that apply.

- ☐ Do not track chemicals in the supply chain
- ☒ Require suppliers to disclose specified chemicals of concern
- ☒ Ask suppliers if they know all the chemical ingredients intentionally added to their product and all residuals of high concern present in the product (asking if they know only, not to provide the data to you)
- ☒ Require suppliers to provide chemical information to a third party
- ☐ Disclose all by-products, contaminants or trace materials to the public

Suppliers Tracking Energy Use Points Earned: 0.18 of 0.72000

356

What % of Significant Suppliers track and report the following:
Energy usage

- ☐ 0%
 - ☒ 1-24%
 - ☐ 25-49%
 - ☐ 50-74%
 - ☐ 75%+
 - ☐ Don't Know
-

Suppliers Tracking Water Use Points Earned: 0.18 of 0.72000

What % of Significant Suppliers track and report the following:
Water usage

- ☐ 0%
 - ☒ 1-24%
 - ☐ 25-49%
 - ☐ 50-74%
 - ☐ 75%+
 - ☐ Don't Know
-

Suppliers Tracking Air and Water Emissions Points Earned: 0.18 of 0.72000

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
-

Suppliers Tracking Waste and Recycling Points Earned: 0.18 of 0.72000

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
-

Suppliers Tracking Hazardous Waste Points Earned: 0.18 of 0.72000

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
-

What % of Significant Suppliers track and report the following:
GHG Emissions

- ☐ 0%
 - ☒ 1-24%
 - ☐ 25-49%
 - ☐ 50-74%
 - ☐ 75%+
 - ☐ Don't Know
-

Suppliers Using Renewable Energy Points Earned: 0.36 of 1.44000

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
-

Suppliers Reducing Greenhouse Gases Points Earned: 0.36 of 1.44000

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
-

Suppliers Reducing Waste Points Earned: 0.36 of 1.44000

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
-

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

Suppliers Responsibly Disposing Hazardous Waste Points Earned: 0.18 of 0.72000

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

Environmental Models Introduction

Environmental Business Model Points Earned: 0 of 0.00000

Are your company's products or process structured to restore or preserve the environment in any of the following ways?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ 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

Environment Products & Services Introduction

Environmental Product Benefits Points Earned: 0 of 0.00000

In what way or ways does your product/service conserve the environment?

Please select ONE option per product line. You may select an additional option if your product line has two separate environmental attributes. The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ Provides or is powered by renewable energy or cleaner-burning energy than market alternatives (e.g. solar panel manufacturers/installers, hybrid vehicles)
- ☐ Conserves or diverts resources (including energy, water, materials, etc.)
- ☒ Conserves or preserves the well-being of land and/or animals (e.g. land protection or reforestation services, sustainably harvested agricultural products)
- ☒ Reduces or is made of less toxic/hazardous substances (e.g. brownfield remediation services, organic food, non-toxic cleaners)
- ☐ Educates, measures, researches, or provides information to solve environmental problems (e.g. environmental consulting auditing)
- ☐ None of the above

Environmental Product/Service Certifications Points Available: 0.00000

How would you describe the positive environmental outcome produced for the environment by your product/service? If you have environmental product certifications, please list them here.

To meet the definition of a qualified third-party certification, the certification must be independently verified, be standards-based, and have those standards be transparent.

Land/wildlife Conservation

Tell us more about how your product or service conserves natural resources

Through purchase of FSC and RTSPO/GreenPalm input materials (Palm offsets as well as purchasing RTSPO palm itself). We cannot capture here as we have been instructed to calculate as expenses, but this question calculates as revenues.

Land/wildlife Conservation Description Points Earned: 0 of 0.00000

Which of the following product or service descriptions apply?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ Product/ service requires specific practices to ensure the humane treatment of animals used as inputs in the product's creation (i.e. humane certified eggs)
- ☒ Product/service requires specific practices to ensure the sustainable harvesting or use of natural products and materials (FSC certified paper; MSC seafood; shade-grown coffee)
- ☐ Product/ service directly prevents environment/ecosystem degradation (i.e. protected parks; wildlife management service)
- ☐ Product/service improves natural environments previously damaged by degradation (i.e. reforestation; endangered species repopulation)
- ☐ These descriptions do not apply to our company's product/service (Skip the remainder of this section)

Revenue from Land/wildlife Conservation Points Earned: 0 of 0.00000

The values included here in each assessment were calculated based on the percentage of input material costs that came from certified sources and eligible suppliers. This is in lieu of using revenue which would require a product-level certification

What were your total revenues last fiscal year from the previous products or services?

The answer to this question affects questions you'll encounter further on in your assessment.

2%

Tons of Carbon Offset Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Metric tons of GHG/CO2 equivalent

Hectares Protected Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Number of hectares protected

Wildlife Species Protected Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Number of wildlife species protected/saved

Waste Diverted Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Metric tons of waste saved from landfill or incineration

Water Saved Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Liters of water saved/off-set

How do you verify that your product contributes to the outcome previously selected?

Please select all that apply.

- ☐ We have a track record of successful, verified positive outcomes and have created case studies based on these.
- ☐ There is secondary research that supports the link between our type of product and the stated outcome.
- ☐ We conduct our own direct research to track the outcomes produced for all our customers, such as impact-related survey
- ☐ We have third party certifications or verifications that verify the efficacy of our product/service in delivering outcomes
- ☐ We have performed, commissioned, or partnered with scientifically designed impact or outcome assessments to systematically learn about our product's impact
- ☐ Our product is too early stage to have research or studies that link our product to positive outcomes
- ☒ We cannot provide verification of our outcomes at this time.

Efficacy of Land/wildlife Conservation Points Earned: 0 of 1.11111

If direct research on your product/service has been performed, did the results confirm that a desired outcome is being achieved?

- ☐ Yes
- ☐ No
- ☒ N/A - No direct research conducted

Negative outcomes measured Points Earned: 0 of 1.11111

Does your company also measure and manage the negative or unintended outcomes generated by this business model?

- ☐ Yes
- ☒ No

Innovative Land/wildlife Conservation Points Earned: of 0.00000

Is there something different or innovative about the product/service that has changed the industry? Is this something that is replicable, unique at the time that it was created, and that has been emulated by other organizations?

n/a

Toxin Reduction / Remediation

Toxin / Pollution Reduction Overview Points Earned: of 0.00000

Tell us more about how your product or service reduces use of toxic or hazardous substances, prevents pollution or remediates discharges to air, land or water

We purchase organic raw materials.

Toxin / Pollution Reduction Description Points Earned: 0 of 0.00000

Which of the following product or service descriptions apply?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ Product minimizes need of toxic chemicals compared to market alternatives (non-GMO)
- ☒ Product/services use less toxic/hazardous chemicals or materials than market alternatives (i.e. non-toxic cleaners, organic food, integrated pest management for agriculture)
- ☐ Product/service remediates environmental damage after discharges to air, land or water (i.e. brownfield remediation, oil spill clean-up)
- ☐ Product/service directly prevents pollution or hazardous discharge (i.e. pollution management technologies)
- ☐ These descriptions do not apply to our company's product/service (Skip the remainder of this section)

% Toxin Reduction Points Earned: of 0.00000

What is the average % toxic/hazardous material reduction or pollution prevention (by weight or volume) achieved by the product or service?

Revenue from Toxin Reduction / Remediation Points Earned: 0 of 0.00000

What were your total revenues last fiscal year from the previous products or services?

The answer to this question affects questions you'll encounter further on in your assessment.

6%

The values included here in each assessment were calculated based on the percentage of input material costs that came from certified sources and eligible suppliers. This is in lieu of using revenue which would require a product-level certification

Tons of Carbon Offset Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Metric tons of GHG/CO2 equivalent

kWh Saved Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

kWh saved/off-set

Waste Diverted Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Metric tons of waste saved from landfill or incineration

Water Saved Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Liters of water saved/off-set

Verification of Toxin Reduction Points Earned: 1.11111 of 1.11111

How do you verify that your product contributes to the outcome previously selected?

Select all that apply.

- ☐ We have a track record of successful, verified positive outcomes and have created case studies based on these.
- ☒ There is secondary research that supports the link between our type of product and the stated outcome.
- ☐ We conduct our own direct research to track the outcomes produced for all our customers, such as impact-related survey
- ☒ We have third party certifications or verifications that verify the efficacy of our product/service in delivering outcomes
- ☐ We have performed, commissioned, or partnered with scientifically designed impact or outcome assessments to systematically learn about our product's impact
- ☐ Our product is too early stage to have research or studies that link our product to positive outcomes
- ☐ We cannot provide verification of our outcomes at this time.

Efficacy of Toxin Reduction / Remediation Points Earned: 1.11111 of 1.11111

If direct research on your product/service has been performed, did the results confirm that a desired outcome is being achieved?

- ☒ Yes
- ☐ No
- ☐ N/A - No direct research conducted

Negative Impact Management Points Earned: 0 of 1.11111

Does your company also measure and manage the negative or unintended outcomes generated by this business model?

- ☐ Yes
- ☒ No

Innovative Toxin Reduction / Remediation Points Available: 0.00000

Is there something different or innovative about the company's basic product or service that has changed the industry? Is this something that is replicable, unique at the time that it was created, and that has been emulated by other organizations?

The Body Shop - Hong Kong/Macau

Wholesale/Retail

250-999 Employees

2018 - Rated				⋮
OVERALL SCORE				
81.7				
OPERATIONS SCORE		IMPACT BUSINESS MODEL SCORE		N/A SCORE
64.1		16.8		0.7
	Governance			16.6
	Workers			19.1
	Community			26.9
	Environment			19
	Disclosure Questionnaire			NA
VERSION		COMPLETION	YEAR	STATUS
5		100%	2018	Rated
MARKET		SECTOR	SIZE	INDUSTRY
Developed - Global		Wholesale/Retail	250-999	Personal care products
VIEW REPORT				

Governance

Mission & Engagement

Level of Impact Focus Points Earned: 0 of 0.00000

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.

Mission Statement Characteristics Points Earned: 0.2 of 0.20000

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 beneficiary group in need (e.g. low income customers, smallholder farmers)

Mission Statement Points Earned: of 0.00000

Please type or paste your mission statement here.

The Body Shop exists to fight for a fairer and more beautiful world

Social and Environmental Performance Training Points Earned: 0.4 of 0.40000

Which type of employee training does your company provide regarding its social and environmental mission?

Please check all that apply.

- ☐ No social or environmental mission
- ☐ No training on the company's social and environmental mission
- ☐ Only informal inclusion in orientation, training and/or instruction
- ☒ Specific, formal training integrated into new employee and new manager training
- ☒ Specific, formal training integrated into ongoing employee and manager training
- ☒ Workers articulate goals and achievements on 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

Board Review of Social or Environmental Performance Points Earned: 0.4 of 0.40000

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

What proportion of full-time managers have social or environmental mission-related responsibilities or expectations outlined in their job description?

- ☐ 0%
- ☐ 1-49%
- ☐ 50-99%
- ☒ 100%

Social and Environmental Management Reviews Points Earned: 0.4 of 0.40000

What portion of management had a formal written performance evaluation/review in the last year that included social and/or environmental goals?

- ☐ 0
- ☐ 1-49%
- ☐ 50-99%
- ☒ 100%

Social or Environmental Performance Related Executive Job Descriptions Points Earned: 0.4 of 0.40000

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

Stakeholder Engagement Points Earned: 0.26672 of 0.40000

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?

Please check all that apply.

- ☐ No formal stakeholder engagement
- ☒ Meetings or other engagement mechanisms with local community members
- ☐ 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)

Social/Environmental Key Performance Indicators Points Earned: 0.4 of 0.40000

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 (examples: 3rd-party impact assessments, progress out of poverty indexing, beneficiary outcome surveys, etc.)

Corporate Accountability

What is the company's highest level of corporate oversight?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ Owner/Manager only
- ☐ Non-Fiduciary Advisory Board
- ☒ Board of Directors or Equivalent

Governing Body Characteristics Points Earned: 1 of 1.00000

Which of the following apply to your company's Board of Directors or equivalent governing body?

Please check all that apply.

- ☒ Meets at least quarterly
- ☒ Includes at least 1 independent member
- ☒ Includes at least 50% independent members
- ☒ Oversees executive compensation
- ☒ Reports members names and relation to company transparently to public
- ☒ Has an Audit Committee with at least 1 independent member
- ☒ Has a Compensation Committee with at least 1 independent member
- ☐ Company is a cooperative and elects Board from membership
- ☐ None of the above
- ☐ N/A - Company has no Board of Directors or equivalent

Governing Body Stakeholder Representation Points Earned: 0 of 0.25000

Which of the following stakeholder groups or relevant independent experts have voting seats on the Board of Directors or equivalent governing body?

Select all that apply.

- ☐ Executive employee representative
- ☐ Non-executive employee representative
- ☐ Community expertise (e.g. local university representative)
- ☐ Environmental expertise (e.g. environmental nonprofits)
- ☐ Customers
- ☒ None of the above
- ☐ N/A - no Board of Directors or other governing body

Ethics

Financial Controls Points Earned: 0.27273 of 0.27273

Does the company maintain any of the following financial controls?

Please check all that apply.

Sensitive

Which of the following anti-corruption reporting and prevention systems are in place?

- ☒ Written employee whistle-blowing policy provides legal protection to workers, with strict confidentiality easily accessible ; circulated to all employees
- ☒ Helpline or anonymous mechanism to report grievances/concerns
- ☐ Individual or department oversight with direct access to Board of Directors
- ☒ Other (please describe)

TBS Ethics Committee (comprised solely of people representing TBS including an Employee Representative may report misconduct to Natura Head of Compliance who in turn has direct access to an appointed independent member of the Natura BoD.

- ☐ None of the above

Instruction on Code of Ethics Points Earned: 0.27273 of 0.27273

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)

Code of Ethics Points Earned: 0.27273 of 0.27273

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 Code of Ethics

Breached Code of Ethics Breachment Policy Points Earned: 0.27273 of 0.27273

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

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.

- ☒ Yes
- ☐ No
- ☐ N/A - No Board of Directors or equivalent

Transparency

Audited Financials Points Earned: 1 of 1.00000

Does the company produce financials that are audited annually by an internationally accredited Certified Public Accountant (CPA)?

- ☒ Yes
- ☐ No

Financial Transparency with Employees Points Earned: 0.8 of 1.00000

Does the company have a formal process to share financial information with its full-time employees?

Exclude compensation data. Please check all that apply.

- ☐ 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

Ownership Transparency with Employees Points Earned: 1 of 1.00000

Do all full-time employees have access to written information that identifies all material owners and investors of the company?

- ☒ Yes
- ☐ No

Impact Reporting Points Earned: 0.75 of 1.00000

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

Governance Metrics

Last Fiscal Year Points Earned: of 0.00000

On what date did your last fiscal year end?

2017-12-31

Reporting currency

*Hong Kong Dollar - HKD***Revenue Last Year** Points Earned: 0 of 0.00000

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. The answer to this question affects questions you'll encounter further on in your assessment.

Sensitive

Revenue Year Before Last Points Earned: 0 of 0.00000

Total Earned Revenue From the fiscal year before last

Sensitive

Earnings Before Interest & Taxes Last Year Points Earned: 0 of 0.00000

EBIT (Earnings Before Interest & Taxes) From the last fiscal year

Sensitive

Earnings Before Interest & Taxes Year Before Last Points Earned: 0 of 0.00000

EBIT (Earnings Before Interest & Taxes) From the fiscal year before last

Sensitive

Net Income Last Year Points Earned: 0 of 0.00000

Net Income From the last fiscal year

Sensitive

Net Income Year Before Last Points Earned: 0 of 0.00000

Net Income From the fiscal year before last

Sensitive

Mission Locked

Mission Lock Points Earned: 7.5 of 10.00000

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

Workers

Worker Metrics

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. The answer to this question affects questions you'll encounter further on in your assessment.



Fixed Salary



Daily/Hourly Wage

of Full Time Workers Points Earned: 0 of 0.00000

Number of Total Full-Time Workers

Current Total Full-Time Workers

The answer to this question affects questions you'll encounter further on in your assessment.

222

of Full Time Workers Last Year Points Earned: 0 of 0.00000

Number of Total Full-Time Workers

Total Full-Time Workers 12 months ago

The answer to this question affects questions you'll encounter further on in your assessment.

226

of Part Time Workers Points Earned: 0 of 0.00000

Number of Total Part-Time Workers

Current Total Part-Time Workers

The answer to this question affects questions you'll encounter further on in your assessment.

73

of Part Time Workers Last Year Points Earned: 0 of 0.00000

Number of Total Part-Time Workers

Total Part-Time Workers 12 months ago

The answer to this question affects questions you'll encounter further on in your assessment.

64

of Temporary Workers Points Earned: 0 of 0.00000

Number of Total Temporary Workers

Current Total Temporary Workers

The answer to this question affects questions you'll encounter further on in your assessment.

0

of Temporary Workers Last Year Points Earned: 0 of 0.00000

Number of Total Temporary Workers

Total Temporary Workers 12 months ago

The answer to this question affects questions you'll encounter further on in your assessment.

0

Compensation & Wages

Total Wages Points Earned: 0 of 0.00000

Total Wages (including bonuses)

Sensitive

Lowest Paid Wage Points Earned: 0 of 0.00000

What is the company's lowest wage calculated on an hourly basis?

Please exclude students and interns in this calculation.

Sensitive

What % above living wage did your lowest-paid worker (excluding interns) receive during the last fiscal year?

- ☐ 0% or below
- ☐ 1-14%
- ☐ 15-24%
- ☐ 25%+
- ☒ N/A - No living wage data available for country of operations

High to Low Pay Ratio Points Earned: 0.772725 of 1.54545

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

Market Compensation Comparison Points Earned: 1.019997 of 1.54545

Based on a company referenced compensation study in the last two years, how does your company's compensation structure (excluding executive management) compare with the market?

- ☐ Don't Know: Have not referenced a compensation survey
- ☐ 1st quartile (0-24th percentile)
- ☐ 2nd quartile (25-49th percentile)
- ☒ 3rd quartile (50-74th percentile)
- ☐ 4th quartile (75-100th percentile)

Bonus Plan Characteristics Points Earned: 0.386365 of 0.77273

Which of the following are true about the company's bonus plan:

- ☐ Bonuses are given but there is no formal 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

Employees Receiving a Bonus Points Earned: 0.772725 of 1.54545

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%
- ☐ N/A

If it is not possible to verify a living wage in your country, has your company participated in any leadership initiatives to increase wages or benefits to workers provided in your country/industry?

Examples include commissioning a living wage calculation. Select N/A if living wage already exists.

- ☒ Yes
- ☐ No
- ☐ N/A - Living wage already exists

Compensation & Wages (Salaried)

Non-executive Wage Increases Points Earned: 0.63327 of 1.90000

Subtracting for inflation increase, what was the average % increase in wage/salary paid to non-executive workers in the last fiscal year?

Select 0% if average increase was at or below inflation rate.

- ☐ 0-2%
- ☒ 3-5%
- ☐ 6-15%
- ☐ >15%
- ☐ N/A - No workers last year

Bonus Plan Characteristics Points Earned: 0.63327 of 1.90000

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.

- ☐ No bonus payout, or no bonus plan
- ☐ <1%
- ☒ 1-5%
- ☐ 6-15%
- ☐ >15%

Benefits

Government Provision Of Healthcare Points Earned: 0 of 0.00000

Which of the following best describes the provision of healthcare 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

Healthcare Coverage Points Earned: 1.078678788 of 3.23636

What % of employees are eligible for health care benefits either through company or government plan?

- ☐ <75%
- ☒ 75-84%
- ☐ 85-94%
- ☐ 95%+

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

Paid Secondary Caregiver Leave Points Earned: 0.539339394 of 1.61818

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

Healthcare Eligibility for Part Time Workers Points Earned: 0 of 0.80909

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

Retirement Programs Points Earned: 1.213635 of 1.61818

Do employees have access to any of the following savings programs for retirement?

- ☐ Government-sponsored pension plans
- ☒ Private Pension or Provident Funds
- ☐ Plan specifically includes Socially-Responsible Investing option
- ☐ None of the above

Worker Benefits (Salaried)

Number of Paid Days Off Points Earned: 1.53 of 1.70000

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

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

Training & Education

Intern Hiring Practices Points Earned: 0.22 of 0.22000

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

Internal Promotions Points Earned: 0.055 of 0.22000

What % of positions above entry level have been filled with internal candidates in the last 12 months?

Exclude material owners in your calculation.

- ☐ 0%
- ☒ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75%+

Internal Promotions Points Earned: 0.146674 of 0.22000

What % of employees have been internally promoted within the last 12 months?

Exclude material owners in your calculation.

- ☐ 0%
- ☐ 1-5%
- ☒ 6-15%
- ☐ >15%

Paid Professional Development Days Points Earned: 0.073326 of 0.22000

How many paid days of professional development do the majority of full time workers receive (in a single year)?

- ☐ No formal policy
- ☐ 0 days
- ☒ 1-4 days
- ☐ 5-9 days
- ☐ 10+ days

Do new and existing managers get regular training and coaching on the following?

Check all that apply.

- ☒ Providing ongoing praise and corrective feedback
- ☐ Conflict negotiation and resolution
- ☒ Group dynamics and optimal team functioning
- ☒ Performance evaluation systems
- ☒ Other (please describe)

harrion assesement, change management, leadership, strength finder

- ☐ None of the above

Training & Education (Salaried)

Skills-Based Training Participation Points Earned: 0.1625 of 0.16250

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

Cross-Job Skills Training Participation Points Earned: 0.040625 of 0.16250

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

Life Skill Training Participation Points Earned: 0.08125 of 0.16250

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

What % of full-time workers have participated in external professional development opportunities or lifelong learning opportunities in the past fiscal year?

Include only those that are paid for in advance, reimbursed or subsidized by the company.

- ☐ 0%
- ☒ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75%+

Subsidized Educational Opportunities Points Earned: 0.1083225 of 0.32500

What % of full-time workers received advancement or reimbursement for continuing education opportunities in the last fiscal year?

Continuing education opportunities include GED, college credits, industry-recognized accreditation, etc.

- ☐ 0
- ☒ 1-5%
- ☐ 6-15%
- ☐ >15%

Outplacement Services Points Earned: 0 of 0.16250

For what % of terminated full-time employees are formal outplacement services provided?

Exclude employees terminated with cause.

- ☒ 0%
- ☐ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75%+

Worker Ownership

% Participation in Employee Ownership Points Earned: 0 of 1.75000

What % 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

What % of the company is owned or formally reserved as part of a written plan for full-time workers and management (including founders/executives)?

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
- ☐ Don't Know
-

% of Company Owned by Non-Executive Employees Points Earned: 0 of 3.50000

What % of the company is owned by full-time workers who are non-executive employees and non-founders?

Select N/A if your company is a consumer/shared services cooperative, a producer cooperative or a nonprofit.

- ☒ 0%
- ☐ 1-4%
- ☐ 5-24%
- ☐ 25-49%
- ☐ 50%+
- ☐ N/A
- ☐ Don't Know
-

Management & Worker Communication

Employee Review Process Points Earned: 0.7 of 0.70000

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
- ☐ Follows a 360-degree feedback process
- ☐ None of the above
-

Does your company have a written employee handbook that workers have access to and includes any of the following information?

Check all that apply.

- ☐ 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

Employee Satisfaction Points Earned: 0.35 of 0.70000

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%

Employee Metric Transparency Points Earned: 0 of 0.17500

Which of the following employee metrics are regularly collected, monitored and made transparent to all employees?

- ☐ Retention and turnover metrics
- ☐ Diversity metrics
- ☒ None

Termination Policy Points Earned: 0.35 of 0.35000

Which of the following is included in your company's termination policy?

Exclude situations requiring immediate dismissal / with cause.

- ☐ No written notice required prior to termination
- ☐ Required written notice of worker performance only
- ☒ Required written notice of worker performance and a stated probationary period
- ☐ N/A - No written termination policy

Management & Worker Communication (Salaried)

Average Tenure Points Earned: 0.20001 of 0.30000

What is the average tenure of your current workforce?

- ☐ <12 months
- ☐ 1-3 years
- ☒ 3-5 years
- ☐ >5 years

Job Flexibility/Corporate Culture

Do company policies support any of the following health and wellness initiatives above insurer-provided programs?

Check all that apply.

- ☐ Company does not offer any formal health and wellness initiatives
- ☒ Company sponsors and encourages workers to participate in health and wellness activities during the workweek (i.e. walking or steps programs)
- ☒ Company offers incentives for workers to complete health risk assessments or participate in health and wellness activities (e.g., a fund for exercise equipment, subsidized gym membership, etc.)
- ☐ Over 25% of workers have completed a health risk assessment in the last 12 months
- ☐ Employees have access to behavioral health counseling services, web resources or Employee Assistance Programs
- ☐ Spouses, partners, or children of employees provided access to behavioral health counseling services, web resources or Employee Assistance Programs
- ☒ Company has policies and programs in place to prevent ergonomic-related injuries in the workspace
- ☒ Management receives reports on aggregate participation in worker wellness programs
- ☐ Other (please describe)

Job Flexibility/Corporate Culture (Salaried)

Worker Flexibility Options Points Earned: 0.22222 of 0.44444

Does the company offer any of the following job flexibility options, whenever feasible, in writing and in practice for the majority of workers?

Please check all that apply.

- ☒ Part-time work schedules at the request of workers
- ☒ Flex-time work schedules (allowing freedom to vary start and stop times)
- ☐ Telecommuting (working from home one or more days per week)
- ☐ Job-sharing
- ☐ None of the above

Workplace Flexibility in Practice Points Earned: 0.44444 of 0.44444

Which of the following flexible workplace practices occurred in the past 12 months?

Please check all that apply.

- ☐ Managers or executives worked part-time or in a job-share
- ☐ Managers or executives are in a telecommuting position
- ☐ We hired new people into permanent positions that are telecommuting
- ☒ We hired new people into permanent positions that are part-time or job-share
- ☒ We have transitioned staff into part-time, job-share, or telecommuting positions
- ☐ Other (please describe)
- ☐ None of the above

Supplementary Benefits Points Earned: 0.88889 of 0.88889

Which of the following supplementary benefits are offered to employees?

Please check all that apply.

- ☐ Onsite childcare
- ☐ Offsite subsidized child care
- ☐ Counseling services
- ☒ Free or subsidized meal
- ☒ Policy to support breastfeeding mothers
- ☒ Other (please describe)
- ☐ None

Which of the following are true of career development and promotion policies and practices?

- ☒ Employees who seek to take a short-term leave/sabbatical will have his/her job guaranteed upon return
- ☐ Efforts will be made to find a place for employees who seek to take a long-term leave/sabbatical upon return
- ☒ Employees are able to make lateral moves or change career direction or pace when possible
- ☐ None of the above

Occupational Health & Safety

Management Commitment to Health and Safety

 Points Earned: 0.4 of 0.40000

Does the company have any of the following practices with regards to management's commitment to worker health and safety?

- ☒ Written safety and health policy to minimize on-the-job employee accidents and injuries
- ☒ Safety and health integrated into overall management planning process and workers are involved in safety planning, resource allocation, audits, etc.
- ☒ Safety and health concerns communicated through regular safety and health trainings
- ☐ Specific safety and health program goals and objectives, with specific indicators to measure progress
- ☒ Senior management addresses safety issues through written word or in company gatherings at least quarterly
- ☒ Formal safety reporting system for employees to submit their safety concerns
- ☒ Safety procedures easily accessible for all on site personnel, including workers, non-managerial staff, and visitors
- ☐ Participation in an external program demonstrating commitment and excellence in safety and health (e.g. Voluntary Protection Program)
- ☐ N/A - No manufacturing or wholesale facilities
- ☐ None of the above

Health and Safety Audit Practices

 Points Earned: 0.4 of 0.40000

Which of the following is included in your company's practices related to inspections/audits:

- ☒ Written procedure for performing safety and health inspections
- ☒ Routine safety and health inspections at least quarterly
- ☒ Information discovered through analyses is used to improve safety processes (e.g. baseline hazards analysis, accident/incident analysis, employee concerns, sampling results from inspections)
- ☒ Results of the routine inspections are documented
- ☒ Inspection reports clearly indicate what needs to be corrected with documented accountability for closure
- ☐ N/A - No manufacturing or wholesale facilities
- ☐ None of the above

Evaluating Health and Safety Practices

 Points Earned: 0.4 of 0.40000

Which of the following is included in your company's measurement and evaluation practices in relation to occupational safety and health?

- ☐ A standardized third-party safety management system (i.e. ISO 18001, BS 8800)
- ☒ A safety position, safety committee or safety program representative reporting to senior-level position (Vice-President or higher)
- ☒ A documented standard procedure for investigating accidents and major incidents
- ☒ Investigation and documentation of the root causes of accidents and incidents
- ☒ Implementation of corrective actions after root causes of an accident or incident are determined
- ☐ Injury or illness trends and trend data are transparent to all workers
- ☐ An annual evaluation of the safety and health system including senior management in the evaluation
- ☐ Has an employee safety recognition program
- ☐ Engages with employees on regular Safety Perception Surveys
- ☐ None of the above

Worker Business Models Introduction

Is your company structured to benefit its employees in the following way?

The answer to this question affects questions you'll encounter further on in your assessment.

☐

Ownership structures that provide significant equity (>40%) and empowerment to all employees (i.e. employee-owned companies/cooperative)

☒

No

Community

Job Creation

New Jobs Added Last Year Points Earned: 0 of 0.00000

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 12 months:

12

New Jobs Added Year Before Last Points Earned: 0 of 0.00000

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.

Prior 12 months:

-15

Job Growth Rate Points Earned: 0.711038889 of 2.13333

By what % has your worker base grown over the last 12 months?

☐

0% (Has not grown on a net basis)

☒

1-5%

☐

6-15%

☐

>15%

Departed Employees Points Earned: 0 of 0.00000

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.

Sensitive

Attrition Rate Points Earned: 0 of 2.13333

What was the attrition rate at the company for full-time and tenured part-time workers for the last 12 months?

Exclude workers terminated with cause.

Sensitive

What % of workers (including full-time and part-time and temporary workers) are verified/self-identified to be a part of the following groups?

Individuals residing in a low income area

- ☒ 0%
- ☐ 1-9%
- ☐ 10-19%
- ☐ 20-29%
- ☐ 30%+
- ☐ Don't Know
-

Workers from Underemployed Groups Points Earned: 1.06667 of 1.06667

What % of workers (including full-time and part-time and temporary workers) are verified/self-identified to be a part of the following groups?

Other chronically underemployed populations (e.g. individuals who are formerly incarcerated or homeless)

- ☐ 0%
- ☐ 1-9%
- ☐ 10-19%
- ☐ 20-29%
- ☒ 30%+
- ☐ Don't Know
-

Facilities in Low-Income Communities Points Earned: 0 of 1.06667

What % of your workers are employed in company facilities located in low-income communities?

- ☒ <10%
- ☐ 10-19%
- ☐ 20-29%
- ☐ 30%+
- ☐ Don't Know
-

Suppliers in Low-Income Communities Points Earned: 0 of 0.53333

What % of your Significant Suppliers are located in low-income communities or create employment opportunities for other chronically underemployed populations?

- ☐ <10%
- ☐ 10-19%
- ☐ 20-30%
- ☐ >30%
- ☒ Don't Know
-

Diversity & Inclusion

Female Employees Points Earned: 0 of 0.00000

Number of total full-time and part-time female employees.

Enter 0 if None.

272

What % of the company is owned by the following groups?

Nonprofit organization(s)

- ☒ 0%
- ☐ 1-9%
- ☐ 10-24%
- ☐ 25-49%
- ☐ 50%+
- ☐ Don't know
-

Ownership Diversity Points Earned: 0.280759474 of 0.84211

What % of the company is owned by the following groups?

Women and/or individuals from underrepresented populations, including low-income communities

- ☐ 0%
- ☐ 1-4%
- ☒ 5-14%
- ☐ 15-24%
- ☐ 25%+
- ☐ Don't know
-

Non-accredited Investor Ownership Points Earned: 0 of 0.84211

What % of the company is owned by the following groups?

Individuals that qualify as non-accredited investors

- ☒ 0%
- ☐ 1-4%
- ☐ 5-14%
- ☐ 15-24%
- ☐ 25%+
- ☐ Don't know
-

Female Ownership Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your company's ownership is held by individuals from the following groups?

Women

7

Low-income Ownership Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your company's ownership is held by individuals from the following groups?

Low income communities

0

Ownership from Underrepresented Groups Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your company's ownership is held by individuals from the following groups?

Other underrepresented populations (e.g. minorities, LGBT community, individuals with disabilities, etc.)

0

What % of the members of your Board of Directors (or equivalent) are women or individuals from other underrepresented populations?

- ☐ 0%
- ☐ 1-9%
- ☐ 10-24%
- ☒ 25-49%
- ☐ 50%+
- ☐ Don't know
- ☐ N/A - No board of directors or equivalent

Female Directors Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?

Women

33

Directors from Low-income Communities Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?

Low income communities

0

Minority Directors Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?

Minority/previously excluded populations

0

Directors from Underrepresented Populations Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?

Other underrepresented populations (e.g. minorities, LGBT community, individuals with disabilities, etc.)

0

Management from Underemployed Groups Points Earned: 0.84211 of 0.84211

What % of management are women and/or individuals from underrepresented populations, including low-income communities?

- ☐ 0%
- ☐ 1-9%
- ☐ 10-24%
- ☐ 25-49%
- ☒ 50%+
- ☐ Don't know

Female Management (metric) Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of management is from the following groups?

Women

100

Managers from Low-Income Areas Points Earned: 0 of 0.00000

384

Optional unweighted metrics: Approximately what % of management is from the following groups?

Low income communities

0

Managers from Underrepresented Groups Points Earned: of 0.00000

Optional unweighted metrics: Approximately what % of management is from the following groups?

Other underrepresented populations (eg - minorities, LGBT community, individuals with disabilities, etc.)

Ethnic Diversity Compared to Area Points Earned: 0 of 0.84211

Does the % of ethnic minorities employed at your company equal or exceed the % of ethnic minorities in your metro area?

Percentage should be based on census or other government demographic data.

- ☒ No
- ☐ Yes
- ☐ N/A- Ethnic data is not available or illegal to be tracked in your area

Managing Gender Pay Equity Managers Points Earned: 0 of 0.42105

Is average compensation for men and women equal in comparable managerial and non-managerial roles?

Managerial

Allow a 5% margin of error while calculating. For more information on calculating, see Explain.

- ☐ Yes
- ☐ No
- ☐ Don't know
- ☒ N/A - Only one gender represented

Managing Gender Pay Equity for Non-Managers Points Earned: 0.42105 of 0.42105

Is average compensation for men and women equal in comparable managerial and non-managerial roles?

Non-managerial

Allow a 5% margin of error while calculating. For more information on calculating, see Explain.

- ☒ Yes
- ☐ No
- ☐ Don't know
- ☐ N/A - Only one gender represented

Supplier Ownership Diversity Points Earned: 0 of 0.84211

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

Supplier Diversity Policy Points Earned: 0.42105 of 0.42105

Does the company have a written policy giving preference to suppliers owned by women or individuals from underrepresented populations?

- ☒ Yes
- ☐ No
- ☐ N/A: Such policies are illegal in my country of operations

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

Civic Engagement & Giving

Corporate Citizenship Program

 Points Earned: 0.95238 of 0.95238

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

Volunteer Service Policies

 Points Earned: 0.714285 of 0.95238

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

% of Employees Volunteer Service

 Points Earned: 0.47619 of 0.95238

What % of employees took paid time off for volunteer service last year?

- ☐ 0%
- ☐ 1-24%
- ☒ 25-49%
- ☐ 50-74%
- ☐ >75%
- ☐ Don't know

Tracking Volunteer Service

 Points Earned: 0.317428254 of 0.47619

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

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.

357

Volunteer Service Per Capita Points Earned: 0.317523492 of 0.95238

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

Total Amount of Charitable Donations Points Earned: 0 of 0.00000

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.

Sensitive

% of Revenue Donated Points Earned: 0.761904 of 3.80952

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

Charitable Organizations Supported Points Earned: of 0.00000

Which organizations does your company support?

Harmony House, World Wide Fund, Hong Chi, Art Creates Cures Foundation, Helping Hand, Bio-bridges (World Land Trust).

Community Service and Charitable Practices Points Earned: 0.95238 of 0.95238

Which of the following volunteer and charitable giving practices did your company employ in the last fiscal year?

Check all that apply.

- ☒ Company contributed the majority of its cash, service and in-kind donations to local markets it sourced from or operates in
- ☒ Company has public facing partnership with a service/charitable organizations
- ☒ Company provided facilities for community events or trainings
- ☐ Other innovative engagement practices (please describe)
- ☐ None of the above

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?

- ☒ 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

Local Involvement

Geographic Structure and Scope Points Earned: of 0.00000

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.

47 company stores, store HC 266. Non store HC 30. Total 296.

Local Purchasing and Hiring Policies Points Earned: 0.8 of 1.60000

Does the company have the following written local purchasing or hiring policies in place?

- ☐ No written local purchasing or hiring policy 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
- ☐ Incentives for staff to live within 20 miles of local company facility
- ☐ Other (please describe)

Spending on Local Suppliers Points Earned: 0 of 1.60000

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

Local Ownership Points Earned: 0 of 1.60000

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

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%
- ☐ 1-19%
- ☐ 20-39%
- ☐ 40-59%
- ☐ 60-79%
- ☐ 80%+

Impactful Banking Services Points Earned: 0 of 1.60000

Is the majority of your company's banking services provided by an institution with any of the following characteristics?

- ☐ A certified CDFI or national equivalent social investment organization
- ☐ A Certified B Corporation
- ☐ A member of the Global Alliance for Banking on Values
- ☐ A cooperative bank or credit union
- ☐ A local bank committed to serving the community
- ☐ An independently owned bank
- ☒ None of the above

Suppliers, Distributors & Product

Significant Supplier Descriptions Points Earned: 0 of 0.00000

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

Social or Environmental Screening of Suppliers Points Earned: 0 of 0.00000

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. The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ Yes
- ☐ No

Supplier Screen Topics Points Earned: 0.73333 of 0.73333

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 beyond what is required by regulations (environmentally-friendly manufacturing process; excellent labor practices, etc.)

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 social and environmental standards best-in-class third-party certification for your industry (ISO, SA8000, etc.)
- ☐ Company visits a majority of Significant Suppliers on-site

Length of Supplier Relationships Points Earned: 0.73333 of 0.73333

What is the average tenure of your relationships with Significant Suppliers?

- ☐ Less than 24 months
- ☐ 24-60 months
- ☐ 61-96 months
- ☒ 96 months or more
- ☐ Don't know

Supplier Code of Conduct Points Earned: 0.73333 of 0.73333

Is there a formal written Supplier Code of Conduct policy that specifically holds the company's suppliers accountable for social and environmental performance?

This may include policies on Fair Trade. The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ Yes
- ☐ No

Supplier Code of Conduct Topics Points Earned: 0.73333 of 0.73333

Does the company's Supplier Code of Conduct policy specifically hold the company's suppliers accountable to the following areas of social and environmental performance?

- ☒ Working hours
- ☒ Freely chosen employment
- ☒ Compensation
- ☒ Child labor
- ☒ Freedom of association
- ☒ Health & safety
- ☒ Use of materials
- ☐ Product's environmental impact
- ☒ Information on how the Code will be monitored and reviewed (self-audits, site visits, etc.)
- ☐ N/A - No Supplier Code of Conduct

Supplier Code of Conduct Remediation Points Earned: 0.73333 of 0.73333

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?

- ☐ 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 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
- ☐ N/A - No Supplier Code of Conduct
- ☐ None of the above

Which suppliers are assessed for Supplier Code of Conduct compliance at least every other year?

Check all that apply.

- ☒ All primary suppliers of core products or principal raw materials
- ☒ All primary suppliers of non-core products
- ☒ All sub-contractors responsible for the majority of an order
- ☐ None
- ☐ N/A - No Supplier Code of Conduct

Disclosure of Suppliers Points Earned: 0.244492222 of 0.73333

What % of Significant Suppliers (on currency basis) are made transparent on the company's website?

- ☐ 0%
- ☒ 1-49%
- ☐ 50-79%
- ☐ 80%+
- ☐ Don't know

Supplier Quality Assurance Reviews Points Earned: 0 of 0.73333

What % of Significant Suppliers (on currency basis) are subjected to regular quality assurance reviews or audits?

- ☒ 0-49%
- ☐ 50-62%
- ☐ 63-75%
- ☐ >75%

Support for In Need Suppliers Points Earned: 0.73333 of 0.73333

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

Independent Contractor Practices Points Earned: 0.73333 of 0.73333

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

What % of materials or products purchased have third party social or environmental certification or approval, or are from Significant Suppliers that are purpose driven or have third party company level certification or approval?

- ☐ 0
- ☐ 1-19%
- ☐ 20-39%
- ☐ 40-60%
- ☒ 60%+
- ☐ Don't know

Product Accreditations and Certifications Points Earned: 0.73333 of 0.73333

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

Quality Assurance Points Earned: 0.73333 of 0.73333

Do you use an established methodology to manage quality assurance issues?

Examples include PDSA, Six Sigma, DMAIC, TQM, Zero Defects, etc

- ☒ Yes
- ☐ No

Community Business Models Introduction

Community Oriented Business Models Points Earned: 0 of 0.00000

Is your company structured to benefit community stakeholders in any of the following ways?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ 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)
- ☐ A community-focused business model that supports and builds the economic vitality of local communities
- ☐ None of the above

Supply Chain Poverty Alleviation

Supporting Underserved Suppliers Points Earned: 0 of 0.00000

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)

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

Types Of Underserved Suppliers Points Earned: 0 of 0.00000

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

Beneficial Trade Terms for Underserved Suppliers Points Earned: 0 of 0.00000

Are any of the following trade terms provided to underserved suppliers?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ 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

% Purchases with Beneficial Trade Terms Points Earned: 0 of 0.00000

What % of your cost of materials comes from the stated under-served supplier groups that received the previous trade terms?

The answer to this question affects questions you'll encounter further on in your assessment.

14

Purchases from Suppliers with Beneficial Terms Points Earned: 0 of 0.00000

What is the total cost of materials sourced through the previous trade terms?

Sensitive

Tracking Supplier Premiums Points Earned: 0.57692 of 0.57692

Do you track the premium paid to suppliers?

- ☒ Yes
- ☐ No

Premium Paid to Suppliers Points Earned: 0 of 0.00000

If yes, what is the average premium paid to suppliers in the last year (either on product or wage)?

Sensitive

Methodology to Determine Premium Paid Points Earned: of 0.00000

Describe in the text box the methodology your company uses to calculate producer price premium.

We work with the farmers/collectors/coops to work out what true cost of production is. Our price (fair price) = fair cost of production + discretionary income + income to meet needs. Issue in calculating the premium is that we run our own supply chain

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.

The CT programme was highly innovative when it was started by TBS in 1987. The model has been emulated within the cosmetic industry and beyond. AS one example, L'Oreal, after acquiring TBS in 2006, deveoped a 'Solidarity Sourcing' programme which has similar aims and some Community Trade suppliers becamse suppliers to other L'Oreal brands during (and after) this period.

Support for Small-Scale Suppliers Points Earned: 0 of 0.00000

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. The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ 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

% of Purchases from Supported Small-Scale Suppliers Points Earned: 0 of 0.00000

What % of your total cost of materials (excluding labor) comes from suppliers that have received the above capacity building support?

The answer to this question affects questions you'll encounter further on in your assessment.

8

Verification of Fair Wages and Working Conditions Points Earned: 0 of 0.00000

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?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ 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.

Purchasing From Underserved Suppliers Points Earned: 0 of 0.00000

What % of your cost of materials comes from under-served supplier groups that are verified for labor and wage practices as previously described?

The answer to this question affects questions you'll encounter further on in your assessment.

10

Wage and Working Conditions Screening Points Earned: 0.57692 of 0.57692

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

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)

The TBS CT programme is externally verified by Ecocert, an independent international audit company while our ET programme reports and is evaluated annually by the ETI. Some of our suppliers are additionally verified against various sustainability standar

Tracking Impact on Workers Points Earned: 0.57692 of 0.57692

Does your company track the impact of your work with small-scale suppliers on the lives of suppliers' employees?

- ☒ Yes
- ☐ No

Tracking Impact Explanation Points Earned: of 0.00000

If your company tracks the impact of your work with small-scale suppliers on the lives of suppliers' employees, please explain how.

We record numbers of workers in each of our CT supply chains on an annual basis. This data includes gender divide and categories of labour (e.g. farm work, office, mill operator, management etc.). Also, as part of the work under our SuSo Charter we monitor and evaluate supplier engagement with its workforce through review of suppliers' policies specifically those relating to worker engagement such as H&S policies, collective bargaining agreements, sexual harassment etc. Part of this assessment is also engaging directly with workers, spending time understanding directly from them how they interact with management and how the work is impacting them. In many cases, we often will visit workers' homes with them, meeting with their family members to build a wider and more open understanding of the impact of the work in a wider family context.

Innovative Supply Chain Poverty Alleviation Points Earned: of 0.00000

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.

The Body Shop pioneered fair trade in the cosmetics industry. Launching in 1987 as Trade Not Aid with Teddy Exports in India - a trading relationship that we still relish 32 years later. Today our mission in Community Trade remains the same - to use our trade as a lever to drive forward positive social change. From those early days our programme has expanded to include 31 suppliers of ingredients and handcrafts spanning 23 countries supporting improved livelihoods for over 16,000 people. The organisations we work with in turn use profits and Community Trade premiums to support many thousands more in their local communities through such initiatives as education, healthcare and equality. We are proud that Community Trade is our own bespoke programme that we manage ourselves whilst also being independently verified by Ecocert. During the period of ownership under L'Oreal Community Trade was instrumental in the development of the L'Oreal Solidarity Sourcing programme which was designed to improve access to employment for vulnerable people in L'Oreal supply chains.

Supply Chain Transparency Points Earned: 0.57692 of 0.57692

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

Environment

Land, Office, Plant

What % of company facilities (by area, both owned by company or leased) are certified to meet the requirements of an accredited green building program?

- ☒ <20%
- ☐ 20-49%
- ☐ 50-79%
- ☐ 80%+
- ☐ N/A - Company has virtual office

Previously Constructed Buildings Points Earned: 0.51613 of 0.51613

What % of the square footage of all company facilities is located in previously constructed buildings?

Select N/A if your company utilize virtual office.

- ☐ 0%
- ☐ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75-99%
- ☒ 100%
- ☐ N/A

Recycling Programs Points Earned: 0.3870975 of 0.51613

What % of your facilities on a square foot basis have a facility-wide recycling program that has ongoing collection of at least all standard materials in your area?

See Explain This for definition.

- ☐ <20%
- ☐ 21-40%
- ☐ 41-60%
- ☒ 61-80%
- ☐ >80%

Environmental Management Systems Points Earned: 0.206452 of 1.03226

Does your company have an environmental management system that includes any of the following?

Please check all that apply.

- ☒ Policy statement documenting the organization's commitment to the environment
- ☐ Assessment undertaken of the environmental impact of the organization's business activities
- ☐ Stated objectives and targets for environmental aspects of the organization's operations
- ☐ Programming designed, with allocated resources, to achieve these targets
- ☐ Periodic compliance and auditing to evaluate programs conducted
- ☐ None of the above

Which of the following practices are in place to integrate environmental considerations (DFE) into the design of products and services?

Please only select answer options being applied to at least 20% of the company's products and services (by revenue).

- ☒ 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)
- ☐ None of the above

Chemical Reduction Methods Points Earned: 0.1290325 of 0.51613

Which of the following environmentally preferred products have been purchased for the majority of your corporate facilities?

- ☐ Non-toxic janitorial products
- ☐ Unbleached / chlorine free paper products
- ☐ Soy-based inks or other low VOC inks
- ☒ Recycled/environmentally preferred office supplies (paper, pens, notebooks, etc.)
- ☐ Other (please describe)
- ☐ None of the above

Chemical Management Points Earned: 0.51613 of 0.51613

Does your company have a program in place to identify and eliminate potential chemicals and materials of concern in your product and/or process and identify and phase-in safer alternatives (e.g. chemical/material options with reduced toxicity)?

- ☐ Company has completed a study of all materials (including scarce metals and minerals) in product and chemicals to 1000ppm level
- ☐ Company has completed a study of all materials in product and chemicals to 100ppm level
- ☐ Company has undergone an evaluation of products and processes to identify potential toxic contaminants from production
- ☒ Company has identified specific chemicals of concern classes (e.g., carcinogens, mutagens, reproductive toxins, endocrine disruptors, persistent or bioaccumulative substances)
- ☒ Company has established a Restricted Substances List (RSL), has a positive screen or other decision process for chemical
- ☒ Company has established metrics and goals for the reduction or elimination of chemicals of concern
- ☒ Company publicly discloses the chemicals and/or materials in your product (e.g., on a label, website, via 800 number for information, etc.)
- ☐ There are no potential chemicals or materials of concern in my industry
- ☐ None of the above

Does the company have a written and circulated environmentally preferable purchasing (EPP) policy that includes any of the following?

- ☒ Building and construction
- ☐ Carpets
- ☐ Cleaning
- ☐ Electronics
- ☐ Fleets
- ☐ Food or food services
- ☐ Landscaping
- ☐ Meetings and conferences
- ☐ Office supplies
- ☒ Paper
- ☒ Product input materials
- ☒ Other (please describe)

The TBS List of Restricted and Prohibited Ingredients for The Body Shop includes a number of environmentally-based restrictions, including prohibition of plastic microbeads, polyquaterniums, animal tested and animal derived products, GMO products, and guid

- ☐ N/A - No environmentally preferable purchasing policy

Reducing Impact of Travel/Commuting Points Earned: 0.51613 of 0.51613

Does your company have any programs or policies in place to reduce the environmental footprint caused by travel/commuting?

- ☐ Employees are subsidized/incentivized for use of public transportation, carpooling, or biking to work
- ☒ Facilities are designed to facilitate use of public transportation, biking, or cleaner burning vehicles (e.g. electric chargers)
- ☒ Employees are encouraged to use virtual meeting technology to reduce in person meetings
- ☒ Company has a written policy limiting corporate travel
- ☐ None of the above

Indoor Air Quality Monitoring Points Earned: 0 of 0.25806

Does the company monitor indoor environmental quality to ensure a healthy and comfortable work space, avoiding "Sick Building Syndrome"?

Select N/A if you have no facilities.

- ☐ Yes
- ☒ No
- ☐ NA

Indoor Air Quality Audits Points Earned: 0 of 0.51613

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

If you lease your facilities, have you worked with your landlord to implement/maintain any of the following?

Select N/A if you do not lease your building.

- ☒ Energy efficiency improvements
- ☐ Water efficiency improvements
- ☒ Waste reduction programs (including recycling)
- ☐ None of the above
- ☐ N/A - Company does not lease majority of facilities

Context-Based Water Management Points Earned: 0 of 0.51613

Does your company measure and manage its water in a context-based manner?

Context based management requires measurement against allocations of available renewable supplies in the watersheds in which it does business.

- ☐ Yes
- ☒ No
- ☐ Don't Know

Context-Based GHG Management Points Earned: 0 of 0.51613

Does your company measure and manage its GHG emissions in a context-based manner?

Context based management requires measurement against reduction targets specified in a science-based GHG stabilization scenario.

- ☐ Yes
- ☒ No
- ☐ Don't Know

Context-Based Waste Management Points Earned: 0 of 0.51613

Does your company measure and manage its solid wastes in a context-based manner?

Context based waste management includes measurements against levels tied to a zero waste plan.

- ☐ Yes
- ☒ No
- ☐ Don't Know

Inputs

Monitoring Energy Usage Points Earned: 0.583335 of 1.16667

Does your company monitor, record and/or report its energy usage?

- ☐ We do not currently monitor and record our usage
- ☐ We monitor and record usage (no reduction targets)
- ☒ We monitor and report 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

Monitoring and Managing Water Use Points Earned: 0.583335 of 1.16667

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 report 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

Total Energy Use Points Earned: 0 of 0.00000

399

Total energy used (Gigajoules) during the last 12 months:

5030.064

Total Renewable Energy Use Points Earned: 0 of 0.00000

Total energy used from renewable resources (Gigajoules) during the last 12 months:

100.6

Total Water Use Points Earned: 0 of 0.00000

Total water use (liters) during the last 12 months

704000

Energy Use Reductions Points Earned: 0 of 2.33333

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

Low Impact Renewable Energy Use Points Earned: 0.466666 of 2.33333

What % of energy use is produced from low-impact 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

Increasing Renewable Energy Points Earned: 1.16667 of 1.16667

Has the company increased its % use of low impact renewable energy annually at its corporate facilities?

- ☒ Yes
- ☐ No
- ☐ Already Maximized (100% low impact renewable)

Facility Energy Efficiency Points Earned: 1.16667 of 1.16667

For which of the following systems have you used energy conservation/efficiency measures for each of your corporate facilities/locations (by majority of square feet) in the past year?

- ☒ Equipment: Energy Star Appliances / Automatic Sleep Modes / After-Hour Timers / etc.
- ☒ Lighting: Natural Light / CF Bulbs / Occupancy Sensors / Daylight Dimmers / Task Lighting / etc.
- ☒ HVAC: Programmable Thermostat / Timers / Occupancy Sensors / Shade Sun-Exposed Walls / Double-Paned Windows / etc
- ☐ Other (please specify)
- ☐ None of the above

Which of the following water conservation methods have been implemented at the majority of your corporate offices:

- ☒ Low-flow faucets/taps, toilets/urinals, showerheads
 - ☐ Grey-water usage for irrigation
 - ☐ Low-volume irrigation
 - ☐ Harvest rainwater
 - ☐ Other (please describe)
 - ☐ None
 - ☐ N/A: My company has a virtual office
-

Life Cycle Assessments Points Earned: 0.233334 of 1.16667

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?

- ☐ 0%
 - ☐ 1-24%
 - ☐ 25-49%
 - ☐ 50-74%
 - ☐ 75-99%
 - ☐ 100%
 - ☒ 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
-

Cradle to Cradle Certification Points Earned: 0 of 1.16667

What % of your revenues are from the sale of products that have been awarded Cradle To Cradle certification?

- ☒ 0%
 - ☐ 1-24%
 - ☐ 25-49%
 - ☐ 50-74%
 - ☐ 75-99%
 - ☐ 100%
 - ☐ N/A: My revenues are generated from a service and an LCA cannot be conducted.
-

% of Environmentally Preferred Input Materials Points Earned: 0.233334 of 1.16667

What is the % of recycled, renewable, or other environmentally preferred materials in your product?

Include packaging in calculation.

- ☐ 0%
 - ☒ 1-24%
 - ☐ 25-49%
 - ☐ 50-74%
 - ☐ 75-99%
 - ☐ 100%
 - ☐ N/A - Company does not sell a physical product
-

Outputs

Please select the option that best describes how you monitor and record the following emissions:
Scopes 1 and 2 greenhouse gas (GHG) emissions

- ☐ Company does not currently monitor and record emissions
- ☐ Company monitors and records emissions (no reduction targets)
- ☒ Company monitors emissions and has specific reduction targets
- ☐ Company monitors emissions and has met specific reduction targets during the reporting period
- ☐ Eliminated emissions of this by-product entirely
- ☐ N/A

Total Waste Disposed Points Earned: of 0.00000

Waste Disposed (metric tonnes) during the last 12 months

Total Waste Recycled Points Earned: of 0.00000

Waste Disposed: Recycled/Reused (metric tonnes) during the last 12 months

Total Scope 1 GHGs Points Earned: 0 of 0.00000

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:
Scope 1:

0

Total Scope 2 GHGs Points Earned: 0 of 0.00000

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:
Scope 2:

1103

Total Scope 3 GHGs Points Earned: of 0.00000

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:
Scope 3:

Greenhouse Gas Reduction Strategies Points Earned: 0 of 0.58824

Have you studied the GHG emissions of your entire operation and supply chain, identified the most intensive sources, and set strategies for improvement?

- ☐ Yes for Scope 1
- ☐ Yes for Scopes 1 and 2
- ☐ Yes for Scopes 1, 2 and 3
- ☐ Yes, for product life cycle
- ☒ No
- ☐ Don't know

What is your current Carbon Intensity for Scopes 1 and 2 (measured in metric tons of CO2/\$million of revenue), not including the use of carbon credits or offsets?

- ☐ >100
- ☐ 81-100
- ☐ 61-80
- ☐ 41-60
- ☐ 21-40
- ☒ 1-20
- ☐ 0
- ☐ Don't know

Greenhouse Gas Emissions Reduced Points Earned: 0 of 1.17647

What % of Scopes 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

% GHG Emissions Offset Points Earned: 0 of 0.29412

If your company purchased certified carbon credits in the reporting period, what % of GHG emissions were off-set?

- ☐ 0%
- ☐ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75-99%
- ☐ 100%
- ☐ Don't know
- ☒ N/A - No carbon offsets purchased

Waste Reduction Programs Points Earned: 0 of 0.58824

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

Hazardous Waste Disposal Points Earned: 0.58824 of 0.58824

Is hazardous waste always disposed of responsibly, in a way that the company can verify?

This includes batteries, paint, electronic equipment, etc.

- ☒ Yes
- ☐ No
- ☐ N/A - We have eliminated hazardous waste

Does your company have in place an active end-of-life product/component reclamation program that has any of the following practices in place?

- ☐ Method for standardizing and identifying product parts and components to maximize useful life via disassembly and or reprocessing
- ☒ Labeling of resource content on manufactured items to enable recycling at end-of-life
- ☐ Widely available program to facilitate maintenance, servicing and reassembly of company's own products
- ☐ Take back of similar products from other manufacturers for disassembly/reprocessing/recovery
- ☐ Participation in a product reclamation program established by another party
- ☐ None of the above

Transportation, Distribution & Suppliers

Reducing Carbon Emissions from Transportation

 Points Earned: 1.44 of 1.44000

Does the company currently use any of the following specific practices to reduce carbon emissions from transportation?

- ☒ Company policy and practice that requires inbound freight or shipping to be transported via lowest impact methods (such as avoiding shipment by air transport)
- ☒ Company policy and practice that requires outbound freight or shipping is transported via lowest impact methods
- ☐ None of the above

Ton Miles Reduction

 Points Earned: 0 of 1.44000

Have you reduced the ton miles (relative to revenues) of your distribution and supply chain, and if so, by how much?

Calculate by comparing ton-miles from the year prior or annualized from a baseline year.

- ☐ 0%
- ☐ 1-9%
- ☐ 10%-20%
- ☐ 21-50%
- ☐ >50%
- ☒ Not tracked / Unknown

Sourcing % of COGS from Local Suppliers

 Points Earned: 0 of 1.44000

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

Sourcing % raw materials from Local Suppliers Points Earned: 0 of 1.44000

404

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

Tracking Chemicals in the Supply Chain Points Earned: 1.44 of 1.44000

Does your company do any of the following to track chemicals in the supply chain for the majority of materials?

Please check all that apply.

- ☐ Do not track chemicals in the supply chain
- ☒ Require suppliers to disclose specified chemicals of concern
- ☒ Ask suppliers if they know all the chemical ingredients intentionally added to their product and all residuals of high concentration present in the product (asking if they know only, not to provide the data to you)
- ☒ Require suppliers to provide chemical information to a third party
- ☐ Disclose all by-products, contaminants or trace materials to the public

Suppliers Tracking Energy Use Points Earned: 0.18 of 0.72000

What % of Significant Suppliers track and report the following:

Energy usage

- ☐ 0%
- ☒ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75%+
- ☐ Don't Know

Suppliers Tracking Water Use Points Earned: 0.18 of 0.72000

What % of Significant Suppliers track and report the following:

Water usage

- ☐ 0%
- ☒ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75%+
- ☐ Don't Know

Suppliers Tracking Air and Water Emissions Points Earned: 0.18 of 0.72000

405

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
-

Suppliers Tracking Waste and Recycling Points Earned: 0.18 of 0.72000

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
-

Suppliers Tracking Hazardous Waste Points Earned: 0.18 of 0.72000

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
-

Suppliers Tracking Greenhouse Gases Points Earned: 0.18 of 0.72000

What % of Significant Suppliers track and report the following:
GHG Emissions

- ☐ 0%
 - ☒ 1-24%
 - ☐ 25-49%
 - ☐ 50-74%
 - ☐ 75%+
 - ☐ Don't Know
-

Suppliers Using Renewable Energy Points Earned: 0.36 of 1.44000

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
-

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

Suppliers Reducing Waste Points Earned: 0.36 of 1.44000

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

Suppliers Reducing Water Use Points Earned: 0.36 of 1.44000

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

Suppliers Responsibly Disposing Hazardous Waste Points Earned: 0.18 of 0.72000

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

Environmental Models Introduction

Environmental Business Model Points Earned: 0 of 0.00000

Are your company's products or process structured to restore or preserve the environment in any of the following ways?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ 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

Environmental Product Benefits Points Earned: 0 of 0.00000

In what way or ways does your product/service conserve the environment?

Please select ONE option per product line. You may select an additional option if your product line has two separate environmental attribute. The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ Provides or is powered by renewable energy or cleaner-burning energy than market alternatives (e.g. solar panel manufacturers/installers, hybrid vehicles)
- ☐ Conserves or diverts resources (including energy, water, materials, etc.)
- ☒ Conserves or preserves the well-being of land and/or animals (e.g. land protection or reforestation services, sustainably harvested agricultural products)
- ☒ Reduces or is made of less toxic/hazardous substances (e.g. brownfield remediation services, organic food, non-toxic cleaners)
- ☐ Educates, measures, researches, or provides information to solve environmental problems (e.g. environmental consulting auditing)
- ☐ None of the above

Environmental Product/Service Certifications Points Available: 0.00000

How would you describe the positive environmental outcome produced for the environment by your product/service? If you have environmental product certifications, please list them here.

To meet the definition of a qualified third-party certification, the certification must be independently verified, be standards-based, and have those standards be transparent.

Land/wildlife Conservation**Land/wildlife Conservation Overview** Points Earned: of 0.00000

Tell us more about how your product or service conserves natural resources

Through purchase of FSC and RTSP0/GreenPalm input materials (Palm offsets as well as purchasing RTSP0 palm itself). We cannot capture here as we have been instructed to calculate as expenses, but this question calculates as revenues.

Land/wildlife Conservation Description Points Earned: 0 of 0.00000

Which of the following product or service descriptions apply?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ Product/ service requires specific practices to ensure the humane treatment of animals used as inputs in the product's creation (i.e. humane certified eggs)
- ☒ Product/service requires specific practices to ensure the sustainable harvesting or use of natural products and materials (FSC certified paper; MSC seafood; shade-grown coffee)
- ☐ Product/ service directly prevents environment/ecosystem degradation (i.e. protected parks; wildlife management service)
- ☐ Product/service improves natural environments previously damaged by degradation (i.e. reforestation; endangered species repopulation)
- ☐ These descriptions do not apply to our company's product/service (Skip the remainder of this section)

Revenue from Land/wildlife Conservation Points Earned: 0 of 0.00000

What were your total revenues last fiscal year from the previous products or services?

The answer to this question affects questions you'll encounter further on in your assessment.

2%

The values included here in each assessment were calculated based on the percentage of input material costs that came from certified sources and eligible suppliers. This is in lieu of using revenue which would require a product-level certification

Tons of Carbon Offset Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Metric tons of GHG/CO2 equivalent

Hectares Protected Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Number of hectares protected

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Number of wildlife species protected/saved

Waste Diverted Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Metric tons of waste saved from landfill or incineration

Water Saved Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Liters of water saved/off-set

Verification of Land/wildlife Conservation Points Earned: 0 of 1.11111

How do you verify that your product contributes to the outcome previously selected?

Please select all that apply.

- ☐ We have a track record of successful, verified positive outcomes and have created case studies based on these.
- ☐ There is secondary research that supports the link between our type of product and the stated outcome.
- ☐ We conduct our own direct research to track the outcomes produced for all our customers, such as impact-related survey
- ☐ We have third party certifications or verifications that verify the efficacy of our product/service in delivering outcomes
- ☐ We have performed, commissioned, or partnered with scientifically designed impact or outcome assessments to systematically learn about our product's impact
- ☐ Our product is too early stage to have research or studies that link our product to positive outcomes
- ☒ We cannot provide verification of our outcomes at this time.

Efficacy of Land/wildlife Conservation Points Earned: 0 of 1.11111

If direct research on your product/service has been performed, did the results confirm that a desired outcome is being achieved?

- ☐ Yes
- ☐ No
- ☒ N/A - No direct research conducted

Negative outcomes measured Points Earned: 0 of 1.11111

Does your company also measure and manage the negative or unintended outcomes generated by this business model?

- ☐ Yes
- ☒ No

Innovative Land/wildlife Conservation Points Earned: of 0.00000

Is there something different or innovative about the product/service that has changed the industry? Is this something that is replicable, unique at the time that it was created, and that has been emulated by other organizations?

n/a

Toxin Reduction / Remediation

Toxin / Pollution Reduction Overview Points Earned: of 0.00000

Tell us more about how your product or service reduces use of toxic or hazardous substances, prevents pollution or remediates discharges to air, land or water

We purchase organic raw materials.

Which of the following product or service descriptions apply?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ Product minimizes need of toxic chemicals compared to market alternatives (non-GMO)
- ☒ Product/services use less toxic/hazardous chemicals or materials than market alternatives (i.e. non-toxic cleaners, organic food, integrated pest management for agriculture)
- ☐ Product/service remediates environmental damage after discharges to air, land or water (i.e. brownfield remediation, oil spill clean-up)
- ☐ Product/service directly prevents pollution or hazardous discharge (i.e. pollution management technologies)
- ☐ These descriptions do not apply to our company's product/service (Skip the remainder of this section)

% Toxin Reduction Points Earned: of 0.00000

What is the average % toxic/hazardous material reduction or pollution prevention (by weight or volume) achieved by the product or service?

Revenue from Toxin Reduction / Remediation Points Earned: 0 of 0.00000

The values included here in each assessment were calculated based on the percentage of input material costs that came from certified sources and eligible suppliers. This is in lieu of using revenue which would require a product-level certification

What were your total revenues last fiscal year from the previous products or services?

The answer to this question affects questions you'll encounter further on in your assessment.

6%

Tons of Carbon Offset Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Metric tons of GHG/CO2 equivalent

kWh Saved Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

kWh saved/off-set

Waste Diverted Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Metric tons of waste saved from landfill or incineration

Water Saved Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Liters of water saved/off-set

Verification of Toxin Reduction Points Earned: 1.11111 of 1.11111

How do you verify that your product contributes to the outcome previously selected?

Select all that apply.

- ☐ We have a track record of successful, verified positive outcomes and have created case studies based on these.
- ☒ There is secondary research that supports the link between our type of product and the stated outcome.
- ☐ We conduct our own direct research to track the outcomes produced for all our customers, such as impact-related survey
- ☒ We have third party certifications or verifications that verify the efficacy of our product/service in delivering outcomes
- ☐ We have performed, commissioned, or partnered with scientifically designed impact or outcome assessments to systematically learn about our product's impact
- ☐ Our product is too early stage to have research or studies that link our product to positive outcomes
- ☐ We cannot provide verification of our outcomes at this time.

☒ Yes
☐ No
☐ N/A - No direct research conducted

☐ Yes

☒ No

N/A

The Body Shop - Iberia

Wholesale/Retail

250-999 Employees

OVERALL SCORE

80.7

OPERATIONS SCORE
62.6

IMPACT BUSINESS MODEL SCORE
16.8

N/A SCORE
1.2

	Governance	16.2
	Workers	22.3
	Community	25.4
	Environment	16.6
	Disclosure Questionnaire	NA

VERSION
5

COMPLETION
100%

YEAR
2018

STATUS
Rated

MARKET
Developed - Global

SECTOR
Wholesale/Retail

SIZE
250-999

INDUSTRY
Personal care products

Governance

Mission & Engagement

Level of Impact Focus Points Earned: 0 of 0.00000

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.

Mission Statement Characteristics Points Earned: 0.2 of 0.20000

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 beneficiary group in need (e.g. low income customers, smallholder farmers)

Mission Statement Points Earned: of 0.00000

Please type or paste your mission statement here.

The Body Shop exists to fight for a fairer and more beautiful world

Social and Environmental Performance Training Points Earned: 0.4 of 0.40000

Which type of employee training does your company provide regarding its social and environmental mission?

Please check all that apply.

- ☐ No social or environmental mission
- ☐ No training on the company's social and environmental mission
- ☐ Only informal inclusion in orientation, training and/or instruction
- ☒ Specific, formal training integrated into new employee and new manager training
- ☒ Specific, formal training integrated into ongoing employee and manager training
- ☒ Workers articulate goals and achievements on 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

Board Review of Social or Environmental Performance Points Earned: 0.4 of 0.40000

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

What proportion of full-time managers have social or environmental mission-related responsibilities or expectations outlined in their job description?

- ☐ 0%
- ☐ 1-49%
- ☐ 50-99%
- ☒ 100%

Social and Environmental Management Reviews Points Earned: 0.2 of 0.40000

What portion of management had a formal written performance evaluation/review in the last year that included social and/or environmental goals?

- ☐ 0
- ☒ 1-49%
- ☐ 50-99%
- ☐ 100%

Social or Environmental Performance Related Executive Job Descriptions Points Earned: 0.4 of 0.40000

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

Stakeholder Engagement Points Earned: 0.26672 of 0.40000

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?

Please check all that apply.

- ☐ No formal stakeholder engagement
- ☒ Meetings or other engagement mechanisms with local community members
- ☐ 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)

Social/Environmental Key Performance Indicators Points Earned: 0.4 of 0.40000

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 (examples: 3rd-party impact assessments, progress out of poverty indexing, beneficiary outcome surveys, etc.)

Corporate Accountability

What is the company's highest level of corporate oversight?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ Owner/Manager only
- ☐ Non-Fiduciary Advisory Board
- ☒ Board of Directors or Equivalent

Governing Body Characteristics Points Earned: 1 of 1.00000

Which of the following apply to your company's Board of Directors or equivalent governing body?

Please check all that apply.

- ☒ Meets at least quarterly
- ☒ Includes at least 1 independent member
- ☒ Includes at least 50% independent members
- ☒ Oversees executive compensation
- ☒ Reports members names and relation to company transparently to public
- ☒ Has an Audit Committee with at least 1 independent member
- ☒ Has a Compensation Committee with at least 1 independent member
- ☐ Company is a cooperative and elects Board from membership
- ☐ None of the above
- ☐ N/A - Company has no Board of Directors or equivalent

Governing Body Stakeholder Representation Points Earned: 0 of 0.25000

Which of the following stakeholder groups or relevant independent experts have voting seats on the Board of Directors or equivalent governing body?

Select all that apply.

- ☐ Executive employee representative
- ☐ Non-executive employee representative
- ☐ Community expertise (e.g. local university representative)
- ☐ Environmental expertise (e.g. environmental nonprofits)
- ☐ Customers
- ☒ None of the above
- ☐ N/A - no Board of Directors or other governing body

Ethics

Financial Controls Points Earned: 0.27273 of 0.27273

Does the company maintain any of the following financial controls?

Please check all that apply.

Sensitive

Which of the following anti-corruption reporting and prevention systems are in place?

- ☒ Written employee whistle-blowing policy provides legal protection to workers, with strict confidentiality easily accessible ; circulated to all 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

Instruction on Code of Ethics Points Earned: 0.27273 of 0.27273

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)

Code of Ethics Points Earned: 0.27273 of 0.27273

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 Code of Ethics

Breached Code of Ethics Breachment Policy Points Earned: 0.27273 of 0.27273

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

Conflict of Interest Questionnaire Points Earned: 0.13636 of 0.13636

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.

- ☒ Yes
- ☐ No
- ☐ N/A - No Board of Directors or equivalent

Audited Financials Points Earned: 1 of 1.00000

Does the company produce financials that are audited annually by an internationally accredited Certified Public Accountant (CPA)?

- ☒ Yes
☐ No

Financial Transparency with Employees Points Earned: 0.6 of 1.00000

Does the company have a formal process to share financial information with its full-time employees?

Exclude compensation data. Please check all that apply.

- ☐ 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

Ownership Transparency with Employees Points Earned: 1 of 1.00000

Do all full-time employees have access to written information that identifies all material owners and investors of the company?

- ☒ Yes
☐ No

Impact Reporting Points Earned: 0.75 of 1.00000

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

Governance Metrics**Last Fiscal Year** Points Earned: of 0.00000

On what date did your last fiscal year end?

2017-12-31

Reporting Currency Points Earned: 0 of 0.00000

Reporting currency

Euro - EUR

Revenue Last Year Points Earned: 0 of 0.00000

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. The answer to this question affects questions you'll encounter further on in your assessment.

Sensitive

Total Earned Revenue
From the fiscal year before last

Sensitive

Earnings Before Interest & Taxes Last Year Points Earned: 0 of 0.00000

EBIT (Earnings Before Interest & Taxes)
From the last fiscal year

Sensitive

Earnings Before Interest & Taxes Year Before Last Points Earned: 0 of 0.00000

EBIT (Earnings Before Interest & Taxes)
From the fiscal year before last

Sensitive

Net Income Last Year Points Earned: 0 of 0.00000

Net Income
From the last fiscal year

Sensitive

Net Income Year Before Last Points Earned: 0 of 0.00000

Net Income
From the fiscal year before last

Sensitive

Mission Locked

Mission Lock Points Earned: 7.5 of 10.00000

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. 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

Workers

Worker Metrics

Majority Hourly vs. Salaried Workers Points Earned: 0 of 0.00000

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. The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ Fixed Salary
- ☐ Daily/Hourly Wage

of Full Time Workers Points Earned: 0 of 0.00000

418

Number of Total Full-Time Workers

Current Total Full-Time Workers

The answer to this question affects questions you'll encounter further on in your assessment.

145

of Full Time Workers Last Year Points Earned: 0 of 0.00000

Number of Total Full-Time Workers

Total Full-Time Workers 12 months ago

The answer to this question affects questions you'll encounter further on in your assessment.

139

of Part Time Workers Points Earned: 0 of 0.00000

Number of Total Part-Time Workers

Current Total Part-Time Workers

The answer to this question affects questions you'll encounter further on in your assessment.

257

of Part Time Workers Last Year Points Earned: 0 of 0.00000

Number of Total Part-Time Workers

Total Part-Time Workers 12 months ago

The answer to this question affects questions you'll encounter further on in your assessment.

229

of Temporary Workers Points Earned: 0 of 0.00000

Number of Total Temporary Workers

Current Total Temporary Workers

The answer to this question affects questions you'll encounter further on in your assessment.

0

of Temporary Workers Last Year Points Earned: 0 of 0.00000

Number of Total Temporary Workers

Total Temporary Workers 12 months ago

The answer to this question affects questions you'll encounter further on in your assessment.

0

Compensation & Wages

Total Wages Points Earned: 0 of 0.00000

Total Wages (including bonuses)

Sensitive

Lowest Paid Wage Points Earned: 0 of 0.00000

What is the company's lowest wage calculated on an hourly basis?

Please exclude students and interns in this calculation.

Sensitive

% Above the Living Wage Points Earned: 0 of 1.54545

What % above living wage did your lowest-paid worker (excluding interns) receive during the last fiscal year?

- ☐ 0% or below
- ☐ 1-14%
- ☐ 15-24%
- ☐ 25%+
- ☒ N/A - No living wage data available for country of operations

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

Market Compensation Comparison Points Earned: 0 of 1.54545

Based on a company referenced compensation study in the last two years, how does your company's compensation structure (excluding executive management) compare with the market?

- ☒ Don't Know: Have not referenced a compensation survey
- ☐ 1st quartile (0-24th percentile)
- ☐ 2nd quartile (25-49th percentile)
- ☐ 3rd quartile (50-74th percentile)
- ☐ 4th quartile (75-100th percentile)

Bonus Plan Characteristics Points Earned: 0.77273 of 0.77273

Which of the following are true about the company's bonus plan:

- ☐ Bonuses are given but there is no formal 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

Employees Receiving a Bonus Points Earned: 1.1590875 of 1.54545

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%
- ☐ N/A

Initiatives To Increase Wages and Benefits Points Earned: 1.54545 of 1.54545

If it is not possible to verify a living wage in your country, has your company participated in any leadership initiatives to increase wages or benefits to workers provided in your country/industry?

Examples include commissioning a living wage calculation. Select N/A if living wage already exists.

- ☒ Yes
- ☐ No
- ☐ N/A - Living wage already exists

Compensation & Wages (Salaried)

Subtracting for inflation increase, what was the average % increase in wage/salary paid to non-executive workers in the last fiscal year?

Select 0% if average increase was at or below inflation rate.

- ☐ 0-2%
- ☒ 3-5%
- ☐ 6-15%
- ☐ >15%
- ☐ N/A - No workers last year

Bonus Plan Characteristics Points Earned: 0.63327 of 1.90000

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.

- ☐ No bonus payout, or no bonus plan
- ☐ <1%
- ☒ 1-5%
- ☐ 6-15%
- ☐ >15%

Benefits

Government Provision Of Healthcare Points Earned: 0 of 0.00000

Which of the following best describes the provision of healthcare 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

Healthcare Coverage Points Earned: 3.23636 of 3.23636

What % of employees are eligible for health care benefits either through company or government plan?

- ☐ <75%
- ☐ 75-84%
- ☐ 85-94%
- ☒ 95%+

Supplementary Health Benefits Points Earned: 0.80909 of 1.61818

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

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
-

Healthcare Eligibility for Part Time Workers Points Earned: 0.80909 of 0.80909

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
-

Retirement Programs Points Earned: 1.213635 of 1.61818

Do employees have access to any of the following savings programs for retirement?

- ☒ Government-sponsored pension plans
- ☐ Private Pension or Provident Funds
- ☐ Plan specifically includes Socially-Responsible Investing option
- ☐ None of the above
-

Worker Benefits (Salaried)

Number of Paid Days Off Points Earned: 1.7 of 1.70000

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
-

Paid Primary Caregiver Leave for Salary Workers Points Earned: 1.275 of 1.70000

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
-

Training & Education

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

Internal Promotions Points Earned: 0.165 of 0.22000

What % of positions above entry level have been filled with internal candidates in the last 12 months?

Exclude material owners in your calculation.

- ☐ 0%
- ☐ 1-24%
- ☐ 25-49%
- ☒ 50-74%
- ☐ 75%+

Internal Promotions Points Earned: 0.0726 of 0.22000

What % of employees have been internally promoted within the last 12 months?

Exclude material owners in your calculation.

- ☐ 0%
- ☒ 1-5%
- ☐ 6-15%
- ☐ >15%

Paid Professional Development Days Points Earned: 0.073326 of 0.22000

How many paid days of professional development do the majority of full time workers receive (in a single year)?

- ☐ No formal policy
- ☐ 0 days
- ☒ 1-4 days
- ☐ 5-9 days
- ☐ 10+ days

Management Training Points Earned: 0.22 of 0.22000

Do new and existing managers get regular training and coaching on the following?

Check all that apply.

- ☒ Providing ongoing praise and corrective feedback
- ☐ Conflict negotiation and resolution
- ☒ Group dynamics and optimal team functioning
- ☒ Performance evaluation systems
- ☐ Other (please describe)
- ☐ None of the above

Training & Education (Salaried)

Skills-Based Training Participation Points Earned: 0.1625 of 0.16250

423

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

Cross-Job Skills Training Participation Points Earned: 0.040625 of 0.16250

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

Life Skill Training Participation Points Earned: 0.040625 of 0.16250

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

External Professional Development Participation Points Earned: 0.08125 of 0.32500

What % of full-time workers have participated in external professional development opportunities or lifelong learning opportunities in the past fiscal year?

Include only those that are paid for in advance, reimbursed or subsidized by the company.

- ☐ 0%
- ☒ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75%+

Subsidized Educational Opportunities Points Earned: 0 of 0.32500

What % of full-time workers received advancement or reimbursement for continuing education opportunities in the last fiscal year?

Continuing education opportunities include GED, college credits, industry-recognized accreditation, etc.

- ☒ 0
- ☐ 1-5%
- ☐ 6-15%
- ☐ >15%

For what % of terminated full-time employees are formal outplacement services provided?

Exclude employees terminated with cause.

- ☒ 0%
- ☐ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75%+

Worker Ownership

% Participation in Employee Ownership

 Points Earned: 0 of 1.75000

What % 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

Employee Ownership

 Points Earned: 0 of 1.75000

What % of the company is owned or formally reserved as part of a written plan for full-time workers and management (including founders/executives)?

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
- ☐ Don't Know

% of Company Owned by Non-Executive Employees

 Points Earned: 0 of 3.50000

What % of the company is owned by full-time workers who are non-executive employees and non-founders?

Select N/A if your company is a consumer/shared services cooperative, a producer cooperative or a nonprofit.

- ☒ 0%
- ☐ 1-4%
- ☐ 5-24%
- ☐ 25-49%
- ☐ 50%+
- ☐ N/A
- ☐ Don't Know

Management & Worker Communication

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
- ☐ Follows a 360-degree feedback process
- ☐ None of the above

Employee Handbook Information Points Earned: 0.175 of 0.17500

Does your company have a written employee handbook that workers have access to and includes any of the following information?

Check all that apply.

- ☐ 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

Employee Satisfaction Points Earned: 0.525 of 0.70000

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%

Employee Metric Transparency Points Earned: 0.175 of 0.17500

Which of the following employee metrics are regularly collected, monitored and made transparent to all employees?

- ☒ Retention and turnover metrics
- ☒ Diversity metrics
- ☐ None

Termination Policy Points Earned: 0.175 of 0.35000

Which of the following is included in your company's termination policy?

Exclude situations requiring immediate dismissal / with cause.

- ☐ No written notice required prior to termination
- ☒ Required written notice of worker performance only
- ☐ Required written notice of worker performance and a stated probationary period
- ☐ N/A - No written termination policy

Average Tenure Points Earned: 0.20001 of 0.30000

What is the average tenure of your current workforce?

- ☐ <12 months
- ☐ 1-3 years
- ☒ 3-5 years
- ☐ >5 years

Job Flexibility/Corporate Culture**Health and Wellness Initiatives** Points Earned: 0.4 of 0.40000

Do company policies support any of the following health and wellness initiatives above insurer-provided programs?

Check all that apply.

- ☐ Company does not offer any formal health and wellness initiatives
- ☐ Company sponsors and encourages workers to participate in health and wellness activities during the workweek (i.e. walking or steps programs)
- ☒ Company offers incentives for workers to complete health risk assessments or participate in health and wellness activities (e.g., a fund for exercise equipment, subsidized gym membership, etc.)
- ☒ Over 25% of workers have completed a health risk assessment in the last 12 months
- ☒ Employees have access to behavioral health counseling services, web resources or Employee Assistance Programs
- ☐ Spouses, partners, or children of employees provided access to behavioral health counseling services, web resources or Employee Assistance Programs
- ☒ Company has policies and programs in place to prevent ergonomic-related injuries in the workspace
- ☐ Management receives reports on aggregate participation in worker wellness programs
- ☐ Other (please describe)

Job Flexibility/Corporate Culture (Salaried)**Worker Flexibility Options** Points Earned: 0.22222 of 0.44444

Does the company offer any of the following job flexibility options, whenever feasible, in writing and in practice for the majority of workers?

Please check all that apply.

- ☒ Part-time work schedules at the request of workers
- ☒ Flex-time work schedules (allowing freedom to vary start and stop times)
- ☐ Telecommuting (working from home one or more days per week)
- ☐ Job-sharing
- ☐ None of the above

Workplace Flexibility in Practice Points Earned: 0.44444 of 0.44444

Which of the following flexible workplace practices occurred in the past 12 months?

Please check all that apply.

- ☐ Managers or executives worked part-time or in a job-share
- ☐ Managers or executives are in a telecommuting position
- ☐ We hired new people into permanent positions that are telecommuting
- ☒ We hired new people into permanent positions that are part-time or job-share
- ☒ We have transitioned staff into part-time, job-share, or telecommuting positions
- ☐ Other (please describe)
- ☐ None of the above

Which of the following supplementary benefits are offered to employees?

Please check all that apply.

- ☐ Onsite childcare
- ☐ Offsite subsidized child care
- ☐ Counseling services
- ☒ Free or subsidized meal
- ☒ Policy to support breastfeeding mothers
- ☐ Other (please describe)
- ☐ None

Career Development Policies Points Earned: 0.148176296 of 0.22222

Which of the following are true of career development and promotion policies and practices?

- ☐ Employees who seek to take a short-term leave/sabbatical will have his/her job guaranteed upon return
- ☒ Efforts will be made to find a place for employees who seek to take a long-term leave/sabbatical upon return
- ☒ Employees are able to make lateral moves or change career direction or pace when possible
- ☐ None of the above

Occupational Health & Safety

Management Commitment to Health and Safety Points Earned: 0.34 of 0.40000

Does the company have any of the following practices with regards to management's commitment to worker health and safety?

- ☒ Written safety and health policy to minimize on-the-job employee accidents and injuries
- ☒ Safety and health integrated into overall management planning process and workers are involved in safety planning, resource allocation, audits, etc.
- ☐ Safety and health concerns communicated through regular safety and health trainings
- ☐ Specific safety and health program goals and objectives, with specific indicators to measure progress
- ☐ Senior management addresses safety issues through written word or in company gatherings at least quarterly
- ☒ Formal safety reporting system for employees to submit their safety concerns
- ☒ Safety procedures easily accessible for all on site personnel, including workers, non-managerial staff, and visitors
- ☐ Participation in an external program demonstrating commitment and excellence in safety and health (e.g. Voluntary Protection Program)
- ☐ N/A - No manufacturing or wholesale facilities
- ☐ None of the above

Health and Safety Audit Practices Points Earned: 0 of 0.40000

Which of the following is included in your company's practices related to inspections/audits:

- ☐ Written procedure for performing safety and health inspections
- ☐ Routine safety and health inspections at least quarterly
- ☐ Information discovered through analyses is used to improve safety processes (e.g. baseline hazards analysis, accident/incident analysis, employee concerns, sampling results from inspections)
- ☐ Results of the routine inspections are documented
- ☐ Inspection reports clearly indicate what needs to be corrected with documented accountability for closure
- ☐ N/A - No manufacturing or wholesale facilities
- ☒ None of the above

Which of the following is included in your company's measurement and evaluation practices in relation to occupational safety and health?

- ☐ A standardized third-party safety management system (i.e. ISO 18001, BS 8800)
- ☒ A safety position, safety committee or safety program representative reporting to senior-level position (Vice-President or higher)
- ☒ A documented standard procedure for investigating accidents and major incidents
- ☒ Investigation and documentation of the root causes of accidents and incidents
- ☐ Implementation of corrective actions after root causes of an accident or incident are determined
- ☐ Injury or illness trends and trend data are transparent to all workers
- ☐ An annual evaluation of the safety and health system including senior management in the evaluation
- ☐ Has an employee safety recognition program
- ☐ Engages with employees on regular Safety Perception Surveys
- ☐ None of the above

Worker Business Models Introduction

Workers Impact Business Model Introduction Points Earned: 0 of 0.00000

Is your company structured to benefit its employees in the following way?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ Ownership structures that provide significant equity (>40%) and empowerment to all employees (i.e. employee-owned companies/cooperative)
- ☒ No

Community

Job Creation

New Jobs Added Last Year Points Earned: 0 of 0.00000

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 12 months:

34

New Jobs Added Year Before Last Points Earned: 0 of 0.00000

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.

Prior 12 months:

30

Job Growth Rate Points Earned: 1.422291111 of 2.13333

By what % has your worker base grown over the last 12 months?

- ☐ 0% (Has not grown on a net basis)
- ☐ 1-5%
- ☒ 6-15%
- ☐ >15%

Departed Employees Points Earned: 0 of 0.00000

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.

Sensitive

What was the attrition rate at the company for full-time and tenured part-time workers for the last 12 months?

Exclude workers terminated with cause.

Sensitive

Workers from Low-Income Areas Points Earned: 0 of 1.06667

What % of workers (including full-time and part-time and temporary workers) are verified/self-identified to be a part of the following groups?

Individuals residing in a low income area

- ☐ 0%
- ☐ 1-9%
- ☐ 10-19%
- ☐ 20-29%
- ☐ 30%+
- ☒ Don't Know

Workers from Underemployed Groups Points Earned: 0.2666675 of 1.06667

What % of workers (including full-time and part-time and temporary workers) are verified/self-identified to be a part of the following groups?

Other chronically underemployed populations (e.g. individuals who are formerly incarcerated or homeless)

- ☐ 0%
- ☒ 1-9%
- ☐ 10-19%
- ☐ 20-29%
- ☐ 30%+
- ☐ Don't Know

Facilities in Low-Income Communities Points Earned: 0 of 1.06667

What % of your workers are employed in company facilities located in low-income communities?

- ☒ <10%
- ☐ 10-19%
- ☐ 20-29%
- ☐ 30%+
- ☐ Don't Know

Suppliers in Low-Income Communities Points Earned: 0 of 0.53333

What % of your Significant Suppliers are located in low-income communities or create employment opportunities for other chronically underemployed populations?

- ☐ <10%
- ☐ 10-19%
- ☐ 20-30%
- ☐ >30%
- ☒ Don't Know

Diversity & Inclusion

Female Employees Points Earned: 0 of 0.00000

430

Number of total full-time and part-time female employees.

Enter 0 if None.

254

Nonprofit Ownership Points Earned: 0 of 0.84211

What % of the company is owned by the following groups?

Nonprofit organization(s)

- ☒ 0%
- ☐ 1-9%
- ☐ 10-24%
- ☐ 25-49%
- ☐ 50%+
- ☐ Don't know

Ownership Diversity Points Earned: 0.280759474 of 0.84211

What % of the company is owned by the following groups?

Women and/or individuals from underrepresented populations, including low-income communities

- ☐ 0%
- ☐ 1-4%
- ☒ 5-14%
- ☐ 15-24%
- ☐ 25%+
- ☐ Don't know

Non-accredited Investor Ownership Points Earned: 0 of 0.84211

What % of the company is owned by the following groups?

Individuals that qualify as non-accredited investors

- ☒ 0%
- ☐ 1-4%
- ☐ 5-14%
- ☐ 15-24%
- ☐ 25%+
- ☐ Don't know

Female Ownership Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your company's ownership is held by individuals from the following groups?

Women

7

Low-income Ownership Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your company's ownership is held by individuals from the following groups?

Low income communities

0

Ownership from Underrepresented Groups Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your company's ownership is held by individuals from the following groups?

Other underrepresented populations (e.g. minorities, LGBT community, individuals with disabilities, etc.)

0

What % of the members of your Board of Directors (or equivalent) are women or individuals from other underrepresented populations?

- ☐ 0%
- ☐ 1-9%
- ☐ 10-24%
- ☒ 25-49%
- ☐ 50%+
- ☐ Don't know
- ☐ N/A - No board of directors or equivalent

Female Directors Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?

Women

33

Directors from Low-income Communities Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?

Low income communities

0

Minority Directors Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?

Minority/previously excluded populations

0

Directors from Underrepresented Populations Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?

Other underrepresented populations (e.g. minorities, LGBT community, individuals with disabilities, etc.)

0

Management from Underemployed Groups Points Earned: 0.84211 of 0.84211

What % of management are women and/or individuals from underrepresented populations, including low-income communities?

- ☐ 0%
- ☐ 1-9%
- ☐ 10-24%
- ☐ 25-49%
- ☒ 50%+
- ☐ Don't know

Female Management (metric) Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of management is from the following groups?

Women

91

Managers from Low-Income Areas Points Earned: of 0.00000

Optional unweighted metrics: Approximately what % of management is from the following groups?

Low income communities

Managers from Underrepresented Groups Points Earned: of 0.00000

432

Optional unweighted metrics: Approximately what % of management is from the following groups?
Other underrepresented populations (eg - minorities, LGBT community, individuals with disabilities, etc.)

Ethnic Diversity Compared to Area Points Earned: 0 of 0.84211

Does the % of ethnic minorities employed at your company equal or exceed the % of ethnic minorities in your metro area?

Percentage should be based on census or other government demographic data.

- ☐ No
- ☐ Yes
- ☒ N/A- Ethnic data is not available or illegal to be tracked in your area

Managing Gender Pay Equity Managers Points Earned: 0.42105 of 0.42105

Is average compensation for men and women equal in comparable managerial and non-managerial roles?

Managerial

Allow a 5% margin of error while calculating. For more information on calculating, see Explain.

- ☒ Yes
- ☐ No
- ☐ Don't know
- ☐ N/A - Only one gender represented

Managing Gender Pay Equity for Non-Managers Points Earned: 0.42105 of 0.42105

Is average compensation for men and women equal in comparable managerial and non-managerial roles?

Non-managerial

Allow a 5% margin of error while calculating. For more information on calculating, see Explain.

- ☒ Yes
- ☐ No
- ☐ Don't know
- ☐ N/A - Only one gender represented

Supplier Ownership Diversity Points Earned: 0 of 0.84211

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

Supplier Diversity Policy Points Earned: 0.42105 of 0.42105

Does the company have a written policy giving preference to suppliers owned by women or individuals from underrepresented populations?

- ☒ Yes
- ☐ No
- ☐ N/A: Such policies are illegal in my country of operations

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

Civic Engagement & Giving

Corporate Citizenship Program Points Earned: 0.95238 of 0.95238

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

Volunteer Service Policies Points Earned: 0.95238 of 0.95238

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

% of Employees Volunteer Service Points Earned: 0.238095 of 0.95238

What % of employees took paid time off for volunteer service last year?

- ☐ 0%
- ☒ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ >75%
- ☐ Don't know

Tracking Volunteer Service Points Earned: 0.317428254 of 0.47619

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

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.

3686

Volunteer Service Per Capita Points Earned: 0.317523492 of 0.95238

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

Total Amount of Charitable Donations Points Earned: 0 of 0.00000

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.

Sensitive

% of Revenue Donated Points Earned: 0.761904 of 3.80952

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

Charitable Organizations Supported Points Earned: of 0.00000

Which organizations does your company support?

WWF - World land trust - NGO for people support as well as planet

Community Service and Charitable Practices Points Earned: 0.47619 of 0.95238

Which of the following volunteer and charitable giving practices did your company employ in the last fiscal year?

Check all that apply.

- ☐ Company contributed the majority of its cash, service and in-kind donations to local markets it sourced from or operates in
- ☒ Company has public facing partnership with a service/charitable organizations
- ☐ Company provided facilities for community events or trainings
- ☐ Other innovative engagement practices (please describe)
- ☐ None of the above

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?

- ☒ 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

Local Involvement

Geographic Structure and Scope Points Earned: of 0.00000

We realize that for companies with more than one office, the definition of local involvement is a more complicated one to answer. Please tell us a bit about the structure of your company geographically.

We are located in Spain and Portugal, Spain: 286 employees : 29 in HO and 257 stores employees Portugal: 144 employees: 6 in HO and 138 stores employees.

Local Purchasing and Hiring Policies Points Earned: 0.8 of 1.60000

Does the company have the following written local purchasing or hiring policies in place?

- ☐ No written local purchasing or hiring policy 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
- ☐ Incentives for staff to live within 20 miles of local company facility
- ☐ Other (please describe)

Spending on Local Suppliers Points Earned: 0 of 1.60000

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

Local Ownership Points Earned: 0 of 1.60000

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

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%
- ☐ 1-19%
- ☐ 20-39%
- ☐ 40-59%
- ☐ 60-79%
- ☐ 80%+

Impactful Banking Services Points Earned: 0 of 1.60000

Is the majority of your company's banking services provided by an institution with any of the following characteristics?

- ☐ A certified CDFI or national equivalent social investment organization
- ☐ A Certified B Corporation
- ☐ A member of the Global Alliance for Banking on Values
- ☐ A cooperative bank or credit union
- ☐ A local bank committed to serving the community
- ☐ An independently owned bank
- ☒ None of the above

Suppliers, Distributors & Product

Significant Supplier Descriptions Points Earned: 0 of 0.00000

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

Social or Environmental Screening of Suppliers Points Earned: 0 of 0.00000

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. The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ Yes
- ☐ No

Supplier Screen Topics Points Earned: 0.73333 of 0.73333

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 beyond what is required by regulations (environmentally-friendly manufacturing process; excellent labor practices, etc.)

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 social and environmental standards best-in-class third-party certification for your industry (ISO, SA8000, etc.)
- ☐ Company visits a majority of Significant Suppliers on-site

Length of Supplier Relationships Points Earned: 0.244418889 of 0.73333

What is the average tenure of your relationships with Significant Suppliers?

- ☐ Less than 24 months
- ☒ 24-60 months
- ☐ 61-96 months
- ☐ 96 months or more
- ☐ Don't know

Supplier Code of Conduct Points Earned: 0.73333 of 0.73333

Is there a formal written Supplier Code of Conduct policy that specifically holds the company's suppliers accountable for social and environmental performance?

This may include policies on Fair Trade. The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ Yes
- ☐ No

Supplier Code of Conduct Topics Points Earned: 0.73333 of 0.73333

Does the company's Supplier Code of Conduct policy specifically hold the company's suppliers accountable to the following areas of social and environmental performance?

- ☒ Working hours
- ☒ Freely chosen employment
- ☒ Compensation
- ☒ Child labor
- ☒ Freedom of association
- ☒ Health & safety
- ☒ Use of materials
- ☐ Product's environmental impact
- ☒ Information on how the Code will be monitored and reviewed (self-audits, site visits, etc.)
- ☐ N/A - No Supplier Code of Conduct

Supplier Code of Conduct Remediation Points Earned: 0.73333 of 0.73333

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?

- ☐ 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 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
- ☐ N/A - No Supplier Code of Conduct
- ☐ None of the above

Which suppliers are assessed for Supplier Code of Conduct compliance at least every other year?

Check all that apply.

- ☒ All primary suppliers of core products or principal raw materials
- ☒ All primary suppliers of non-core products
- ☒ All sub-contractors responsible for the majority of an order
- ☐ None
- ☐ N/A - No Supplier Code of Conduct

Disclosure of Suppliers Points Earned: 0.244492222 of 0.73333

What % of Significant Suppliers (on currency basis) are made transparent on the company's website?

- ☐ 0%
- ☒ 1-49%
- ☐ 50-79%
- ☐ 80%+
- ☐ Don't know

Supplier Quality Assurance Reviews Points Earned: 0 of 0.73333

What % of Significant Suppliers (on currency basis) are subjected to regular quality assurance reviews or audits?

- ☒ 0-49%
- ☐ 50-62%
- ☐ 63-75%
- ☐ >75%

Support for In Need Suppliers Points Earned: 0.73333 of 0.73333

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

Independent Contractor Practices Points Earned: 0.366665 of 0.73333

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

What % of materials or products purchased have third party social or environmental certification or approval, or are from Significant Suppliers that are purpose driven or have third party company level certification or approval?

- ☐ 0
- ☐ 1-19%
- ☐ 20-39%
- ☐ 40-60%
- ☒ 60%+
- ☐ Don't know

Product Accreditations and Certifications Points Earned: 0.73333 of 0.73333

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

Quality Assurance Points Earned: 0.73333 of 0.73333

Do you use an established methodology to manage quality assurance issues?

Examples include PDSA, Six Sigma, DMAIC, TQM, Zero Defects, etc

- ☒ Yes
- ☐ No

Community Business Models Introduction

Community Oriented Business Models Points Earned: 0 of 0.00000

Is your company structured to benefit community stakeholders in any of the following ways?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ 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)
- ☐ A community-focused business model that supports and builds the economic vitality of local communities
- ☐ None of the above

Supply Chain Poverty Alleviation

Supporting Underserved Suppliers Points Earned: 0 of 0.00000

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)

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

Types Of Underserved Suppliers Points Earned: 0 of 0.00000

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

Beneficial Trade Terms for Underserved Suppliers Points Earned: 0 of 0.00000

Are any of the following trade terms provided to underserved suppliers?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ 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

% Purchases with Beneficial Trade Terms Points Earned: 0 of 0.00000

What % of your cost of materials comes from the stated under-served supplier groups that received the previous trade terms?

The answer to this question affects questions you'll encounter further on in your assessment.

14

Purchases from Suppliers with Beneficial Terms Points Earned: 0 of 0.00000

What is the total cost of materials sourced through the previous trade terms?

Sensitive

Tracking Supplier Premiums Points Earned: 0.57692 of 0.57692

Do you track the premium paid to suppliers?

- ☒ Yes
- ☐ No

Premium Paid to Suppliers Points Earned: 0 of 0.00000

If yes, what is the average premium paid to suppliers in the last year (either on product or wage)?

Sensitive

Methodology to Determine Premium Paid Points Earned: of 0.00000

Describe in the text box the methodology your company uses to calculate producer price premium.

We work with the farmers/collectors/coops to work out what true cost of production is. Our price (fair price) = fair cost of production + discretionary income + income to meet needs. Issue in calculating the premium is that we run our own supply chain

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.

The CT programme was highly innovative when it was started by TBS in 1987. The model has been emulated within the cosmetic industry and beyond. AS one example, L'Oreal, after acquiring TBS in 2006, deveoped a 'Solidarity Sourcing' programme which has similar aims and some Community Trade suppliers became suppliers to other L'Oreal brands during (and after) this period.

Support for Small-Scale Suppliers Points Earned: 0 of 0.00000

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. The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ 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

% of Purchases from Supported Small-Scale Suppliers Points Earned: 0 of 0.00000

What % of your total cost of materials (excluding labor) comes from suppliers that have received the above capacity building support?

The answer to this question affects questions you'll encounter further on in your assessment.

8

Verification of Fair Wages and Working Conditions Points Earned: 0 of 0.00000

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?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ 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.

Purchasing From Underserved Suppliers Points Earned: 0 of 0.00000

What % of your cost of materials comes from under-served supplier groups that are verified for labor and wage practices as previously described?

The answer to this question affects questions you'll encounter further on in your assessment.

10

Wage and Working Conditions Screening Points Earned: 0.57692 of 0.57692

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

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)

The TBS CT programme is externally verified by Ecocert, an independent international audit company while our ET programme reports and is evaluated annually by the ETI. Some of our suppliers are additionally verified against various sustainability standard

Tracking Impact on Workers Points Earned: 0.57692 of 0.57692

Does your company track the impact of your work with small-scale suppliers on the lives of suppliers' employees?

- ☒ Yes
- ☐ No

Tracking Impact Explanation Points Earned: of 0.00000

If your company tracks the impact of your work with small-scale suppliers on the lives of suppliers' employees, please explain how.

We record numbers of workers in each of our CT supply chains on an annual basis. This data includes gender divide and categories of labour (e.g. farm work, office, mill operator, management etc.). Also, as part of the work under our SuSo Charter we monitor and evaluate supplier engagement with its workforce through review of suppliers' policies specifically those relating to worker engagement such as H&S policies, collective bargaining agreements, sexual harassment etc. Part of this assessment is also engaging directly with workers, spending time understanding directly from them how they interact with management and how the work is impacting them. In many cases, we often will visit workers' homes with them, meeting with their family members to build a wider and more open understanding of the impact of the work in a wider family context.

Innovative Supply Chain Poverty Alleviation Points Earned: of 0.00000

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.

The Body Shop pioneered fair trade in the cosmetics industry. Launching in 1987 as Trade Not Aid with Teddy Exports in India - a trading relationship that we still relish 32 years later. Today our mission in Community Trade remains the same - to use our trade as a lever to drive forward positive social change. From those early days our programme has expanded to include 31 suppliers of ingredients and handcrafts spanning 23 countries supporting improved livelihoods for over 16,000 people. The organisations we work with in turn use profits and Community Trade premiums to support many thousands more in their local communities through such initiatives as education, healthcare and equality. We are proud that Community Trade is our own bespoke programme that we manage ourselves whilst also being independently verified by Ecocert. During the period of ownership under L'Oreal Community Trade was instrumental in the development of the L'Oreal Solidarity Sourcing programme which was designed to improve access to employment for vulnerable people in L'Oreal supply chains.

Supply Chain Transparency Points Earned: 0.57692 of 0.57692

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

Environment

Land, Office, Plant

What % of company facilities (by area, both owned by company or leased) are certified to meet the requirements of an accredited green building program?

- ☒ <20%
- ☐ 20-49%
- ☐ 50-79%
- ☐ 80%+
- ☐ N/A - Company has virtual office

Previously Constructed Buildings Points Earned: 0.51613 of 0.51613

What % of the square footage of all company facilities is located in previously constructed buildings?

Select N/A if your company utilize virtual office.

- ☐ 0%
- ☐ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75-99%
- ☒ 100%
- ☐ N/A

Recycling Programs Points Earned: 0 of 0.51613

What % of your facilities on a square foot basis have a facility-wide recycling program that has ongoing collection of at least all standard materials in your area?

See Explain This for definition.

- ☒ <20%
- ☐ 21-40%
- ☐ 41-60%
- ☐ 61-80%
- ☐ >80%

Environmental Management Systems Points Earned: 0.206452 of 1.03226

Does your company have an environmental management system that includes any of the following?

Please check all that apply.

- ☒ Policy statement documenting the organization's commitment to the environment
- ☐ Assessment undertaken of the environmental impact of the organization's business activities
- ☐ Stated objectives and targets for environmental aspects of the organization's operations
- ☐ Programming designed, with allocated resources, to achieve these targets
- ☐ Periodic compliance and auditing to evaluate programs conducted
- ☐ None of the above

Which of the following practices are in place to integrate environmental considerations (DFE) into the design of products and services?

Please only select answer options being applied to at least 20% of the company's products and services (by revenue).

- ☒ 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)
- ☐ None of the above

Chemical Reduction Methods Points Earned: 0.3870975 of 0.51613

Which of the following environmentally preferred products have been purchased for the majority of your corporate facilities?

- ☒ Non-toxic janitorial products
- ☒ Unbleached / chlorine free paper products
- ☐ Soy-based inks or other low VOC inks
- ☒ Recycled/environmentally preferred office supplies (paper, pens, notebooks, etc.)
- ☐ Other (please describe)
- ☐ None of the above

Chemical Management Points Earned: 0.51613 of 0.51613

Does your company have a program in place to identify and eliminate potential chemicals and materials of concern in your product and/or process and identify and phase-in safer alternatives (e.g. chemical/material options with reduced toxicity)?

- ☐ Company has completed a study of all materials (including scarce metals and minerals) in product and chemicals to 1000ppm level
- ☐ Company has completed a study of all materials in product and chemicals to 100ppm level
- ☐ Company has undergone an evaluation of products and processes to identify potential toxic contaminants from production
- ☒ Company has identified specific chemicals of concern classes (e.g., carcinogens, mutagens, reproductive toxins, endocrine disruptors, persistent or bioaccumulative substances)
- ☒ Company has established a Restricted Substances List (RSL), has a positive screen or other decision process for chemical
- ☒ Company has established metrics and goals for the reduction or elimination of chemicals of concern
- ☒ Company publicly discloses the chemicals and/or materials in your product (e.g., on a label, website, via 800 number for information, etc.)
- ☐ There are no potential chemicals or materials of concern in my industry
- ☐ None of the above

Does the company have a written and circulated environmentally preferable purchasing (EPP) policy that includes any of the following?

- ☒ Building and construction
- ☐ Carpets
- ☐ Cleaning
- ☐ Electronics
- ☐ Fleets
- ☐ Food or food services
- ☐ Landscaping
- ☐ Meetings and conferences
- ☐ Office supplies
- ☒ Paper
- ☒ Product input materials
- ☒ Other (please describe)

The TBS List of Restricted and Prohibited Ingredients includes a number of environmentally-based restrictions, including prohibition of plastic microbeads, polyquaterniums, animal tested and animal derived products, GMO products, and guidance on palm oil

- ☐ N/A - No environmentally preferable purchasing policy

Reducing Impact of Travel/Commuting Points Earned: 0.51613 of 0.51613

Does your company have any programs or policies in place to reduce the environmental footprint caused by travel/commuting?

- ☐ Employees are subsidized/incentivized for use of public transportation, carpooling, or biking to work
- ☒ Facilities are designed to facilitate use of public transportation, biking, or cleaner burning vehicles (e.g. electric chargers)
- ☒ Employees are encouraged to use virtual meeting technology to reduce in person meetings
- ☒ Company has a written policy limiting corporate travel
- ☐ None of the above

Indoor Air Quality Monitoring Points Earned: 0 of 0.25806

Does the company monitor indoor environmental quality to ensure a healthy and comfortable work space, avoiding "Sick Building Syndrome"?

Select N/A if you have no facilities.

- ☐ Yes
- ☒ No
- ☐ NA

Indoor Air Quality Audits Points Earned: 0 of 0.51613

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

If you lease your facilities, have you worked with your landlord to implement/maintain any of the following?

Select N/A if you do not lease your building.

- ☒ Energy efficiency improvements
- ☒ Water efficiency improvements
- ☒ Waste reduction programs (including recycling)
- ☐ None of the above
- ☐ N/A - Company does not lease majority of facilities

Context-Based Water Management Points Earned: 0 of 0.51613

Does your company measure and manage its water in a context-based manner?

Context based management requires measurement against allocations of available renewable supplies in the watersheds in which it does business.

- ☐ Yes
- ☒ No
- ☐ Don't Know

Context-Based GHG Management Points Earned: 0 of 0.51613

Does your company measure and manage its GHG emissions in a context-based manner?

Context based management requires measurement against reduction targets specified in a science-based GHG stabilization scenario.

- ☐ Yes
- ☒ No
- ☐ Don't Know

Context-Based Waste Management Points Earned: 0 of 0.51613

Does your company measure and manage its solid wastes in a context-based manner?

Context based waste management includes measurements against levels tied to a zero waste plan.

- ☐ Yes
- ☒ No
- ☐ Don't Know

Inputs

Monitoring Energy Usage Points Earned: 0.2916675 of 1.16667

Does your company monitor, record and/or report its energy usage?

- ☐ We do not currently monitor and record our usage
- ☒ We monitor and record usage (no reduction targets)
- ☐ We monitor and report 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

Monitoring and Managing Water Use Points Earned: 0 of 1.16667

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 report 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

Total Energy Use Points Earned: 0 of 0.00000

447

Total energy used (Gigajoules) during the last 12 months:

4339

Total Renewable Energy Use Points Earned: 0 of 0.00000

Total energy used from renewable resources (Gigajoules) during the last 12 months:

3103

Total Water Use Points Earned: of 0.00000

Total water use (liters) during the last 12 months

Energy Use Reductions Points Earned: 0 of 2.33333

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

Low Impact Renewable Energy Use Points Earned: 0.466666 of 2.33333

What % of energy use is produced from low-impact 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

Increasing Renewable Energy Points Earned: 1.16667 of 1.16667

Has the company increased its % use of low impact renewable energy annually at its corporate facilities?

- ☒ Yes
- ☐ No
- ☐ Already Maximized (100% low impact renewable)

Facility Energy Efficiency Points Earned: 1.16667 of 1.16667

For which of the following systems have you used energy conservation/efficiency measures for each of your corporate facilities/locations (by majority of square feet) in the past year?

- ☒ Equipment: Energy Star Appliances / Automatic Sleep Modes / After-Hour Timers / etc.
- ☒ Lighting: Natural Light / CF Bulbs / Occupancy Sensors / Daylight Dimmers / Task Lighting / etc.
- ☒ HVAC: Programmable Thermostat / Timers / Occupancy Sensors / Shade Sun-Exposed Walls / Double-Paned Windows / etc
- ☐ Other (please specify)
- ☐ None of the above

Which of the following water conservation methods have been implemented at the majority of your corporate offices:

- ☒ Low-flow faucets/taps, toilets/urinals, showerheads
 - ☐ Grey-water usage for irrigation
 - ☐ Low-volume irrigation
 - ☐ Harvest rainwater
 - ☐ Other (please describe)
 - ☐ None
 - ☐ N/A: My company has a virtual office
-

Life Cycle Assessments Points Earned: 0.233334 of 1.16667

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?

- ☐ 0%
 - ☐ 1-24%
 - ☐ 25-49%
 - ☐ 50-74%
 - ☐ 75-99%
 - ☐ 100%
 - ☒ 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
-

Cradle to Cradle Certification Points Earned: 0 of 1.16667

What % of your revenues are from the sale of products that have been awarded Cradle To Cradle certification?

- ☒ 0%
 - ☐ 1-24%
 - ☐ 25-49%
 - ☐ 50-74%
 - ☐ 75-99%
 - ☐ 100%
 - ☐ N/A: My revenues are generated from a service and an LCA cannot be conducted.
-

% of Environmentally Preferred Input Materials Points Earned: 0.233334 of 1.16667

What is the % of recycled, renewable, or other environmentally preferred materials in your product?

Include packaging in calculation.

- ☐ 0%
 - ☒ 1-24%
 - ☐ 25-49%
 - ☐ 50-74%
 - ☐ 75-99%
 - ☐ 100%
 - ☐ N/A - Company does not sell a physical product
-

Outputs

Monitoring Greenhouse Gas Emissions Points Earned: 0 of 0.58824

449

Please select the option that best describes how you monitor and record the following emissions:
Scopes 1 and 2 greenhouse gas (GHG) emissions

- ☒ Company does not currently monitor and record emissions
- ☐ Company monitors and records emissions (no reduction targets)
- ☐ Company monitors emissions and has specific reduction targets
- ☐ Company monitors emissions and has met specific reduction targets during the reporting period
- ☐ Eliminated emissions of this by-product entirely
- ☐ N/A

Total Waste Disposed Points Earned: of 0.00000

Waste Disposed (metric tonnes) during the last 12 months

Total Waste Recycled Points Earned: of 0.00000

Waste Disposed: Recycled/Reused (metric tonnes) during the last 12 months

Total Scope 1 GHGs Points Earned: of 0.00000

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:
Scope 1:

Total Scope 2 GHGs Points Earned: of 0.00000

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:
Scope 2:

Total Scope 3 GHGs Points Earned: of 0.00000

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:
Scope 3:

Greenhouse Gas Reduction Strategies Points Earned: 0 of 0.58824

Have you studied the GHG emissions of your entire operation and supply chain, identified the most intensive sources, and set strategies for improvement?

- ☐ Yes for Scope 1
- ☐ Yes for Scopes 1 and 2
- ☐ Yes for Scopes 1, 2 and 3
- ☐ Yes, for product life cycle
- ☐ No
- ☒ Don't know

Carbon Intensity Points Earned: 0 of 0.58824

What is your current Carbon Intensity for Scopes 1 and 2 (measured in metric tons of CO2/\$million of revenue), not including the use of carbon credits or offsets?

- ☐ >100
- ☐ 81-100
- ☐ 61-80
- ☐ 41-60
- ☐ 21-40
- ☐ 1-20
- ☐ 0
- ☒ Don't know

What % of Scopes 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

% GHG Emissions Offset Points Earned: 0 of 0.29412

If your company purchased certified carbon credits in the reporting period, what % of GHG emissions were off-set?

- ☐ 0%
- ☐ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75-99%
- ☐ 100%
- ☒ Don't know
- ☐ N/A - No carbon offsets purchased

Waste Reduction Programs Points Earned: 0 of 0.58824

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

Hazardous Waste Disposal Points Earned: 0 of 0.58824

Is hazardous waste always disposed of responsibly, in a way that the company can verify?

This includes batteries, paint, electronic equipment, etc.

- ☐ Yes
- ☒ No
- ☐ N/A - We have eliminated hazardous waste

Programs to Reduce End of Life Waste Points Earned: 0.196119216 of 0.58824

Does your company have in place an active end-of-life product/component reclamation program that has any of the following practices in place?

- ☐ Method for standardizing and identifying product parts and components to maximize useful life via disassembly and or reprocessing
- ☒ Labeling of resource content on manufactured items to enable recycling at end-of-life
- ☐ Widely available program to facilitate maintenance, servicing and reassembly of company's own products
- ☐ Take back of similar products from other manufacturers for disassembly/reprocessing/recovery
- ☐ Participation in a product reclamation program established by another party
- ☐ None of the above

Transportation, Distribution & Suppliers

Does the company currently use any of the following specific practices to reduce carbon emissions from transportation?

- ☒ Company policy and practice that requires inbound freight or shipping to be transported via lowest impact methods (such as avoiding shipment by air transport)
- ☒ Company policy and practice that requires outbound freight or shipping is transported via lowest impact methods
- ☐ None of the above

Ton Miles Reduction Points Earned: 0 of 1.44000

Have you reduced the ton miles (relative to revenues) of your distribution and supply chain, and if so, by how much?

Calculate by comparing ton-miles from the year prior or annualized from a baseline year.

- ☐ 0%
- ☐ 1-9%
- ☐ 10%-20%
- ☐ 21-50%
- ☐ >50%
- ☒ Not tracked / Unknown

Sourcing % of COGS from Local Suppliers Points Earned: 0 of 1.44000

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

Sourcing % raw materials from Local Suppliers Points Earned: 0 of 1.44000

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

Tracking Chemicals in the Supply Chain Points Earned: 1.44 of 1.44000

Does your company do any of the following to track chemicals in the supply chain for the majority of materials?

Please check all that apply.

- ☐ Do not track chemicals in the supply chain
- ☒ Require suppliers to disclose specified chemicals of concern
- ☒ Ask suppliers if they know all the chemical ingredients intentionally added to their product and all residuals of high concern present in the product (asking if they know only, not to provide the data to you)
- ☒ Require suppliers to provide chemical information to a third party
- ☐ Disclose all by-products, contaminants or trace materials to the public

Suppliers Tracking Energy Use Points Earned: 0.18 of 0.72000

452

What % of Significant Suppliers track and report the following:
Energy usage

- ☐ 0%
 - ☒ 1-24%
 - ☐ 25-49%
 - ☐ 50-74%
 - ☐ 75%+
 - ☐ Don't Know
-

Suppliers Tracking Water Use Points Earned: 0.18 of 0.72000

What % of Significant Suppliers track and report the following:
Water usage

- ☐ 0%
 - ☒ 1-24%
 - ☐ 25-49%
 - ☐ 50-74%
 - ☐ 75%+
 - ☐ Don't Know
-

Suppliers Tracking Air and Water Emissions Points Earned: 0.18 of 0.72000

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
-

Suppliers Tracking Waste and Recycling Points Earned: 0.18 of 0.72000

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
-

Suppliers Tracking Hazardous Waste Points Earned: 0.18 of 0.72000

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
-

What % of Significant Suppliers track and report the following:
GHG Emissions

- ☐ 0%
- ☒ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75%+
- ☐ Don't Know
-

Suppliers Using Renewable Energy Points Earned: 0.36 of 1.44000

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
-

Suppliers Reducing Greenhouse Gases Points Earned: 0.36 of 1.44000

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
-

Suppliers Reducing Waste Points Earned: 0.36 of 1.44000

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
-

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

Suppliers Responsibly Disposing Hazardous Waste Points Earned: 0.18 of 0.72000

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

Environmental Models Introduction

Environmental Business Model Points Earned: 0 of 0.00000

Are your company's products or process structured to restore or preserve the environment in any of the following ways?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ 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

Environment Products & Services Introduction

Environmental Product Benefits Points Earned: 0 of 0.00000

In what way or ways does your product/service conserve the environment?

Please select ONE option per product line. You may select an additional option if your product line has two separate environmental attributes. The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ Provides or is powered by renewable energy or cleaner-burning energy than market alternatives (e.g. solar panel manufacturers/installers, hybrid vehicles)
- ☐ Conserves or diverts resources (including energy, water, materials, etc.)
- ☒ Conserves or preserves the well-being of land and/or animals (e.g. land protection or reforestation services, sustainably harvested agricultural products)
- ☒ Reduces or is made of less toxic/hazardous substances (e.g. brownfield remediation services, organic food, non-toxic cleaners)
- ☐ Educates, measures, researches, or provides information to solve environmental problems (e.g. environmental consulting auditing)
- ☐ None of the above

Environmental Product/Service Certifications Points Earned: of 0.00000

How would you describe the positive environmental outcome produced for the environment by your product/service? If you have environmental product certifications, please list them here.

To meet the definition of a qualified third-party certification, the certification must be independently verified, be standards-based, and have those standards be transparent.

We don't have certifications of our products that fall under this question, but do have certified input materials: FSC and RSPO

Land/wildlife Conservation

Tell us more about how your product or service conserves natural resources

Through purchase of FSC and RTSP0/GreenPalm input materials (Palm offsets as well as purchasing RTSP0 palm itself). We cannot capture here as we have been instructed to calculate as expenses, but this question calculates as revenues.

Land/wildlife Conservation Description Points Earned: 0 of 0.00000

Which of the following product or service descriptions apply?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ Product/ service requires specific practices to ensure the humane treatment of animals used as inputs in the product's creation (i.e. humane certified eggs)
- ☒ Product/service requires specific practices to ensure the sustainable harvesting or use of natural products and materials (FSC certified paper; MSC seafood; shade-grown coffee)
- ☐ Product/ service directly prevents environment/ecosystem degradation (i.e. protected parks; wildlife management service)
- ☐ Product/service improves natural environments previously damaged by degradation (i.e. reforestation; endangered species repopulation)
- ☐ These descriptions do not apply to our company's product/service (Skip the remainder of this section)

Revenue from Land/wildlife Conservation Points Earned: 0 of 0.00000

The values included here in each assessment were calculated based on the percentage of input material costs that came from certified sources and eligible suppliers. This is in lieu of using revenue which would require a product-level certification

What were your total revenues last fiscal year from the previous products or services?

The answer to this question affects questions you'll encounter further on in your assessment.

2%

Tons of Carbon Offset Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Metric tons of GHG/CO2 equivalent

Hectares Protected Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Number of hectares protected

Wildlife Species Protected Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Number of wildlife species protected/saved

Waste Diverted Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Metric tons of waste saved from landfill or incineration

Water Saved Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Liters of water saved/off-set

How do you verify that your product contributes to the outcome previously selected?

Please select all that apply.

- ☐ We have a track record of successful, verified positive outcomes and have created case studies based on these.
- ☐ There is secondary research that supports the link between our type of product and the stated outcome.
- ☐ We conduct our own direct research to track the outcomes produced for all our customers, such as impact-related survey
- ☐ We have third party certifications or verifications that verify the efficacy of our product/service in delivering outcomes
- ☐ We have performed, commissioned, or partnered with scientifically designed impact or outcome assessments to systematically learn about our product's impact
- ☐ Our product is too early stage to have research or studies that link our product to positive outcomes
- ☒ We cannot provide verification of our outcomes at this time.

Efficacy of Land/wildlife Conservation Points Earned: 0 of 1.11111

If direct research on your product/service has been performed, did the results confirm that a desired outcome is being achieved?

- ☐ Yes
- ☐ No
- ☒ N/A - No direct research conducted

Negative outcomes measured Points Earned: 0 of 1.11111

Does your company also measure and manage the negative or unintended outcomes generated by this business model?

- ☐ Yes
- ☒ No

Innovative Land/wildlife Conservation Points Earned: of 0.00000

Is there something different or innovative about the product/service that has changed the industry? Is this something that is replicable, unique at the time that it was created, and that has been emulated by other organizations?

n/a

Toxin Reduction / Remediation

Toxin / Pollution Reduction Overview Points Earned: of 0.00000

Tell us more about how your product or service reduces use of toxic or hazardous substances, prevents pollution or remediates discharges to air, land or water

We purchase organic raw materials.

Toxin / Pollution Reduction Description Points Earned: 0 of 0.00000

Which of the following product or service descriptions apply?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ Product minimizes need of toxic chemicals compared to market alternatives (non-GMO)
- ☒ Product/services use less toxic/hazardous chemicals or materials than market alternatives (i.e. non-toxic cleaners, organic food, integrated pest management for agriculture)
- ☐ Product/service remediates environmental damage after discharges to air, land or water (i.e. brownfield remediation, oil spill clean-up)
- ☐ Product/service directly prevents pollution or hazardous discharge (i.e. pollution management technologies)
- ☐ These descriptions do not apply to our company's product/service (Skip the remainder of this section)

% Toxin Reduction Points Earned: of 0.00000

What is the average % toxic/hazardous material reduction or pollution prevention (by weight or volume) achieved by the product or service?

Revenue from Toxin Reduction / Remediation Points Earned: 0 of 0.00000

What were your total revenues last fiscal year from the previous products or services?

The answer to this question affects questions you'll encounter further on in your assessment.

6%

The values included here in each assessment were calculated based on the percentage of input material costs that came from certified sources and eligible suppliers. This is in lieu of using revenue which would require a product-level certification

Tons of Carbon Offset Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Metric tons of GHG/CO2 equivalent

kWh Saved Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

kWh saved/off-set

Waste Diverted Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Metric tons of waste saved from landfill or incineration

Water Saved Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Liters of water saved/off-set

Verification of Toxin Reduction Points Earned: 1.11111 of 1.11111

How do you verify that your product contributes to the outcome previously selected?

Select all that apply.

- ☐ We have a track record of successful, verified positive outcomes and have created case studies based on these.
- ☒ There is secondary research that supports the link between our type of product and the stated outcome.
- ☐ We conduct our own direct research to track the outcomes produced for all our customers, such as impact-related survey
- ☒ We have third party certifications or verifications that verify the efficacy of our product/service in delivering outcomes
- ☐ We have performed, commissioned, or partnered with scientifically designed impact or outcome assessments to systematically learn about our product's impact
- ☐ Our product is too early stage to have research or studies that link our product to positive outcomes
- ☐ We cannot provide verification of our outcomes at this time.

Efficacy of Toxin Reduction / Remediation Points Earned: 1.11111 of 1.11111

If direct research on your product/service has been performed, did the results confirm that a desired outcome is being achieved?

- ☒ Yes
- ☐ No
- ☐ N/A - No direct research conducted

Negative Impact Management Points Earned: 0 of 1.11111

Does your company also measure and manage the negative or unintended outcomes generated by this business model?

- ☐ Yes
- ☒ No

Innovative Toxin Reduction / Remediation Points Earned: of 0.00000

Is there something different or innovative about the company's basic product or service that has changed the industry? Is this something that is replicable, unique at the time that it was created, and that has been emulated by other organizations?

N/a

The Body Shop - Mexico

Wholesale/Retail

10-49 Employees

2018 - Rated				⋮
OVERALL SCORE				
78.5				
OPERATIONS SCORE		IMPACT BUSINESS MODEL SCORE		N/A SCORE
58.9		16.8		2.7
	Governance			16.7
	Workers			17.6
	Community			28.5
	Environment			15.5
	Disclosure Questionnaire			NA
VERSION	COMPLETION	YEAR	STATUS	
5	100%	2018	Rated	
MARKET	SECTOR	SIZE	INDUSTRY	
Emerging	Wholesale/Retail	10-49	Personal care products	

Governance

Mission & Engagement

Level of Impact Focus Points Earned: 0 of 0.00000

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.

Mission Statement Points Earned: of 0.00000

Please type or paste your mission statement here.

The Body Shop exists to fight for a fairer and more beautiful world

Mission Statement Characteristics Points Earned: 0.33333 of 0.33333

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)

Social & Environmental Internal Engagement Points Earned: 0.222267778 of 0.66667

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

Social/Environmental Key Performance Indicators Points Earned: 0.66667 of 0.66667

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.)

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)

Corporate Accountability

Governance Structures Points Earned: 0.4 of 0.40000

What is the company's highest level of corporate oversight?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ Owner/Manager only
- ☐ Non-Fiduciary Advisory Board
- ☒ Board of Directors or Equivalent

Governing Body Characteristics Points Earned: 0.8 of 0.80000

Which of the following apply to your company's Board of Directors or equivalent governing body?

Please check all that apply.

- ☒ Includes at least one independent member
- ☒ Includes at least 50% independent members
- ☒ Meets at least twice annually (2x per year)
- ☐ Our company is a cooperative and elects its board from membership
- ☐ None of the above
- ☐ N/A - no Board of Directors or equivalent

Governing Body Responsibilities Points Earned: 0.8 of 0.80000

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

Ethics

Does the company maintain any of the following financial controls?

Please check all that apply.

Sensitive

Work Conduct Policy Points Earned: 0.75 of 0.75000

Does your company have one of the following policies regarding work conduct?

Check only one.

- ☐ None
- ☐ A written Code of Business Conduct that explicitly establishes behavioral expectations for the organization
- ☒ A written Code of Business Conduct that explicitly establishes behavioral expectations for the organization and that includes a statement against bribery and corruption.

Whistleblower Policy Points Earned: 0.75 of 0.75000

Does the company have a written whistleblower policy?

- ☒ Yes
- ☐ No

Transparency

Financial Reporting Standards Points Earned: 1.09091 of 1.09091

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

Reviewed / Audited Financials Points Earned: 0.27273 of 0.27273

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

Accessible Financial Data Points Earned: 0.36370606 of 0.54545

Does your company maintain financial data from last fiscal year that can be accessed or viewed by the following?

Exclude compensation data. Please check all that apply.

- ☒ Shared with all managers
- ☒ Shared with all non-managers
- ☐ Shared publicly (e.g. posted on website)
- ☐ None

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

Public Feedback Channel Points Earned: 0.27273 of 0.27273

Is there a publicly-known mechanism through which customers can provide product feedback, ask questions or file complaints?

- ☒ Yes
- ☐ No

Client Protection Warranty Points Earned: 0.27273 of 0.27273

Is the product or service made or sold by your company covered by a warranty or a client protection policy for consumers?

Select N/A only if your company provides consulting services.

- ☒ Yes
- ☐ No
- ☐ NA

Governance Metrics

Last Fiscal Year Points Earned: of 0.00000

On what date did your last fiscal year end?

2017-12-31

Reporting Currency Points Earned: 0 of 0.00000

Reporting currency

Mexican Peso - MXN

Revenue Last Year Points Earned: 0 of 0.00000

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. The answer to this question affects questions you'll encounter further on in your assessment.

Sensitive

Revenue Year Before Last Points Earned: 0 of 0.00000

Total Earned Revenue
From the fiscal year before last

Sensitive

Earnings Before Interest & Taxes Last Year Points Earned: 0 of 0.00000

EBIT (Earnings Before Interest & Taxes)
From the last fiscal year

Sensitive

EBIT (Earnings Before Interest & Taxes)
From the fiscal year before last

Sensitive

Net Income Last Year Points Earned: 0 of 0.00000

Net Income
From the last fiscal year

Sensitive

Net Income Year Before Last Points Earned: 0 of 0.00000

Net Income
From the fiscal year before last

Sensitive

Payments to Government Points Earned: 0 of 0.00000

Payments to government in the last fiscal year.

Select N/A if company is pre-revenue.

Sensitive

Mission Locked

Mission Lock Points Earned: 7.5 of 10.00000

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

Workers

Worker Metrics

Majority Hourly vs. Salaried Workers Points Earned: 0 of 0.00000

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. The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ Fixed Salary
- ☐ Daily/Hourly Wage

of Full Time Workers Points Earned: 0 of 0.00000

Number of Total Full-Time Workers
Current Total Full-Time Workers

The answer to this question affects questions you'll encounter further on in your assessment.

of Full Time Workers Last Year Points Earned: 0 of 0.00000

464

Number of Total Full-Time Workers

Total Full-Time Workers 12 months ago

The answer to this question affects questions you'll encounter further on in your assessment.

8

of Part Time Workers Points Earned: 0 of 0.00000

Number of Total Part-Time Workers

Current Total Part-Time Workers

The answer to this question affects questions you'll encounter further on in your assessment.

0

of Part Time Workers Last Year Points Earned: 0 of 0.00000

Number of Total Part-Time Workers

Total Part-Time Workers 12 months ago

The answer to this question affects questions you'll encounter further on in your assessment.

0

of Temporary Workers Points Earned: 0 of 0.00000

Number of Total Temporary Workers

Current Total Temporary Workers

The answer to this question affects questions you'll encounter further on in your assessment.

0

of Temporary Workers Last Year Points Earned: 0 of 0.00000

Number of Total Temporary Workers

Total Temporary Workers 12 months ago

The answer to this question affects questions you'll encounter further on in your assessment.

0

Compensation & Wages

Total Wages Points Earned: 0 of 0.00000

Total Wages (including bonuses)

Sensitive

Lowest Paid Wage Points Earned: 0 of 0.00000

What is the company's lowest wage calculated on an hourly basis?

Please exclude students and interns in this calculation.

Sensitive

Inflation Rate Compensation Adjustments Points Earned: 0 of 4.42800

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. Click on ? to link to an inflation table.



Yes



No

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%+

High to Low Pay Ratio Points Earned: 3.321 of 4.42800

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

Compensation & Wages (Salaried)**Bonus Plan Characteristics** Points Earned: 0 of 1.23000

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%

Benefits**Supplementary Health Benefits** Points Earned: 2.37143 of 2.37143

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

Paid Secondary Caregiver Leave Points Earned: 1.5651438 of 2.37143

What is the minimum paid secondary caregiver leave offered to full-time workers either through the company or the government?

- ☐ None
- ☐ Up to 2 weeks
- ☒ 2 to 5 weeks
- ☐ 6+ weeks

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

Supplementary Benefits Points Earned: 2.37143 of 2.37143

Which supplementary benefits are provided to a majority of full-time and part-time workers?

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

☐ None

Worker Benefits (Salaried)**Number of Paid Days Off** Points Earned: 0.765 of 0.85000

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

Paid Primary Caregiver Leave for Salary Workers Points Earned: 0.765 of 0.85000

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

Training & Education

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

Amount of Training for New Hires Points Earned: 0.216645 of 0.65000

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

Training & Education (Salaried)

Skills-Based Training Participation Points Earned: 0.34 of 0.68000

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

Cross-Job Skills Training Participation Points Earned: 0 of 0.68000

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

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

External Professional Development Participation Points Earned: 0 of 1.36000

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%+

Worker Ownership

% Participation in Employee Ownership Points Earned: 0 of 3.50000

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

% of Company Owned by Non-Executive Employees Points Earned: 0 of 3.50000

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

Management & Worker Communication

Employee Review Process Points Earned: of 0.00000

Please describe your formal, written evaluation process for providing feedback to all workers on their performance here.

The review process is conducted on at least an annual basis and includes peer and subordinate input. It goes onto provide written guidance for career development and gives clearly identifies achievable goals. It also follows a 360-degree feedback process.

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

Employee Satisfaction Points Earned: 0 of 0.45000

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%

Termination Policy Points Earned: 0.45 of 0.45000

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

Worker / Management Conflict Mediation Points Earned: 0.225 of 0.45000

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

Management & Worker Communication (Salaried)

Performance Reviews Points Earned: 0.45 of 0.60000

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

Human Rights & Labor Policy

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

Non-Discrimination Policy Points Earned: 0.6 of 0.60000

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

Occupational Health & Safety**Worker Safety Practices** Points Earned: 0.159984 of 0.48000

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

Handling Hazardous Materials Points Earned: 0 of 0.96000

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 protect
- ☐ 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

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 w 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

Worker Business Models Introduction

Workers Impact Business Model Introduction Points Earned: 0 of 0.00000

Is your company structured to benefit its employees in the following way?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ Ownership structures that provide significant equity (>40%) and empowerment to all employees (i.e. employee-owned companies/cooperative)
- ☒ No

Community

Job Creation

New Jobs Added Last Year Points Earned: 0 of 0.00000

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:

9

New Jobs Added Year Before Last Points Earned: 0 of 0.00000

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:

9

Job Growth Rate Points Earned: 2.66667 of 2.66667

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%+

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%+

Departed Employees Points Earned: 0 of 0.00000

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.

Sensitive

Attrition Rate Points Earned: 0 of 2.66667

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

Diversity & Inclusion

Female Employees Points Earned: 0 of 0.00000

Number of total full-time and part-time female employees.

Enter 0 if None. Select N/A only if there are no workers.

12

Ownership Diversity Points Earned: 0 of 1.45455

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

Women Workers Points Earned: 1.45455 of 1.45455

What % of your workforce (both full-time and part-time) are women or from chronically underemployed communities?

Women

- ☐ 0%
- ☐ 1-9%
- ☐ 10-24%
- ☐ 25-39%
- ☐ 40-49%
- ☒ 50%+
- ☐ Don't know

What % of your workforce (both full-time and part-time) are women or from chronically underemployed communities?
Chronically-underemployed

- ☒ 0%
- ☐ 1-9%
- ☐ 10-24%
- ☐ 25-39%
- ☐ 40-49%
- ☐ 50%+
- ☐ Don't know
-

Nonprofit Ownership Points Earned: 0 of 0.72727

What % of the company is owned by:
Non-profit organization

- ☒ 0%
- ☐ 1-9%
- ☐ 10-24%
- ☐ 25-39%
- ☐ 40-49%
- ☐ 50%+
- ☐ Don't know
-

Female Ownership Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of the company's ownership is held by the following groups?
Women

7

Ownership by Individuals from Underemployed Groups Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of the company's ownership is held by the following groups?
Individuals from chronically underemployed communities

0

Board of Directors Diversity Points Earned: 0.969748485 of 1.45455

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
-

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

Civic Engagement & Giving

Corporate Citizenship Program

 Points Earned: 0.336844 of 0.84211

Does your company have the following charitable giving practices implemented in practice or written in policy?

- ☒ 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

Civic Memberships and Partnerships

 Points Earned: 0.28075614 of 0.42105

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)

Volunteer Service Policies

 Points Earned: 0 of 0.84211

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

What % of employees took paid time off for volunteer service last year?

- ☒ 0%
- ☐ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ >75%
- ☐ Don't know

Tracking Volunteer Service Points Earned: 0.28067193 of 0.42105

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

Total Amount of Volunteer Service Hours Points Earned: of 0.00000

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.

Volunteer Service Per Capita Points Earned: 0 of 0.84211

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

Total Amount of Charitable Donations Points Earned: 0 of 0.00000

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.

Sensitive

% of Revenue Donated Points Earned: 0.673684 of 3.36842

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

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

Local Involvement

Spending on Local Suppliers Points Earned: 0 of 3.00000

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

Focus on Local Customers Points Earned: 0 of 3.00000

Do a majority of your customers live locally to your company's headquarters or production facilities?

- ☐ Yes
- ☒ No

Suppliers, Distributors & Product

Significant Supplier Descriptions Points Earned: 0 of 0.00000

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

Social or Environmental Screening of Suppliers Points Earned: 0 of 0.00000

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. The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ Yes
- ☐ No

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)

Supplier Evaluation Practices Points Earned: 1.875 of 1.87500

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

Length of Supplier Relationships Points Earned: 1.875 of 1.87500

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

Verified Fair Wages Points Earned: 0.9375 of 1.87500

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)

Independent Contractor Practices Points Earned: 1.875 of 1.87500

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

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

Product Accreditations and Certifications Points Earned: 1.875 of 1.87500

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

Tracking System for Quality Assurance Points Earned: 1.875 of 1.87500

Does your company have a tracking system in place for all products to manage quality assurance issues?

- ☒ Yes
- ☐ No
- ☐ NA

Community Business Models Introduction

Community Oriented Business Models Points Earned: 0 of 0.00000

Is your company structured to benefit community stakeholders in any of the following ways?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ 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

Supply Chain Poverty Alleviation

Supporting Underserved Suppliers Points Earned: 0 of 0.00000

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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)

Purchasing From Underserved Suppliers Points Earned: 0 of 0.00000

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

Types Of Underserved Suppliers Points Earned: 0 of 0.00000

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

Beneficial Trade Terms for Underserved Suppliers Points Earned: 0 of 0.00000

Are any of the following trade terms provided to underserved suppliers?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ 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

% Purchases with Beneficial Trade Terms Points Earned: 0 of 0.00000

What % of your cost of materials comes from the stated under-served supplier groups that received the previous trade terms?

The answer to this question affects questions you'll encounter further on in your assessment.

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Purchases from Suppliers with Beneficial Terms Points Earned: 0 of 0.00000

What is the total cost of materials sourced through the previous trade terms?

Sensitive

Tracking Supplier Premiums Points Earned: 0.57692 of 0.57692

Do you track the premium paid to suppliers?

- ☒ Yes
- ☐ No

Premium Paid to Suppliers Points Earned: 0 of 0.00000

If yes, what is the average premium paid to suppliers in the last year (either on product or wage)?

Sensitive

Describe in the text box the methodology your company uses to calculate producer price premium.

We work with the farmers/collectors/coops to work out what true cost of production is. Our price (fair price) = fair cost of production + discretionary income + income to meet needs. Issue in calculating the premium is that we run our own supply chain

Innovative Supply Chain Poverty Alleviation Points Earned: of 0.00000

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.

The CT programme was highly innovative when it was started by TBS in 1987. The model has been emulated within the cosmetic industry and beyond. AS one example, L'Oreal, after acquiring TBS in 2006, deveoped a 'Solidarity Sourcing' programme which has similar aims and some Community Trade suppliers becamse suppliers to other L'Oreal brands during (and after) this period.

Support for Small-Scale Suppliers Points Earned: 0 of 0.00000

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. The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ 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

% of Purchases from Supported Small-Scale Suppliers Points Earned: 0 of 0.00000

What % of your total cost of materials (excluding labor) comes from suppliers that have received the above capacity building support?

The answer to this question affects questions you'll encounter further on in your assessment.

8

Verification of Fair Wages and Working Conditions Points Earned: 0 of 0.00000

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?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ 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.

Purchasing From Underserved Suppliers Points Earned: 0 of 0.00000

What % of your cost of materials comes from under-served supplier groups that are verified for labor and wage practices as previously described?

The answer to this question affects questions you'll encounter further on in your assessment.

10

Wage and Working Conditions Screening Points Earned: 0.57692 of 0.57692

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

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)

Ecoert, independent international audit company while our ET programme reports and is evaluated annually by the ETI. Some of our suppliers are additionally verified against various sustainability standards including FLO, organic, UEET, FFL, RSPO and other

Tracking Impact on Workers Points Earned: 0.57692 of 0.57692

Does your company track the impact of your work with small-scale suppliers on the lives of suppliers' employees?

- ☒ Yes
- ☐ No

Tracking Impact Explanation Points Earned: of 0.00000

If your company tracks the impact of your work with small-scale suppliers on the lives of suppliers' employees, please explain how.

We record numbers of workers in each of our CT supply chains on an annual basis. This data includes gender divide and categories of labour (e.g. farm work, office, mill operator, management etc.). Also, as part of the work under our SuSo Charter we monitor and evaluate supplier engagement with its workforce through review of suppliers' policies specifically those relating to worker engagement such as H&S policies, collective bargaining agreements, sexual harassment etc. Part of this assessment is also engaging directly with workers, spending time understanding directly from them how they interact with management and how the work is impacting them. In many cases, we often will visit workers' homes with them, meeting with their family members to build a wider and more open understanding of the impact of the work in a wider family context.

Innovative Supply Chain Poverty Alleviation Points Earned: of 0.00000

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.

The Body Shop pioneered fair trade in the cosmetics industry. Launching in 1987 as Trade Not Aid with Teddy Exports in India - a trading relationship that we still relish 32 years later. Today our mission in Community Trade remains the same - to use our trade as a lever to drive forward positive social change. From those early days our programme has expanded to include 31 suppliers of ingredients and handcrafts spanning 23 countries supporting improved livelihoods for over 16,000 people. The organisations we work with in turn use profits and Community Trade premiums to support many thousands more in their local communities through such initiatives as education, healthcare and equality. We are proud that Community Trade is our own bespoke programme that we manage ourselves whilst also being independently verified by Ecocert. During the period of ownership under L'Oreal Community Trade was instrumental in the development of the L'Oreal Solidarity Sourcing programme which was designed to improve access to employment for vulnerable people in L'Oreal supply chains.

Supply Chain Transparency Points Earned: 0.57692 of 0.57692

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

Environment

Environment Introduction

What kind of facilities does your business primarily operate in?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ Company owned office space
- ☒ Leased office space
- ☐ Co-working Space
- ☐ Virtual/ Home Offices

Land, Office, Plant

Facility Environmental Efficiency Points Earned: 0.246154 of 1.23077

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

Recycling Programs Points Earned: 0.3076925 of 1.23077

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)
Recycling facilities in our offices
- ☐ None

Environmentally Efficient Equipment Points Earned: 0.205106154 of 0.61538

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

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)

Environmental Reviews or Audits Points Earned: 0 of 1.23077

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)

Virtual Office Stewardship Points Earned: 0 of 2.46154

Which of the following are true of how your company encourages good environmental stewardship in how employees manage their virtual offices?

- ☐ There is a written policy encouraging environmentally preferred products and practices in employee virtual offices (recycling, etc.)
- ☐ Company shares resources with employees regarding environmental stewardship in home offices (i.e. energy efficiency, recycling, etc.)
- ☐ Policy in place for the safe disposal of e-waste and other hazardous materials purchased for employee home offices.
- ☐ Employees are provided with a list of environmentally preferred vendors for office supplies
- ☒ None of the above
- ☐ N/A

Inputs

Environmentally Certified Products Points Earned: 0.53125 of 2.12500

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

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

Monitoring and Managing Water Use Points Earned: 0 of 2.12500

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

Environmental Assessment and Product Design Points Earned: 2.125 of 2.12500

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

% of Environmentally Preferred Input Materials Points Earned: 0.53125 of 2.12500

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

Water Conservation Practices Points Earned: 0 of 2.12500

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

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 so wind or small-scale hydropower)
- ☐ Bio-fuel or other clean/renewable based generators
- ☐ Renewable energy sources (including on-site renewable)
- ☐ Other (describe)

Low Impact Renewable Energy Use Points Earned: 0.53125 of 2.12500

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%+

Outputs

Waste Disposal Methods Points Earned: 3.75 of 5.00000

How does your company dispose of a majority of non-hazardous waste/garbage?

- ☐ Incinerate/burn/on-site disposal (uncertified)
- ☐ 3rd party garbage collection, no certification for disposal
- ☐ Municipal garbage collection
- ☐ Composting garbage
- ☒ Private 3rd party disposal (that had been certified and can provide documentation for responsible disposal)
- ☐ On-site disposal that is compliant with internationally-accepted methods (3rd party reviewed or audited)
- ☐ Waste is separated and recycled/reused for company's own production or donated/provided to other facilities
- ☐ Other (describe)

Hazardous Waste Disposal Points Earned: 0 of 5.00000

During the last fiscal year, what % of non-reusable hazardous waste was disposed of responsibly, with a documented 3rd party?

Hazardous waste includes batteries, paint, electronic equipment, etc. Select N/A if your company does not generate any hazardous waste.

- ☒ <90%
- ☐ 90-99%
- ☐ 100%
- ☐ N/A
- ☐ Don't know

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

Transportation, Distribution & Suppliers

Significant Suppliers Reporting Practices Points Earned: 1.53846 of 1.53846

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

Significant Suppliers Reporting Practices Points Earned: 0.1923075 of 0.76923

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%

Shipping Policies Points Earned: 0.38462 of 0.38462

Has your company implemented an environmentally-efficient shipping or distribution policy?

- ☒ Yes
- ☐ No

Sourcing % of COGS from Local Suppliers Points Earned: 0 of 0.76923

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

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

Managing Impact of Transportation Points Earned: 0.256461282 of 0.76923

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

Environmental Models Introduction

Environmental Business Model Points Earned: 0 of 0.00000

Are your company's products or process structured to restore or preserve the environment in any of the following ways?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ 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

Environment Products & Services Introduction

Environmental Product Benefits Points Earned: 0 of 0.00000

In what way or ways does your product/service conserve the environment?

Please select ONE option per product line. You may select an additional option if your product line has two separate environmental attribute. The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ Provides or is powered by renewable energy or cleaner-burning energy than market alternatives (e.g. solar panel manufacturers/installers, hybrid vehicles)
- ☐ Conserves or diverts resources (including energy, water, materials, etc.)
- ☒ Conserves or preserves the well-being of land and/or animals (e.g. land protection or reforestation services, sustainably harvested agricultural products)
- ☒ Reduces or is made of less toxic/hazardous substances (e.g. brownfield remediation services, organic food, non-toxic cleaners)
- ☐ Educates, measures, researches, or provides information to solve environmental problems (e.g. environmental consulting auditing)
- ☐ None of the above

Environmental Product/Service Certifications Points Available: 0.00000

How would you describe the positive environmental outcome produced for the environment by your product/service? If you have environmental product certifications, please list them here.

To meet the definition of a qualified third-party certification, the certification must be independently verified, be standards-based, and have those standards be transparent.

Land/wildlife Conservation Overview Points Earned: of 0.00000

Tell us more about how your product or service conserves natural resources

Through purchase of FSC and RTSPO/GreenPalm input materials (Palm offsets as well as purchasing RTSPO palm itself). We cannot capture here as we have been instructed to calculate as expenses, but this question calculates as revenues.

Land/wildlife Conservation Description Points Earned: 0 of 0.00000

Which of the following product or service descriptions apply?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ Product/ service requires specific practices to ensure the humane treatment of animals used as inputs in the product's creation (i.e. humane certified eggs)
- ☒ Product/service requires specific practices to ensure the sustainable harvesting or use of natural products and materials (FSC certified paper; MSC seafood; shade-grown coffee)
- ☐ Product/ service directly prevents environment/ecosystem degradation (i.e. protected parks; wildlife management service)
- ☐ Product/service improves natural environments previously damaged by degradation (i.e. reforestation; endangered species repopulation)
- ☐ These descriptions do not apply to our company's product/service (Skip the remainder of this section)

Revenue from Land/wildlife Conservation Points Earned: 0 of 0.00000

The values included here in each assessment were calculated based on the percentage of input material costs that came from certified sources and eligible suppliers. This is in lieu of using revenue which would require a product-level certification

What were your total revenues last fiscal year from the previous products or services?

The answer to this question affects questions you'll encounter further on in your assessment.

2%

Tons of Carbon Offset Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Metric tons of GHG/CO2 equivalent

Hectares Protected Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Number of hectares protected

Wildlife Species Protected Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Number of wildlife species protected/saved

Waste Diverted Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Metric tons of waste saved from landfill or incineration

Water Saved Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Liters of water saved/off-set

How do you verify that your product contributes to the outcome previously selected?

Please select all that apply.

- ☐ We have a track record of successful, verified positive outcomes and have created case studies based on these.
- ☐ There is secondary research that supports the link between our type of product and the stated outcome.
- ☐ We conduct our own direct research to track the outcomes produced for all our customers, such as impact-related survey
- ☐ We have third party certifications or verifications that verify the efficacy of our product/service in delivering outcomes
- ☐ We have performed, commissioned, or partnered with scientifically designed impact or outcome assessments to systematically learn about our product's impact
- ☐ Our product is too early stage to have research or studies that link our product to positive outcomes
- ☒ We cannot provide verification of our outcomes at this time.

Efficacy of Land/wildlife Conservation Points Earned: 0 of 1.11111

If direct research on your product/service has been performed, did the results confirm that a desired outcome is being achieved?

- ☐ Yes
- ☐ No
- ☒ N/A - No direct research conducted

Negative outcomes measured Points Earned: 0 of 1.11111

Does your company also measure and manage the negative or unintended outcomes generated by this business model?

- ☐ Yes
- ☒ No

Innovative Land/wildlife Conservation Points Earned: of 0.00000

Is there something different or innovative about the product/service that has changed the industry? Is this something that is replicable, unique at the time that it was created, and that has been emulated by other organizations?

na

Toxin Reduction / Remediation

Toxin / Pollution Reduction Overview Points Earned: of 0.00000

Tell us more about how your product or service reduces use of toxic or hazardous substances, prevents pollution or remediates discharges to air, land or water

We purchase organic raw materials.

Toxin / Pollution Reduction Description Points Earned: 0 of 0.00000

Which of the following product or service descriptions apply?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ Product minimizes need of toxic chemicals compared to market alternatives (non-GMO)
- ☒ Product/services use less toxic/hazardous chemicals or materials than market alternatives (i.e. non-toxic cleaners, organic food, integrated pest management for agriculture)
- ☐ Product/service remediates environmental damage after discharges to air, land or water (i.e. brownfield remediation, oil spill clean-up)
- ☐ Product/service directly prevents pollution or hazardous discharge (i.e. pollution management technologies)
- ☐ These descriptions do not apply to our company's product/service (Skip the remainder of this section)

% Toxin Reduction Points Earned: of 0.00000

What is the average % toxic/hazardous material reduction or pollution prevention (by weight or volume) achieved by the product or service?

Revenue from Toxin Reduction / Remediation Points Earned: 0 of 0.00000

What were your total revenues last fiscal year from the previous products or services?

The answer to this question affects questions you'll encounter further on in your assessment.

6%

The values included here in each assessment were calculated based on the percentage of input material costs that came from certified sources and eligible suppliers. This is in lieu of using revenue which would require a product-level certification

Tons of Carbon Offset Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Metric tons of GHG/CO2 equivalent

kWh Saved Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

kWh saved/off-set

Waste Diverted Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Metric tons of waste saved from landfill or incineration

Water Saved Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Liters of water saved/off-set

Verification of Toxin Reduction Points Earned: 1.11111 of 1.11111

How do you verify that your product contributes to the outcome previously selected?

Select all that apply.

- ☐ We have a track record of successful, verified positive outcomes and have created case studies based on these.
- ☒ There is secondary research that supports the link between our type of product and the stated outcome.
- ☐ We conduct our own direct research to track the outcomes produced for all our customers, such as impact-related survey
- ☒ We have third party certifications or verifications that verify the efficacy of our product/service in delivering outcomes
- ☐ We have performed, commissioned, or partnered with scientifically designed impact or outcome assessments to systematically learn about our product's impact
- ☐ Our product is too early stage to have research or studies that link our product to positive outcomes
- ☐ We cannot provide verification of our outcomes at this time.

Efficacy of Toxin Reduction / Remediation Points Earned: 1.11111 of 1.11111

If direct research on your product/service has been performed, did the results confirm that a desired outcome is being achieved?

- ☒ Yes
- ☐ No
- ☐ N/A - No direct research conducted

Negative Impact Management Points Earned: 0 of 1.11111

Does your company also measure and manage the negative or unintended outcomes generated by this business model?

- ☐ Yes
- ☒ No

Innovative Toxin Reduction / Remediation Points Earned: of 0.00000

Is there something different or innovative about the company's basic product or service that has changed the industry? Is this something that is replicable, unique at the time that it was created, and that has been emulated by other organizations?

na

The Body Shop - Singapore

Wholesale/Retail

250-999 Employees

OVERALL SCORE			
80.5			
OPERATIONS SCORE	IMPACT BUSINESS MODEL SCORE		N/A SCORE
62.8	16.8		0.8
 Governance			16.1
 Workers			21.5
 Community			25.5
 Environment			17.3
 Disclosure Questionnaire			NA
VERSION	COMPLETION	YEAR	STATUS
5	100%	2018	Rated
MARKET	SECTOR	SIZE	INDUSTRY
Developed - Global	Wholesale/Retail	250-999	Personal care products

Governance

Mission & Engagement

Level of Impact Focus Points Earned: 0 of 0.00000

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.

Mission Statement Characteristics Points Earned: 0.2 of 0.20000

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 beneficiary group in need (e.g. low income customers, smallholder farmers)

Mission Statement Points Earned: of 0.00000

Please type or paste your mission statement here.

The Body Shop exists to fight for a fairer and more beautiful world

Social and Environmental Performance Training Points Earned: 0.4 of 0.40000

Which type of employee training does your company provide regarding its social and environmental mission?

Please check all that apply.

- ☐ No social or environmental mission
- ☐ No training on the company's social and environmental mission
- ☐ Only informal inclusion in orientation, training and/or instruction
- ☒ Specific, formal training integrated into new employee and new manager training
- ☒ Specific, formal training integrated into ongoing employee and manager training
- ☒ Workers articulate goals and achievements on 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

Board Review of Social or Environmental Performance Points Earned: 0.4 of 0.40000

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

What proportion of full-time managers have social or environmental mission-related responsibilities or expectations outlined in their job description?

- ☐ 0%
- ☒ 1-49%
- ☐ 50-99%
- ☐ 100%

Social and Environmental Management Reviews Points Earned: 0.2 of 0.40000

What portion of management had a formal written performance evaluation/review in the last year that included social and/or environmental goals?

- ☐ 0
- ☒ 1-49%
- ☐ 50-99%
- ☐ 100%

Social or Environmental Performance Related Executive Job Descriptions Points Earned: 0.4 of 0.40000

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

Stakeholder Engagement Points Earned: 0.26672 of 0.40000

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?

Please check all that apply.

- ☐ No formal stakeholder engagement
- ☒ Meetings or other engagement mechanisms with local community members
- ☐ 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)

Social/Environmental Key Performance Indicators Points Earned: 0.4 of 0.40000

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 (examples: 3rd-party impact assessments, progress out of poverty indexing, beneficiary outcome surveys, etc.)

Corporate Accountability

What is the company's highest level of corporate oversight?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ Owner/Manager only
- ☐ Non-Fiduciary Advisory Board
- ☒ Board of Directors or Equivalent

Governing Body Characteristics Points Earned: 1 of 1.00000

Which of the following apply to your company's Board of Directors or equivalent governing body?

Please check all that apply.

- ☒ Meets at least quarterly
- ☒ Includes at least 1 independent member
- ☒ Includes at least 50% independent members
- ☒ Oversees executive compensation
- ☒ Reports members names and relation to company transparently to public
- ☒ Has an Audit Committee with at least 1 independent member
- ☒ Has a Compensation Committee with at least 1 independent member
- ☐ Company is a cooperative and elects Board from membership
- ☐ None of the above
- ☐ N/A - Company has no Board of Directors or equivalent

Governing Body Stakeholder Representation Points Earned: 0 of 0.25000

Which of the following stakeholder groups or relevant independent experts have voting seats on the Board of Directors or equivalent governing body?

Select all that apply.

- ☐ Executive employee representative
- ☐ Non-executive employee representative
- ☐ Community expertise (e.g. local university representative)
- ☐ Environmental expertise (e.g. environmental nonprofits)
- ☐ Customers
- ☒ None of the above
- ☐ N/A - no Board of Directors or other governing body

Ethics

Financial Controls Points Earned: 0.27273 of 0.27273

Does the company maintain any of the following financial controls?

Please check all that apply.

Sensitive

Which of the following anti-corruption reporting and prevention systems are in place?

- ☒ Written employee whistle-blowing policy provides legal protection to workers, with strict confidentiality easily accessible ; circulated to all employees
- ☒ Helpline or anonymous mechanism to report grievances/concerns
- ☐ Individual or department oversight with direct access to Board of Directors
- ☒ Other (please describe)

TBS Ethics Committee (comprised solely of people representing TBS including an Employee Representative may report misconduct to Natura Head of Compliance who in turn has direct access to an appointed independent member of the Natura BoD.

- ☐ None of the above

Instruction on Code of Ethics Points Earned: 0.27273 of 0.27273

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)

Code of Ethics Points Earned: 0.27273 of 0.27273

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 Code of Ethics

Breached Code of Ethics Breachment Policy Points Earned: 0.27273 of 0.27273

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

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.

- ☒ Yes
- ☐ No
- ☐ N/A - No Board of Directors or equivalent

Transparency

Audited Financials Points Earned: 1 of 1.00000

Does the company produce financials that are audited annually by an internationally accredited Certified Public Accountant (CPA)?

- ☒ Yes
- ☐ No

Financial Transparency with Employees Points Earned: 0.8 of 1.00000

Does the company have a formal process to share financial information with its full-time employees?

Exclude compensation data. Please check all that apply.

- ☐ 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

Ownership Transparency with Employees Points Earned: 1 of 1.00000

Do all full-time employees have access to written information that identifies all material owners and investors of the company?

- ☒ Yes
- ☐ No

Impact Reporting Points Earned: 0.75 of 1.00000

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

Governance Metrics

Last Fiscal Year Points Earned: of 0.00000

On what date did your last fiscal year end?

2017-12-31

Reporting currency

*Singapore Dollar - SGD***Revenue Last Year** Points Earned: 0 of 0.00000Total 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. The answer to this question affects questions you'll encounter further on in your assessment.

Sensitive

Revenue Year Before Last Points Earned: 0 of 0.00000Total Earned Revenue
From the fiscal year before last

Sensitive

Earnings Before Interest & Taxes Last Year Points Earned: 0 of 0.00000EBIT (Earnings Before Interest & Taxes)
From the last fiscal year

Sensitive

Earnings Before Interest & Taxes Year Before Last Points Earned: 0 of 0.00000EBIT (Earnings Before Interest & Taxes)
From the fiscal year before last

Sensitive

Net Income Last Year Points Earned: 0 of 0.00000Net Income
From the last fiscal year

Sensitive

Net Income Year Before Last Points Earned: 0 of 0.00000Net Income
From the fiscal year before last

Sensitive

Mission Locked

Mission Lock Points Earned: 7.5 of 10.00000

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

Workers

Worker Metrics

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. The answer to this question affects questions you'll encounter further on in your assessment.



Fixed Salary



Daily/Hourly Wage

of Full Time Workers Points Earned: 0 of 0.00000

Number of Total Full-Time Workers

Current Total Full-Time Workers

The answer to this question affects questions you'll encounter further on in your assessment.

231

of Full Time Workers Last Year Points Earned: 0 of 0.00000

Number of Total Full-Time Workers

Total Full-Time Workers 12 months ago

The answer to this question affects questions you'll encounter further on in your assessment.

253

of Part Time Workers Points Earned: 0 of 0.00000

Number of Total Part-Time Workers

Current Total Part-Time Workers

The answer to this question affects questions you'll encounter further on in your assessment.

52

of Part Time Workers Last Year Points Earned: 0 of 0.00000

Number of Total Part-Time Workers

Total Part-Time Workers 12 months ago

The answer to this question affects questions you'll encounter further on in your assessment.

53

of Temporary Workers Points Earned: 0 of 0.00000

Number of Total Temporary Workers

Current Total Temporary Workers

The answer to this question affects questions you'll encounter further on in your assessment.

8

of Temporary Workers Last Year Points Earned: 0 of 0.00000

Number of Total Temporary Workers

Total Temporary Workers 12 months ago

The answer to this question affects questions you'll encounter further on in your assessment.

8

Compensation & Wages

Total Wages Points Earned: 0 of 0.00000

Total Wages (including bonuses)

Sensitive

Lowest Paid Wage Points Earned: 0 of 0.00000

What is the company's lowest wage calculated on an hourly basis?

Please exclude students and interns in this calculation.

Sensitive

What % above living wage did your lowest-paid worker (excluding interns) receive during the last fiscal year?

- ☐ 0% or below
- ☐ 1-14%
- ☐ 15-24%
- ☐ 25%+
- ☒ N/A - No living wage data available for country of operations

High to Low Pay Ratio Points Earned: 0 of 1.54545

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

Market Compensation Comparison Points Earned: 1.019997 of 1.54545

Based on a company referenced compensation study in the last two years, how does your company's compensation structure (excluding executive management) compare with the market?

- ☐ Don't Know: Have not referenced a compensation survey
- ☐ 1st quartile (0-24th percentile)
- ☐ 2nd quartile (25-49th percentile)
- ☒ 3rd quartile (50-74th percentile)
- ☐ 4th quartile (75-100th percentile)

Bonus Plan Characteristics Points Earned: 0.77273 of 0.77273

Which of the following are true about the company's bonus plan:

- ☐ Bonuses are given but there is no formal 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

Employees Receiving a Bonus Points Earned: 1.1590875 of 1.54545

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%
- ☐ N/A

If it is not possible to verify a living wage in your country, has your company participated in any leadership initiatives to increase wages or benefits to workers provided in your country/industry?

Examples include commissioning a living wage calculation. Select N/A if living wage already exists.

- ☒ Yes
- ☐ No
- ☐ N/A - Living wage already exists

Compensation & Wages (Salaried)

Non-executive Wage Increases

 Points Earned: 0.63327 of 1.90000

Subtracting for inflation increase, what was the average % increase in wage/salary paid to non-executive workers in the last fiscal year?

Select 0% if average increase was at or below inflation rate.

- ☐ 0-2%
- ☒ 3-5%
- ☐ 6-15%
- ☐ >15%
- ☐ N/A - No workers last year

Bonus Plan Characteristics

 Points Earned: 1.26673 of 1.90000

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.

- ☐ No bonus payout, or no bonus plan
- ☐ <1%
- ☐ 1-5%
- ☒ 6-15%
- ☐ >15%

Benefits

Government Provision Of Healthcare

 Points Earned: 0 of 0.00000

Which of the following best describes the provision of healthcare 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

Healthcare Coverage

 Points Earned: 3.23636 of 3.23636

What % of employees are eligible for health care benefits either through company or government plan?

- ☐ <75%
- ☐ 75-84%
- ☐ 85-94%
- ☒ 95%+

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

Paid Secondary Caregiver Leave Points Earned: 1.078840606 of 1.61818

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

Healthcare Eligibility for Part Time Workers Points Earned: 0 of 0.80909

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

Retirement Programs Points Earned: 1.61818 of 1.61818

Do employees have access to any of the following savings programs for retirement?

- ☒ Government-sponsored pension plans
- ☒ Private Pension or Provident Funds
- ☐ Plan specifically includes Socially-Responsible Investing option
- ☐ None of the above

Worker Benefits (Salaried)

Number of Paid Days Off Points Earned: 1.7 of 1.70000

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

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

Training & Education

Intern Hiring Practices Points Earned: 0.22 of 0.22000

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

Internal Promotions Points Earned: 0.055 of 0.22000

What % of positions above entry level have been filled with internal candidates in the last 12 months?

Exclude material owners in your calculation.

- ☐ 0%
- ☒ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75%+

Internal Promotions Points Earned: 0.0726 of 0.22000

What % of employees have been internally promoted within the last 12 months?

Exclude material owners in your calculation.

- ☐ 0%
- ☒ 1-5%
- ☐ 6-15%
- ☐ >15%

Paid Professional Development Days Points Earned: 0.073326 of 0.22000

How many paid days of professional development do the majority of full time workers receive (in a single year)?

- ☐ No formal policy
- ☐ 0 days
- ☒ 1-4 days
- ☐ 5-9 days
- ☐ 10+ days

Do new and existing managers get regular training and coaching on the following?

Check all that apply.

- ☒ Providing ongoing praise and corrective feedback
 - ☐ Conflict negotiation and resolution
 - ☒ Group dynamics and optimal team functioning
 - ☒ Performance evaluation systems
 - ☐ Other (please describe)
 - ☐ None of the above
-

Training & Education (Salaried)

Skills-Based Training Participation

 Points Earned: 0.121875 of 0.16250

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
-

Cross-Job Skills Training Participation

 Points Earned: 0.040625 of 0.16250

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
-

Life Skill Training Participation

 Points Earned: 0.040625 of 0.16250

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
-

What % of full-time workers have participated in external professional development opportunities or lifelong learning opportunities in the past fiscal year?

Include only those that are paid for in advance, reimbursed or subsidized by the company.

- ☐ 0%
- ☐ 1-24%
- ☒ 25-49%
- ☐ 50-74%
- ☐ 75%+
-

Subsidized Educational Opportunities Points Earned: 0.1083225 of 0.32500

What % of full-time workers received advancement or reimbursement for continuing education opportunities in the last fiscal year?

Continuing education opportunities include GED, college credits, industry-recognized accreditation, etc.

- ☐ 0
- ☒ 1-5%
- ☐ 6-15%
- ☐ >15%
-

Outplacement Services Points Earned: 0 of 0.16250

For what % of terminated full-time employees are formal outplacement services provided?

Exclude employees terminated with cause.

- ☒ 0%
- ☐ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75%+
-

Worker Ownership

% Participation in Employee Ownership Points Earned: 0 of 1.75000

What % 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
-

What % of the company is owned or formally reserved as part of a written plan for full-time workers and management (including founders/executives)?

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
 - ☐ Don't Know
-

% of Company Owned by Non-Executive Employees Points Earned: 0 of 3.50000

What % of the company is owned by full-time workers who are non-executive employees and non-founders?

Select N/A if your company is a consumer/shared services cooperative, a producer cooperative or a nonprofit.

- ☒ 0%
 - ☐ 1-4%
 - ☐ 5-24%
 - ☐ 25-49%
 - ☐ 50%+
 - ☐ N/A
 - ☐ Don't Know
-

Management & Worker Communication

Employee Review Process Points Earned: 0.7 of 0.70000

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
 - ☒ Follows a 360-degree feedback process
 - ☐ None of the above
-

Does your company have a written employee handbook that workers have access to and includes any of the following information?

Check all that apply.

- ☐ 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

Employee Satisfaction Points Earned: 0.35 of 0.70000

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%

Employee Metric Transparency Points Earned: 0 of 0.17500

Which of the following employee metrics are regularly collected, monitored and made transparent to all employees?

- ☐ Retention and turnover metrics
- ☐ Diversity metrics
- ☒ None

Termination Policy Points Earned: 0.35 of 0.35000

Which of the following is included in your company's termination policy?

Exclude situations requiring immediate dismissal / with cause.

- ☐ No written notice required prior to termination
- ☐ Required written notice of worker performance only
- ☒ Required written notice of worker performance and a stated probationary period
- ☐ N/A - No written termination policy

Management & Worker Communication (Salaried)

Average Tenure Points Earned: 0.3 of 0.30000

What is the average tenure of your current workforce?

- ☐ <12 months
- ☐ 1-3 years
- ☐ 3-5 years
- ☒ >5 years

Job Flexibility/Corporate Culture

Do company policies support any of the following health and wellness initiatives above insurer-provided programs?

Check all that apply.

- ☐ Company does not offer any formal health and wellness initiatives
- ☐ Company sponsors and encourages workers to participate in health and wellness activities during the workweek (i.e. walking or steps programs)
- ☒ Company offers incentives for workers to complete health risk assessments or participate in health and wellness activities (e.g., a fund for exercise equipment, subsidized gym membership, etc.)
- ☒ Over 25% of workers have completed a health risk assessment in the last 12 months
- ☐ Employees have access to behavioral health counseling services, web resources or Employee Assistance Programs
- ☐ Spouses, partners, or children of employees provided access to behavioral health counseling services, web resources or Employee Assistance Programs
- ☒ Company has policies and programs in place to prevent ergonomic-related injuries in the workspace
- ☐ Management receives reports on aggregate participation in worker wellness programs
- ☐ Other (please describe)

Job Flexibility/Corporate Culture (Salaried)

Worker Flexibility Options Points Earned: 0 of 0.44444

Does the company offer any of the following job flexibility options, whenever feasible, in writing and in practice for the majority of workers?

Please check all that apply.

- ☐ Part-time work schedules at the request of workers
- ☐ Flex-time work schedules (allowing freedom to vary start and stop times)
- ☐ Telecommuting (working from home one or more days per week)
- ☐ Job-sharing
- ☒ None of the above

Workplace Flexibility in Practice Points Earned: 0.44444 of 0.44444

Which of the following flexible workplace practices occurred in the past 12 months?

Please check all that apply.

- ☐ Managers or executives worked part-time or in a job-share
- ☐ Managers or executives are in a telecommuting position
- ☐ We hired new people into permanent positions that are telecommuting
- ☒ We hired new people into permanent positions that are part-time or job-share
- ☒ We have transitioned staff into part-time, job-share, or telecommuting positions
- ☐ Other (please describe)
- ☐ None of the above

Supplementary Benefits Points Earned: 0.444445 of 0.88889

Which of the following supplementary benefits are offered to employees?

Please check all that apply.

- ☐ Onsite childcare
- ☐ Offsite subsidized child care
- ☒ Counseling services
- ☐ Free or subsidized meal
- ☐ Policy to support breastfeeding mothers
- ☐ Other (please describe)
- ☐ None

Which of the following are true of career development and promotion policies and practices?

- ☐ Employees who seek to take a short-term leave/sabbatical will have his/her job guaranteed upon return
- ☒ Efforts will be made to find a place for employees who seek to take a long-term leave/sabbatical upon return
- ☐ Employees are able to make lateral moves or change career direction or pace when possible
- ☐ None of the above

Occupational Health & Safety

Management Commitment to Health and Safety

 Points Earned: 0.4 of 0.40000

Does the company have any of the following practices with regards to management's commitment to worker health and safety?

- ☒ Written safety and health policy to minimize on-the-job employee accidents and injuries
- ☐ Safety and health integrated into overall management planning process and workers are involved in safety planning, resource allocation, audits, etc.
- ☒ Safety and health concerns communicated through regular safety and health trainings
- ☒ Specific safety and health program goals and objectives, with specific indicators to measure progress
- ☐ Senior management addresses safety issues through written word or in company gatherings at least quarterly
- ☒ Formal safety reporting system for employees to submit their safety concerns
- ☒ Safety procedures easily accessible for all on site personnel, including workers, non-managerial staff, and visitors
- ☒ Participation in an external program demonstrating commitment and excellence in safety and health (e.g. Voluntary Protection Program)
- ☐ N/A - No manufacturing or wholesale facilities
- ☐ None of the above

Health and Safety Audit Practices

 Points Earned: 0 of 0.40000

Which of the following is included in your company's practices related to inspections/audits:

- ☐ Written procedure for performing safety and health inspections
- ☐ Routine safety and health inspections at least quarterly
- ☐ Information discovered through analyses is used to improve safety processes (e.g. baseline hazards analysis, accident/incident analysis, employee concerns, sampling results from inspections)
- ☐ Results of the routine inspections are documented
- ☐ Inspection reports clearly indicate what needs to be corrected with documented accountability for closure
- ☐ N/A - No manufacturing or wholesale facilities
- ☒ None of the above

Evaluating Health and Safety Practices

 Points Earned: 0.3 of 0.40000

Which of the following is included in your company's measurement and evaluation practices in relation to occupational safety and health?

- ☐ A standardized third-party safety management system (i.e. ISO 18001, BS 8800)
- ☐ A safety position, safety committee or safety program representative reporting to senior-level position (Vice-President or higher)
- ☒ A documented standard procedure for investigating accidents and major incidents
- ☒ Investigation and documentation of the root causes of accidents and incidents
- ☐ Implementation of corrective actions after root causes of an accident or incident are determined
- ☒ Injury or illness trends and trend data are transparent to all workers
- ☐ An annual evaluation of the safety and health system including senior management in the evaluation
- ☐ Has an employee safety recognition program
- ☐ Engages with employees on regular Safety Perception Surveys
- ☐ None of the above

Worker Business Models Introduction

Is your company structured to benefit its employees in the following way?

The answer to this question affects questions you'll encounter further on in your assessment.

☐

Ownership structures that provide significant equity (>40%) and empowerment to all employees (i.e. employee-owned companies/cooperative)

☒

No

Community

Job Creation

New Jobs Added Last Year Points Earned: 0 of 0.00000

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 12 months:

0

New Jobs Added Year Before Last Points Earned: 0 of 0.00000

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.

Prior 12 months:

6

Job Growth Rate Points Earned: 0 of 2.13333

By what % has your worker base grown over the last 12 months?

☒

0% (Has not grown on a net basis)

☐

1-5%

☐

6-15%

☐

>15%

Departed Employees Points Earned: 0 of 0.00000

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.

Sensitive

Attrition Rate Points Earned: 0 of 2.13333

What was the attrition rate at the company for full-time and tenured part-time workers for the last 12 months?

Exclude workers terminated with cause.

Sensitive

What % of workers (including full-time and part-time and temporary workers) are verified/self-identified to be a part of the following groups?

Individuals residing in a low income area

- ☒ 0%
- ☐ 1-9%
- ☐ 10-19%
- ☐ 20-29%
- ☐ 30%+
- ☐ Don't Know
-

Workers from Underemployed Groups Points Earned: 0 of 1.06667

What % of workers (including full-time and part-time and temporary workers) are verified/self-identified to be a part of the following groups?

Other chronically underemployed populations (e.g. individuals who are formerly incarcerated or homeless)

- ☒ 0%
- ☐ 1-9%
- ☐ 10-19%
- ☐ 20-29%
- ☐ 30%+
- ☐ Don't Know
-

Facilities in Low-Income Communities Points Earned: 0 of 1.06667

What % of your workers are employed in company facilities located in low-income communities?

- ☐ <10%
- ☐ 10-19%
- ☐ 20-29%
- ☐ 30%+
- ☒ Don't Know
-

Suppliers in Low-Income Communities Points Earned: 0 of 0.53333

What % of your Significant Suppliers are located in low-income communities or create employment opportunities for other chronically underemployed populations?

- ☐ <10%
- ☐ 10-19%
- ☐ 20-30%
- ☐ >30%
- ☒ Don't Know
-

Diversity & Inclusion

Female Employees Points Earned: 0 of 0.00000

Number of total full-time and part-time female employees.

Enter 0 if None.

260

What % of the company is owned by the following groups?

Nonprofit organization(s)

- ☒ 0%
- ☐ 1-9%
- ☐ 10-24%
- ☐ 25-49%
- ☐ 50%+
- ☐ Don't know
-

Ownership Diversity Points Earned: 0.280759474 of 0.84211

What % of the company is owned by the following groups?

Women and/or individuals from underrepresented populations, including low-income communities

- ☐ 0%
- ☐ 1-4%
- ☒ 5-14%
- ☐ 15-24%
- ☐ 25%+
- ☐ Don't know
-

Non-accredited Investor Ownership Points Earned: 0 of 0.84211

What % of the company is owned by the following groups?

Individuals that qualify as non-accredited investors

- ☒ 0%
- ☐ 1-4%
- ☐ 5-14%
- ☐ 15-24%
- ☐ 25%+
- ☐ Don't know
-

Female Ownership Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your company's ownership is held by individuals from the following groups?

Women

7

Low-income Ownership Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your company's ownership is held by individuals from the following groups?

Low income communities

0

Ownership from Underrepresented Groups Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your company's ownership is held by individuals from the following groups?

Other underrepresented populations (e.g. minorities, LGBT community, individuals with disabilities, etc.)

0

What % of the members of your Board of Directors (or equivalent) are women or individuals from other underrepresented populations?

- ☐ 0%
- ☐ 1-9%
- ☐ 10-24%
- ☒ 25-49%
- ☐ 50%+
- ☐ Don't know
- ☐ N/A - No board of directors or equivalent

Female Directors Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?

Women

33

Directors from Low-income Communities Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?

Low income communities

0

Minority Directors Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?

Minority/previously excluded populations

0

Directors from Underrepresented Populations Points Earned: of 0.00000

Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?

Other underrepresented populations (e.g. minorities, LGBT community, individuals with disabilities, etc.)

Management from Underemployed Groups Points Earned: 0.84211 of 0.84211

What % of management are women and/or individuals from underrepresented populations, including low-income communities?

- ☐ 0%
- ☐ 1-9%
- ☐ 10-24%
- ☐ 25-49%
- ☒ 50%+
- ☐ Don't know

Female Management (metric) Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of management is from the following groups?

Women

80

Managers from Low-Income Areas Points Earned: of 0.00000

Optional unweighted metrics: Approximately what % of management is from the following groups?

Low income communities

Managers from Underrepresented Groups Points Earned: of 0.00000

513

Optional unweighted metrics: Approximately what % of management is from the following groups?
Other underrepresented populations (eg - minorities, LGBT community, individuals with disabilities, etc.)

Ethnic Diversity Compared to Area Points Earned: 0.84211 of 0.84211

Does the % of ethnic minorities employed at your company equal or exceed the % of ethnic minorities in your metro area?

Percentage should be based on census or other government demographic data.

- ☐ No
- ☒ Yes
- ☐ N/A- Ethnic data is not available or illegal to be tracked in your area

Managing Gender Pay Equity Managers Points Earned: 0 of 0.42105

Is average compensation for men and women equal in comparable managerial and non-managerial roles?

Managerial

Allow a 5% margin of error while calculating. For more information on calculating, see Explain.

- ☐ Yes
- ☐ No
- ☐ Don't know
- ☒ N/A - Only one gender represented

Managing Gender Pay Equity for Non-Managers Points Earned: 0.42105 of 0.42105

Is average compensation for men and women equal in comparable managerial and non-managerial roles?

Non-managerial

Allow a 5% margin of error while calculating. For more information on calculating, see Explain.

- ☒ Yes
- ☐ No
- ☐ Don't know
- ☐ N/A - Only one gender represented

Supplier Ownership Diversity Points Earned: 0 of 0.84211

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

Supplier Diversity Policy Points Earned: 0.42105 of 0.42105

Does the company have a written policy giving preference to suppliers owned by women or individuals from underrepresented populations?

- ☒ Yes
- ☐ No
- ☐ N/A: Such policies are illegal in my country of operations

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

Civic Engagement & Giving

Corporate Citizenship Program

 Points Earned: 0.761904 of 0.95238

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

Volunteer Service Policies

 Points Earned: 0.95238 of 0.95238

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

% of Employees Volunteer Service

 Points Earned: 0.47619 of 0.95238

What % of employees took paid time off for volunteer service last year?

- ☐ 0%
- ☐ 1-24%
- ☒ 25-49%
- ☐ 50-74%
- ☐ >75%
- ☐ Don't know

Tracking Volunteer Service

 Points Earned: 0.317428254 of 0.47619

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

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.

710

Volunteer Service Per Capita Points Earned: 0.317523492 of 0.95238

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

Total Amount of Charitable Donations Points Earned: 0 of 0.00000

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.

Sensitive

% of Revenue Donated Points Earned: 0.761904 of 3.80952

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

Charitable Organizations Supported Points Earned: of 0.00000

Which organizations does your company support?

Volunteering partners: Ling Kwang Home for Senior Citizens ACRES (Animal Concerns Research and Education Society) Red Cross Home for the Disabled CareHut HOME (Humanitarian Organization for Migration Economics) World Land Trust CFI

Community Service and Charitable Practices Points Earned: 0.714285 of 0.95238

Which of the following volunteer and charitable giving practices did your company employ in the last fiscal year?

Check all that apply.

- ☐ Company contributed the majority of its cash, service and in-kind donations to local markets it sourced from or operates in
- ☒ Company has public facing partnership with a service/charitable organizations
- ☐ Company provided facilities for community events or trainings
- ☒ Other innovative engagement practices (please describe)

APAC CSR Manager volunteered as mentor to new CSR Practitioners under fellowship programme of NVPC (National Volunteering & Philanthropy Centre)

- ☐ None of the above

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?

- ☒ 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

Local Involvement

Geographic Structure and Scope Points Earned: of 0.00000

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.

34 Company Stores. Store HC 208. Non Store HC 23. Total 231.

Local Purchasing and Hiring Policies Points Earned: 0.8 of 1.60000

Does the company have the following written local purchasing or hiring policies in place?

- ☐ No written local purchasing or hiring policy 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
- ☐ Incentives for staff to live within 20 miles of local company facility
- ☐ Other (please describe)

Spending on Local Suppliers Points Earned: 0 of 1.60000

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

Local Ownership Points Earned: 0 of 1.60000

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

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%
- ☐ 1-19%
- ☐ 20-39%
- ☐ 40-59%
- ☐ 60-79%
- ☐ 80%+

Impactful Banking Services Points Earned: 0 of 1.60000

Is the majority of your company's banking services provided by an institution with any of the following characteristics?

- ☐ A certified CDFI or national equivalent social investment organization
- ☐ A Certified B Corporation
- ☐ A member of the Global Alliance for Banking on Values
- ☐ A cooperative bank or credit union
- ☐ A local bank committed to serving the community
- ☐ An independently owned bank
- ☒ None of the above

Suppliers, Distributors & Product

Significant Supplier Descriptions Points Earned: 0 of 0.00000

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

Social or Environmental Screening of Suppliers Points Earned: 0 of 0.00000

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. The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ Yes
- ☐ No

Supplier Screen Topics Points Earned: 0.73333 of 0.73333

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 beyond what is required by regulations (environmentally-friendly manufacturing process; excellent labor practices, etc.)

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 social and environmental standards best-in-class third-party certification for your industry (ISO, SA8000, etc.)
- ☐ Company visits a majority of Significant Suppliers on-site

Length of Supplier Relationships Points Earned: 0.73333 of 0.73333

What is the average tenure of your relationships with Significant Suppliers?

- ☐ Less than 24 months
- ☐ 24-60 months
- ☐ 61-96 months
- ☒ 96 months or more
- ☐ Don't know

Supplier Code of Conduct Points Earned: 0.73333 of 0.73333

Is there a formal written Supplier Code of Conduct policy that specifically holds the company's suppliers accountable for social and environmental performance?

This may include policies on Fair Trade. The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ Yes
- ☐ No

Supplier Code of Conduct Topics Points Earned: 0.73333 of 0.73333

Does the company's Supplier Code of Conduct policy specifically hold the company's suppliers accountable to the following areas of social and environmental performance?

- ☒ Working hours
- ☒ Freely chosen employment
- ☒ Compensation
- ☒ Child labor
- ☒ Freedom of association
- ☒ Health & safety
- ☒ Use of materials
- ☐ Product's environmental impact
- ☒ Information on how the Code will be monitored and reviewed (self-audits, site visits, etc.)
- ☐ N/A - No Supplier Code of Conduct

Supplier Code of Conduct Remediation Points Earned: 0.73333 of 0.73333

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?

- ☐ 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 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
- ☐ N/A - No Supplier Code of Conduct
- ☐ None of the above

Which suppliers are assessed for Supplier Code of Conduct compliance at least every other year?

Check all that apply.

- ☒ All primary suppliers of core products or principal raw materials
- ☒ All primary suppliers of non-core products
- ☒ All sub-contractors responsible for the majority of an order
- ☐ None
- ☐ N/A - No Supplier Code of Conduct

Disclosure of Suppliers Points Earned: 0.244492222 of 0.73333

What % of Significant Suppliers (on currency basis) are made transparent on the company's website?

- ☐ 0%
- ☒ 1-49%
- ☐ 50-79%
- ☐ 80%+
- ☐ Don't know

Supplier Quality Assurance Reviews Points Earned: 0 of 0.73333

What % of Significant Suppliers (on currency basis) are subjected to regular quality assurance reviews or audits?

- ☒ 0-49%
- ☐ 50-62%
- ☐ 63-75%
- ☐ >75%

Support for In Need Suppliers Points Earned: 0.73333 of 0.73333

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

Independent Contractor Practices Points Earned: 0.73333 of 0.73333

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

What % of materials or products purchased have third party social or environmental certification or approval, or are from Significant Suppliers that are purpose driven or have third party company level certification or approval?

- ☐ 0
- ☐ 1-19%
- ☐ 20-39%
- ☐ 40-60%
- ☒ 60%+
- ☐ Don't know

Product Accreditations and Certifications Points Earned: 0.73333 of 0.73333

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

Quality Assurance Points Earned: 0.73333 of 0.73333

Do you use an established methodology to manage quality assurance issues?

Examples include PDSA, Six Sigma, DMAIC, TQM, Zero Defects, etc

- ☒ Yes
- ☐ No

Community Business Models Introduction

Community Oriented Business Models Points Earned: 0 of 0.00000

Is your company structured to benefit community stakeholders in any of the following ways?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ 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)
- ☐ A community-focused business model that supports and builds the economic vitality of local communities
- ☐ None of the above

Supply Chain Poverty Alleviation

Supporting Underserved Suppliers Points Earned: 0 of 0.00000

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)

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

Types Of Underserved Suppliers Points Earned: 0 of 0.00000

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

Beneficial Trade Terms for Underserved Suppliers Points Earned: 0 of 0.00000

Are any of the following trade terms provided to underserved suppliers?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ 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

% Purchases with Beneficial Trade Terms Points Earned: 0 of 0.00000

What % of your cost of materials comes from the stated under-served supplier groups that received the previous trade terms?

The answer to this question affects questions you'll encounter further on in your assessment.

14

Purchases from Suppliers with Beneficial Terms Points Earned: 0 of 0.00000

What is the total cost of materials sourced through the previous trade terms?

Sensitive

Tracking Supplier Premiums Points Earned: 0.57692 of 0.57692

Do you track the premium paid to suppliers?

- ☒ Yes
- ☐ No

Premium Paid to Suppliers Points Earned: 0 of 0.00000

If yes, what is the average premium paid to suppliers in the last year (either on product or wage)?

Sensitive

Methodology to Determine Premium Paid Points Earned: of 0.00000

Describe in the text box the methodology your company uses to calculate producer price premium.

We work with the farmers/collectors/coops to work out what true cost of production is. Our price (fair price) = fair cost of production + discretionary income + income to meet needs. Issue in calculating the premium is that we run our own supply chain

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.

The CT programme was highly innovative when it was started by TBS in 1987. The model has been emulated within the cosmetic industry and beyond. AS one example, L'Oreal, after acquiring TBS in 2006, deveoped a 'Solidarity Sourcing' programme which has similar aims and some Community Trade suppliers becamse suppliers to other L'Oreal brands during (and after) this period.

Support for Small-Scale Suppliers Points Earned: 0 of 0.00000

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. The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ 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

% of Purchases from Supported Small-Scale Suppliers Points Earned: 0 of 0.00000

What % of your total cost of materials (excluding labor) comes from suppliers that have received the above capacity building support?

The answer to this question affects questions you'll encounter further on in your assessment.

8

Verification of Fair Wages and Working Conditions Points Earned: 0 of 0.00000

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?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ 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.

Purchasing From Underserved Suppliers Points Earned: 0 of 0.00000

What % of your cost of materials comes from under-served supplier groups that are verified for labor and wage practices as previously described?

The answer to this question affects questions you'll encounter further on in your assessment.

10

Wage and Working Conditions Screening Points Earned: 0.57692 of 0.57692

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

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)

The TBS CT programme is externally verified by Ecocert, an independent international audit company while our ET programme reports and is evaluated annually by the ETI. Some of our suppliers are additionally verified against various sustainability standard

Tracking Impact on Workers Points Earned: 0.57692 of 0.57692

Does your company track the impact of your work with small-scale suppliers on the lives of suppliers' employees?

- ☒ Yes
- ☐ No

Tracking Impact Explanation Points Earned: of 0.00000

If your company tracks the impact of your work with small-scale suppliers on the lives of suppliers' employees, please explain how.

We record numbers of workers in each of our CT supply chains on an annual basis. This data includes gender divide and categories of labour (e.g. farm work, office, mill operator, management etc.). Also, as part of the work under our SuSo Charter we monitor and evaluate supplier engagement with its workforce through review of suppliers' policies specifically those relating to worker engagement such as H&S policies, collective bargaining agreements, sexual harassment etc. Part of this assessment is also engaging directly with workers, spending time understanding directly from them how they interact with management and how the work is impacting them. In many cases, we often will visit workers' homes with them, meeting with their family members to build a wider and more open understanding of the impact of the work in a wider family context.

Innovative Supply Chain Poverty Alleviation Points Earned: of 0.00000

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.

The Body Shop pioneered fair trade in the cosmetics industry. Launching in 1987 as Trade Not Aid with Teddy Exports in India - a trading relationship that we still relish 32 years later. Today our mission in Community Trade remains the same - to use our trade as a lever to drive forward positive social change. From those early days our programme has expanded to include 31 suppliers of ingredients and handcrafts spanning 23 countries supporting improved livelihoods for over 16,000 people. The organisations we work with in turn use profits and Community Trade premiums to support many thousands more in their local communities through such initiatives as education, healthcare and equality. We are proud that Community Trade is our own bespoke programme that we manage ourselves whilst also being independently verified by Ecocert. During the period of ownership under L'Oreal Community Trade was instrumental in the development of the L'Oreal Solidarity Sourcing programme which was designed to improve access to employment for vulnerable people in L'Oreal supply chains.

Supply Chain Transparency Points Earned: 0.57692 of 0.57692

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

Environment

Land, Office, Plant

What % of company facilities (by area, both owned by company or leased) are certified to meet the requirements of an accredited green building program?

- ☐ <20%
- ☐ 20-49%
- ☐ 50-79%
- ☒ 80%+
- ☐ N/A - Company has virtual office

Previously Constructed Buildings Points Earned: 0.412904 of 0.51613

What % of the square footage of all company facilities is located in previously constructed buildings?

Select N/A if your company utilize virtual office.

- ☐ 0%
- ☐ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☒ 75-99%
- ☐ 100%
- ☐ N/A

Recycling Programs Points Earned: 0.51613 of 0.51613

What % of your facilities on a square foot basis have a facility-wide recycling program that has ongoing collection of at least all standard materials in your area?

See Explain This for definition.

- ☐ <20%
- ☐ 21-40%
- ☐ 41-60%
- ☐ 61-80%
- ☒ >80%

Environmental Management Systems Points Earned: 0.206452 of 1.03226

Does your company have an environmental management system that includes any of the following?

Please check all that apply.

- ☒ Policy statement documenting the organization's commitment to the environment
- ☐ Assessment undertaken of the environmental impact of the organization's business activities
- ☐ Stated objectives and targets for environmental aspects of the organization's operations
- ☐ Programming designed, with allocated resources, to achieve these targets
- ☐ Periodic compliance and auditing to evaluate programs conducted
- ☐ None of the above

Which of the following practices are in place to integrate environmental considerations (DFE) into the design of products and services?

Please only select answer options being applied to at least 20% of the company's products and services (by revenue).

- ☒ 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)
- ☐ None of the above

Chemical Reduction Methods Points Earned: 0.258065 of 0.51613

Which of the following environmentally preferred products have been purchased for the majority of your corporate facilities?

- ☐ Non-toxic janitorial products
- ☐ Unbleached / chlorine free paper products
- ☒ Soy-based inks or other low VOC inks
- ☒ Recycled/environmentally preferred office supplies (paper, pens, notebooks, etc.)
- ☐ Other (please describe)
- ☐ None of the above

Chemical Management Points Earned: 0.51613 of 0.51613

Does your company have a program in place to identify and eliminate potential chemicals and materials of concern in your product and/or process and identify and phase-in safer alternatives (e.g. chemical/material options with reduced toxicity)?

- ☐ Company has completed a study of all materials (including scarce metals and minerals) in product and chemicals to 1000ppm level
- ☐ Company has completed a study of all materials in product and chemicals to 100ppm level
- ☐ Company has undergone an evaluation of products and processes to identify potential toxic contaminants from production
- ☒ Company has identified specific chemicals of concern classes (e.g., carcinogens, mutagens, reproductive toxins, endocrine disruptors, persistent or bioaccumulative substances)
- ☒ Company has established a Restricted Substances List (RSL), has a positive screen or other decision process for chemical
- ☒ Company has established metrics and goals for the reduction or elimination of chemicals of concern
- ☒ Company publicly discloses the chemicals and/or materials in your product (e.g., on a label, website, via 800 number for information, etc.)
- ☐ There are no potential chemicals or materials of concern in my industry
- ☐ None of the above

Does the company have a written and circulated environmentally preferable purchasing (EPP) policy that includes any of the following?

- ☒ Building and construction
- ☐ Carpets
- ☐ Cleaning
- ☐ Electronics
- ☐ Fleets
- ☐ Food or food services
- ☐ Landscaping
- ☐ Meetings and conferences
- ☐ Office supplies
- ☐ Paper
- ☒ Product input materials
- ☒ Other (please describe)

The TBS List of Restricted and Prohibited Ingredients includes a number of environmentally-based restrictions, including prohibition of plastic microbeads, polyquaterniums, animal tested and animal derived products, GMO products, and guidance on palm oil

- ☐ N/A - No environmentally preferable purchasing policy

Reducing Impact of Travel/Commuting Points Earned: 0.51613 of 0.51613

Does your company have any programs or policies in place to reduce the environmental footprint caused by travel/commuting?

- ☐ Employees are subsidized/incentivized for use of public transportation, carpooling, or biking to work
- ☒ Facilities are designed to facilitate use of public transportation, biking, or cleaner burning vehicles (e.g. electric chargers)
- ☒ Employees are encouraged to use virtual meeting technology to reduce in person meetings
- ☒ Company has a written policy limiting corporate travel
- ☐ None of the above

Indoor Air Quality Monitoring Points Earned: 0.25806 of 0.25806

Does the company monitor indoor environmental quality to ensure a healthy and comfortable work space, avoiding "Sick Building Syndrome"?

Select N/A if you have no facilities.

- ☒ Yes
- ☐ No
- ☐ NA

Indoor Air Quality Audits Points Earned: 0.51613 of 0.51613

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

If you lease your facilities, have you worked with your landlord to implement/maintain any of the following?

Select N/A if you do not lease your building.

- ☒ Energy efficiency improvements
- ☐ Water efficiency improvements
- ☐ Waste reduction programs (including recycling)
- ☐ None of the above
- ☐ N/A - Company does not lease majority of facilities

Context-Based Water Management Points Earned: 0 of 0.51613

Does your company measure and manage its water in a context-based manner?

Context based management requires measurement against allocations of available renewable supplies in the watersheds in which it does business.

- ☐ Yes
- ☒ No
- ☐ Don't Know

Context-Based GHG Management Points Earned: 0 of 0.51613

Does your company measure and manage its GHG emissions in a context-based manner?

Context based management requires measurement against reduction targets specified in a science-based GHG stabilization scenario.

- ☐ Yes
- ☒ No
- ☐ Don't Know

Context-Based Waste Management Points Earned: 0 of 0.51613

Does your company measure and manage its solid wastes in a context-based manner?

Context based waste management includes measurements against levels tied to a zero waste plan.

- ☐ Yes
- ☒ No
- ☐ Don't Know

Inputs

Monitoring Energy Usage Points Earned: 0.583335 of 1.16667

Does your company monitor, record and/or report its energy usage?

- ☐ We do not currently monitor and record our usage
- ☐ We monitor and record usage (no reduction targets)
- ☒ We monitor and report 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

Monitoring and Managing Water Use Points Earned: 0.2916675 of 1.16667

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 report 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

Total Energy Use Points Earned: 0 of 0.00000

528

Total energy used (Gigajoules) during the last 12 months:

3468

Total Renewable Energy Use Points Earned: 0 of 0.00000

Total energy used from renewable resources (Gigajoules) during the last 12 months:

0

Total Water Use Points Earned: 0 of 0.00000

Total water use (liters) during the last 12 months

1275390

Energy Use Reductions Points Earned: 0 of 2.33333

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

Low Impact Renewable Energy Use Points Earned: 0 of 2.33333

What % of energy use is produced from low-impact 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

Increasing Renewable Energy Points Earned: 0 of 1.16667

Has the company increased its % use of low impact renewable energy annually at its corporate facilities?

- ☐ Yes
- ☒ No
- ☐ Already Maximized (100% low impact renewable)

Facility Energy Efficiency Points Earned: 0.388967778 of 1.16667

For which of the following systems have you used energy conservation/efficiency measures for each of your corporate facilities/locations (by majority of square feet) in the past year?

- ☒ Equipment: Energy Star Appliances / Automatic Sleep Modes / After-Hour Timers / etc.
- ☐ Lighting: Natural Light / CF Bulbs / Occupancy Sensors / Daylight Dimmers / Task Lighting / etc.
- ☐ HVAC: Programmable Thermostat / Timers / Occupancy Sensors / Shade Sun-Exposed Walls / Double-Paned Windows / etc
- ☐ Other (please specify)
- ☐ None of the above

Which of the following water conservation methods have been implemented at the majority of your corporate offices:

- ☐ Low-flow faucets/taps, toilets/urinals, showerheads
- ☐ Grey-water usage for irrigation
- ☐ Low-volume irrigation
- ☐ Harvest rainwater
- ☐ Other (please describe)
- ☒ None
- ☐ N/A: My company has a virtual office

Life Cycle Assessments Points Earned: 0.233334 of 1.16667

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?

- ☐ 0%
- ☐ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75-99%
- ☐ 100%
- ☒ 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

Cradle to Cradle Certification Points Earned: 0 of 1.16667

What % of your revenues are from the sale of products that have been awarded Cradle To Cradle certification?

- ☒ 0%
- ☐ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75-99%
- ☐ 100%
- ☐ N/A: My revenues are generated from a service and an LCA cannot be conducted.

% of Environmentally Preferred Input Materials Points Earned: 0.233334 of 1.16667

What is the % of recycled, renewable, or other environmentally preferred materials in your product?

Include packaging in calculation.

- ☐ 0%
- ☒ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75-99%
- ☐ 100%
- ☐ N/A - Company does not sell a physical product

Outputs

Please select the option that best describes how you monitor and record the following emissions:
Scopes 1 and 2 greenhouse gas (GHG) emissions

- ☐ Company does not currently monitor and record emissions
- ☒ Company monitors and records emissions (no reduction targets)
- ☐ Company monitors emissions and has specific reduction targets
- ☐ Company monitors emissions and has met specific reduction targets during the reporting period
- ☐ Eliminated emissions of this by-product entirely
- ☐ N/A

Total Waste Disposed Points Earned: 0 of 0.00000

Waste Disposed (metric tonnes) during the last 12 months

45.66

Total Waste Recycled Points Earned: 0 of 0.00000

Waste Disposed: Recycled/Reused (metric tonnes) during the last 12 months

7.043

Total Scope 1 GHGs Points Earned: 0 of 0.00000

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:
Scope 1:

0

Total Scope 2 GHGs Points Earned: 0 of 0.00000

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:
Scope 2:

403.77

Total Scope 3 GHGs Points Earned: of 0.00000

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:
Scope 3:

Greenhouse Gas Reduction Strategies Points Earned: 0 of 0.58824

Have you studied the GHG emissions of your entire operation and supply chain, identified the most intensive sources, and set strategies for improvement?

- ☐ Yes for Scope 1
- ☐ Yes for Scopes 1 and 2
- ☐ Yes for Scopes 1, 2 and 3
- ☐ Yes, for product life cycle
- ☒ No
- ☐ Don't know

What is your current Carbon Intensity for Scopes 1 and 2 (measured in metric tons of CO2/\$million of revenue), not including the use of carbon credits or offsets?

- ☐ >100
- ☐ 81-100
- ☐ 61-80
- ☐ 41-60
- ☐ 21-40
- ☒ 1-20
- ☐ 0
- ☐ Don't know

Greenhouse Gas Emissions Reduced Points Earned: 0 of 1.17647

What % of Scopes 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

% GHG Emissions Offset Points Earned: 0.29412 of 0.29412

If your company purchased certified carbon credits in the reporting period, what % of GHG emissions were off-set?

- ☐ 0%
- ☐ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75-99%
- ☒ 100%
- ☐ Don't know
- ☐ N/A - No carbon offsets purchased

Waste Reduction Programs Points Earned: 0.58824 of 0.58824

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

Hazardous Waste Disposal Points Earned: 0.58824 of 0.58824

Is hazardous waste always disposed of responsibly, in a way that the company can verify?

This includes batteries, paint, electronic equipment, etc.

- ☒ Yes
- ☐ No
- ☐ N/A - We have eliminated hazardous waste

Does your company have in place an active end-of-life product/component reclamation program that has any of the following practices in place?

- ☐ Method for standardizing and identifying product parts and components to maximize useful life via disassembly and or reprocessing
- ☒ Labeling of resource content on manufactured items to enable recycling at end-of-life
- ☐ Widely available program to facilitate maintenance, servicing and reassembly of company's own products
- ☐ Take back of similar products from other manufacturers for disassembly/reprocessing/recovery
- ☐ Participation in a product reclamation program established by another party
- ☐ None of the above

Transportation, Distribution & Suppliers

Reducing Carbon Emissions from Transportation

 Points Earned: 1.44 of 1.44000

Does the company currently use any of the following specific practices to reduce carbon emissions from transportation?

- ☒ Company policy and practice that requires inbound freight or shipping to be transported via lowest impact methods (such as avoiding shipment by air transport)
- ☒ Company policy and practice that requires outbound freight or shipping is transported via lowest impact methods
- ☐ None of the above

Ton Miles Reduction

 Points Earned: 0 of 1.44000

Have you reduced the ton miles (relative to revenues) of your distribution and supply chain, and if so, by how much?

Calculate by comparing ton-miles from the year prior or annualized from a baseline year.

- ☐ 0%
- ☐ 1-9%
- ☐ 10%-20%
- ☐ 21-50%
- ☐ >50%
- ☒ Not tracked / Unknown

Sourcing % of COGS from Local Suppliers

 Points Earned: 0 of 1.44000

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

Sourcing % raw materials from Local Suppliers Points Earned: 0 of 1.44000

533

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

Tracking Chemicals in the Supply Chain Points Earned: 0.960192 of 1.44000

Does your company do any of the following to track chemicals in the supply chain for the majority of materials?

Please check all that apply.

- ☐ Do not track chemicals in the supply chain
- ☒ Require suppliers to disclose specified chemicals of concern
- ☒ Ask suppliers if they know all the chemical ingredients intentionally added to their product and all residuals of high concern present in the product (asking if they know only, not to provide the data to you)
- ☐ Require suppliers to provide chemical information to a third party
- ☐ Disclose all by-products, contaminants or trace materials to the public

Suppliers Tracking Energy Use Points Earned: 0.18 of 0.72000

What % of Significant Suppliers track and report the following:

Energy usage

- ☐ 0%
- ☒ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75%+
- ☐ Don't Know

Suppliers Tracking Water Use Points Earned: 0.18 of 0.72000

What % of Significant Suppliers track and report the following:

Water usage

- ☐ 0%
- ☒ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75%+
- ☐ Don't Know

Suppliers Tracking Air and Water Emissions Points Earned: 0.18 of 0.72000

534

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
-

Suppliers Tracking Waste and Recycling Points Earned: 0.18 of 0.72000

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
-

Suppliers Tracking Hazardous Waste Points Earned: 0.18 of 0.72000

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
-

Suppliers Tracking Greenhouse Gases Points Earned: 0.18 of 0.72000

What % of Significant Suppliers track and report the following:
GHG Emissions

- ☐ 0%
 - ☒ 1-24%
 - ☐ 25-49%
 - ☐ 50-74%
 - ☐ 75%+
 - ☐ Don't Know
-

Suppliers Using Renewable Energy Points Earned: 0.36 of 1.44000

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
-

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

Suppliers Reducing Waste Points Earned: 0.36 of 1.44000

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

Suppliers Reducing Water Use Points Earned: 0.36 of 1.44000

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

Suppliers Responsibly Disposing Hazardous Waste Points Earned: 0.18 of 0.72000

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

Environmental Models Introduction

Environmental Business Model Points Earned: 0 of 0.00000

Are your company's products or process structured to restore or preserve the environment in any of the following ways?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ 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

Environmental Product Benefits Points Earned: 0 of 0.00000

In what way or ways does your product/service conserve the environment?

Please select ONE option per product line. You may select an additional option if your product line has two separate environmental attribute. The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ Provides or is powered by renewable energy or cleaner-burning energy than market alternatives (e.g. solar panel manufacturers/installers, hybrid vehicles)
- ☐ Conserves or diverts resources (including energy, water, materials, etc.)
- ☒ Conserves or preserves the well-being of land and/or animals (e.g. land protection or reforestation services, sustainably harvested agricultural products)
- ☒ Reduces or is made of less toxic/hazardous substances (e.g. brownfield remediation services, organic food, non-toxic cleaners)
- ☐ Educates, measures, researches, or provides information to solve environmental problems (e.g. environmental consulting auditing)
- ☐ None of the above

Environmental Product/Service Certifications Points Earned: of 0.00000

How would you describe the positive environmental outcome produced for the environment by your product/service? If you have environmental product certifications, please list them here.

To meet the definition of a qualified third-party certification, the certification must be independently verified, be standards-based, and have those standards be transparent.

We don't have certifications of our products that fall under this question, but do have certified input materials: FSC and RSPO

Land/wildlife Conservation**Land/wildlife Conservation Overview** Points Earned: of 0.00000

Tell us more about how your product or service conserves natural resources

Through purchase of FSC and RTSPO/GreenPalm input materials (Palm offsets as well as purchasing RTSPO palm itself). We cannot capture here as we have been instructed to calculate as expenses, but this question calculates as revenues.

Land/wildlife Conservation Description Points Earned: 0 of 0.00000

Which of the following product or service descriptions apply?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ Product/ service requires specific practices to ensure the humane treatment of animals used as inputs in the product's creation (i.e. humane certified eggs)
- ☒ Product/service requires specific practices to ensure the sustainable harvesting or use of natural products and materials (FSC certified paper; MSC seafood; shade-grown coffee)
- ☐ Product/ service directly prevents environment/ecosystem degradation (i.e. protected parks; wildlife management service)
- ☐ Product/service improves natural environments previously damaged by degradation (i.e. reforestation; endangered species repopulation)
- ☐ These descriptions do not apply to our company's product/service (Skip the remainder of this section)

Revenue from Land/wildlife Conservation Points Earned: 0 of 0.00000

What were your total revenues last fiscal year from the previous products or services?

The answer to this question affects questions you'll encounter further on in your assessment.

2%

The values included here in each assessment were calculated based on the percentage of input material costs that came from certified sources and eligible suppliers. This is in lieu of using revenue which would require a product-level certification

Tons of Carbon Offset Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO₂) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Metric tons of GHG/CO₂ equivalent

Hectares Protected Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO₂) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Number of hectares protected

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Number of wildlife species protected/saved

Waste Diverted Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Metric tons of waste saved from landfill or incineration

Water Saved Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Liters of water saved/off-set

Verification of Land/wildlife Conservation Points Earned: 0 of 1.11111

How do you verify that your product contributes to the outcome previously selected?

Please select all that apply.

- ☐ We have a track record of successful, verified positive outcomes and have created case studies based on these.
- ☐ There is secondary research that supports the link between our type of product and the stated outcome.
- ☐ We conduct our own direct research to track the outcomes produced for all our customers, such as impact-related survey
- ☐ We have third party certifications or verifications that verify the efficacy of our product/service in delivering outcomes
- ☐ We have performed, commissioned, or partnered with scientifically designed impact or outcome assessments to systematically learn about our product's impact
- ☐ Our product is too early stage to have research or studies that link our product to positive outcomes
- ☒ We cannot provide verification of our outcomes at this time.

Efficacy of Land/wildlife Conservation Points Earned: 0 of 1.11111

If direct research on your product/service has been performed, did the results confirm that a desired outcome is being achieved?

- ☐ Yes
- ☐ No
- ☒ N/A - No direct research conducted

Negative outcomes measured Points Earned: 0 of 1.11111

Does your company also measure and manage the negative or unintended outcomes generated by this business model?

- ☐ Yes
- ☒ No

Innovative Land/wildlife Conservation Points Earned: of 0.00000

Is there something different or innovative about the product/service that has changed the industry? Is this something that is replicable, unique at the time that it was created, and that has been emulated by other organizations?

N/A

Toxin Reduction / Remediation

Toxin / Pollution Reduction Overview Points Earned: of 0.00000

Tell us more about how your product or service reduces use of toxic or hazardous substances, prevents pollution or remediates discharges to air, land or water

We purchase organic raw materials.

Which of the following product or service descriptions apply?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ Product minimizes need of toxic chemicals compared to market alternatives (non-GMO)
- ☒ Product/services use less toxic/hazardous chemicals or materials than market alternatives (i.e. non-toxic cleaners, organic food, integrated pest management for agriculture)
- ☐ Product/service remediates environmental damage after discharges to air, land or water (i.e. brownfield remediation, oil spill clean-up)
- ☐ Product/service directly prevents pollution or hazardous discharge (i.e. pollution management technologies)
- ☐ These descriptions do not apply to our company's product/service (Skip the remainder of this section)

% Toxin Reduction Points Earned: of 0.00000

What is the average % toxic/hazardous material reduction or pollution prevention (by weight or volume) achieved by the product or service?

Revenue from Toxin Reduction / Remediation Points Earned: 0 of 0.00000

The values included here in each assessment were calculated based on the percentage of input material costs that came from certified sources and eligible suppliers. This is in lieu of using revenue which would require a product-level certification

What were your total revenues last fiscal year from the previous products or services?

The answer to this question affects questions you'll encounter further on in your assessment.

6%

Tons of Carbon Offset Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Metric tons of GHG/CO2 equivalent

kWh Saved Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

kWh saved/off-set

Waste Diverted Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Metric tons of waste saved from landfill or incineration

Water Saved Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Liters of water saved/off-set

Verification of Toxin Reduction Points Earned: 1.11111 of 1.11111

How do you verify that your product contributes to the outcome previously selected?

Select all that apply.

- ☐ We have a track record of successful, verified positive outcomes and have created case studies based on these.
- ☒ There is secondary research that supports the link between our type of product and the stated outcome.
- ☐ We conduct our own direct research to track the outcomes produced for all our customers, such as impact-related survey
- ☒ We have third party certifications or verifications that verify the efficacy of our product/service in delivering outcomes
- ☐ We have performed, commissioned, or partnered with scientifically designed impact or outcome assessments to systematically learn about our product's impact
- ☐ Our product is too early stage to have research or studies that link our product to positive outcomes
- ☐ We cannot provide verification of our outcomes at this time.

If direct research on your product/service has been performed, did the results confirm that a desired outcome is being achieved?

- ☒ Yes
- ☐ No
- ☐ N/A - No direct research conducted
-

Negative Impact Management Points Earned: 0 of 1.11111

Does your company also measure and manage the negative or unintended outcomes generated by this business model?

- ☐ Yes
- ☒ No
-

Innovative Toxin Reduction / Remediation Points Earned: of 0.00000

Is there something different or innovative about the company's basic product or service that has changed the industry? Is this something that is replicable, unique at the time that it was created, and that has been emulated by other organizations?

N/A

The Body Shop - Sweden

Wholesale/Retail

50-249 Employees

OVERALL SCORE			
78.9			
OPERATIONS SCORE 60.8		IMPACT BUSINESS MODEL SCORE 16.8	N/A SCORE 1.1
	Governance	16.4	
	Workers	20.7	
	Community	24.3	
	Environment	17.3	
	Disclosure Questionnaire	NA	
VERSION 5	COMPLETION 100%	YEAR 2018	STATUS Rated
MARKET Developed - Global	SECTOR Wholesale/Retail	SIZE 50-249	INDUSTRY Personal care products

Governance

Mission & Engagement

Level of Impact Focus Points Earned: 0 of 0.00000

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.

Mission Statement Characteristics Points Earned: 0.21429 of 0.21429

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 beneficiary group in need (e.g. low income customers, smallholder farmers)

Mission Statement Points Earned: of 0.00000

Please type or paste your mission statement here.

The Body Shop exists to fight for a fairer and more beautiful world

Social and Environmental Performance Training Points Earned: 0.42857 of 0.42857

Which type of employee training does your company provide regarding its social and environmental mission?

Please check all that apply.

- ☐ No social or environmental mission
- ☐ No training on the company's social and environmental mission
- ☐ Only informal inclusion in orientation, training and/or instruction
- ☒ Specific, formal training integrated into new employee and new manager training
- ☒ Specific, formal training integrated into ongoing employee and manager training
- ☒ Workers articulate goals and achievements on 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

Board Review of Social or Environmental Performance Points Earned: 0.42857 of 0.42857

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

What proportion of full-time managers have social or environmental mission-related responsibilities or expectations outlined in their job description?

- ☐ 0%
- ☐ 1-49%
- ☒ 50-99%
- ☐ 100%

Social and Environmental Management Reviews Points Earned: 0.3214275 of 0.42857

What portion of management had a formal written performance evaluation/review in the last year that included social and/or environmental goals?

- ☐ 0
- ☐ 1-49%
- ☒ 50-99%
- ☐ 100%

Social or Environmental Performance Related Executive Job Descriptions Points Earned: 0.42857 of 0.42857

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

Stakeholder Engagement Points Earned: 0.21429 of 0.21429

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)

Social/Environmental Key Performance Indicators Points Earned: 0.42857 of 0.42857

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 (examples: 3rd-party impact assessments, progress out of poverty indexing, beneficiary outcome surveys, etc.)

Corporate Accountability

What is the company's highest level of corporate oversight?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ Owner/Manager only
- ☐ Non-Fiduciary Advisory Board
- ☒ Board of Directors or Equivalent

Governing Body Characteristics Points Earned: 1 of 1.00000

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 1 independent member
- ☒ Includes at least 50% independent members
- ☒ Oversees executive compensation
- ☒ Has an Audit Committee with at least 1 independent member
- ☒ Has a Compensation Committee with at least 1 independent member
- ☐ Company is a cooperative and elects Board from membership
- ☐ None of the above
- ☐ N/A - No Board of Directors or equivalent

Governing Body Stakeholder Representation Points Earned: 0 of 0.25000

Which of the following stakeholder groups or relevant independent experts have voting seats on the Board of Directors or equivalent governing body?

Select all that apply.

- ☐ Executive employee representative
- ☐ Non-executive employee representative
- ☐ Community expertise (e.g. local university representative)
- ☐ Environmental expertise (e.g. environmental nonprofits)
- ☐ Customers
- ☒ None of the above
- ☐ N/A - no Board of Directors or other governing body

Ethics

Financial Controls Points Earned: 0.42857 of 0.42857

Does the company maintain any of the following financial controls?

Please check all that apply.

Sensitive

Which of the following anti-corruption reporting and prevention systems are in place?

- ☒ Written employee whistle-blowing policy provides legal protection to workers, with strict confidentiality easily accessible to all employees
- ☒ Helpline or anonymous mechanism to report grievances/concerns
- ☐ Individual or department oversight with direct access to Board of Directors
- ☒ Other (please describe)

TBS Ethics Committee (comprised solely of people representing TBS including an Employee Representative may report misconduct to Natura Head of Compliance who in turn has direct access to an appointed independent member of the Natura BoD.

☐ None of the above

Instruction on Code of Ethics Points Earned: 0.42857 of 0.42857

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)

Conflict of Interest Questionnaire Points Earned: 0.21429 of 0.21429

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.

- ☒ Yes
- ☐ No
- ☐ N/A - No Board of Directors or equivalent

Transparency

Reviewed / Audited Financials Points Earned: 0.8 of 0.80000

Does the company produce financials that are verified annually by an independent source through an Audit or Review?

- ☐ No
- ☐ Yes, through a review
- ☒ Yes, through an audit

Financial Transparency with Employees Points Earned: 0.64 of 0.80000

Does the company have a formal process to share financial information with its full-time employees?

Exclude compensation data. Please check all that apply.

- ☐ 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

Do all full-time employees have access to written information that identifies all material owners and investors of the company?

- ☒ Yes
☐ No

Impact Reporting Points Earned: 0.6 of 0.80000

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

Client Protection Warranty Points Earned: 0.4 of 0.40000

Is your product or service covered by a written consumer warranty or client protection policy?

- ☒ Yes
☐ No

Public Feedback Channel Points Earned: 0.2 of 0.40000

Is there a publicly-known mechanism through which customers can provide product feedback, ask questions, or file complaints?

- ☐ No
☒ Yes, there is a mechanism for feedback to be sent only privately to company
☐ Yes, there is a mechanism where feedback is made transparent to the public

Governance Metrics**Last Fiscal Year** Points Earned: of 0.00000

On what date did your last fiscal year end?

2017-12-31

Reporting Currency Points Earned: 0 of 0.00000

Reporting currency

Swedish Krona - SEK

Revenue Last Year Points Earned: 0 of 0.00000

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. The answer to this question affects questions you'll encounter further on in your assessment.

Sensitive

Revenue Year Before Last Points Earned: 0 of 0.00000

Total Earned Revenue
From the fiscal year before last

Sensitive

EBIT (Earnings Before Interest & Taxes)
From the last fiscal year

Sensitive

Earnings Before Interest & Taxes Year Before Last Points Earned: 0 of 0.00000

EBIT (Earnings Before Interest & Taxes)
From the fiscal year before last

Sensitive

Net Income Last Year Points Earned: 0 of 0.00000

Net Income
From the last fiscal year

Sensitive

Net Income Year Before Last Points Earned: 0 of 0.00000

Net Income
From the fiscal year before last

Sensitive

Mission Locked

Mission Lock Points Earned: 7.5 of 10.00000

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 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

Workers

Worker Metrics

Majority Hourly vs. Salaried Workers Points Earned: 0 of 0.00000

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. The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ Fixed Salary
- ☐ Daily/Hourly Wage

of Full Time Workers Points Earned: 0 of 0.00000

Number of Total Full-Time Workers
Current Total Full-Time Workers

The answer to this question affects questions you'll encounter further on in your assessment.

56

of Full Time Workers Last Year Points Earned: 0 of 0.00000

547

Number of Total Full-Time Workers
Total Full-Time Workers 12 months ago

The answer to this question affects questions you'll encounter further on in your assessment.

65

of Part Time Workers Points Earned: 0 of 0.00000

Number of Total Part-Time Workers
Current Total Part-Time Workers

The answer to this question affects questions you'll encounter further on in your assessment.

72

of Part Time Workers Last Year Points Earned: 0 of 0.00000

Number of Total Part-Time Workers
Total Part-Time Workers 12 months ago

The answer to this question affects questions you'll encounter further on in your assessment.

110

of Temporary Workers Points Earned: 0 of 0.00000

Number of Total Temporary Workers
Current Total Temporary Workers

The answer to this question affects questions you'll encounter further on in your assessment.

67

of Temporary Workers Last Year Points Earned: 0 of 0.00000

Number of Total Temporary Workers
Total Temporary Workers 12 months ago

The answer to this question affects questions you'll encounter further on in your assessment.

162

Compensation & Wages

Total Wages Points Earned: 0 of 0.00000

Total Wages (including bonuses)

Sensitive

Lowest Paid Wage Points Earned: 0 of 0.00000

What is the company's lowest wage calculated on an hourly basis?

Please exclude students and interns in this calculation.

Sensitive

% Above the Living Wage Points Earned: 0 of 1.54545

What % above living wage did your lowest-paid worker (excluding interns) receive during the last fiscal year?

- ☐ 0% or below
- ☐ 1-14%
- ☐ 15-24%
- ☐ 25%+
- ☒ N/A - No living wage data available for country of operations

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

Market Compensation Comparison Points Earned: 0 of 1.54545

Based on a company referenced compensation study in the last two years, how does your company's compensation structure (excluding executive management) compare with the market?

- ☒ Don't Know: Have not referenced a compensation survey
- ☐ 1st quartile (0-24th percentile)
- ☐ 2nd quartile (25-49th percentile)
- ☐ 3rd quartile (50-74th percentile)
- ☐ 4th quartile (75-100th percentile)

Bonus Plan Characteristics Points Earned: 0.386365 of 0.77273

Which of the following are true about the company's bonus plan:

- ☐ Bonuses are given but there is no formal 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

Employees Receiving a Bonus Points Earned: 0.3863625 of 1.54545

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%
- ☐ N/A

Initiatives To Increase Wages and Benefits Points Earned: 1.54545 of 1.54545

If it is not possible to verify a living wage in your country, has your company participated in any leadership initiatives to increase wages or benefits to workers provided in your country/industry?

Examples include commissioning a living wage calculation. Select N/A if living wage already exists.

- ☒ Yes
- ☐ No
- ☐ N/A - Living wage already exists

Compensation & Wages (Salaried)

Subtracting for inflation increase, what was the average % increase in wage/salary paid to non-executive workers in the last fiscal year?

Select 0% if average increase was at or below inflation rate.

- ☒ 0-2%
- ☐ 3-5%
- ☐ 6-15%
- ☐ >15%
- ☐ N/A - No workers last year

Bonus Plan Characteristics Points Earned: 0.63327 of 1.90000

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.

- ☐ No bonus payout, or no bonus plan
- ☐ <1%
- ☒ 1-5%
- ☐ 6-15%
- ☐ >15%

Benefits

Government Provision Of Healthcare Points Earned: 0 of 0.00000

Which of the following best describes the provision of healthcare 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

Healthcare Coverage Points Earned: 3.23636 of 3.23636

What % of employees are eligible for health care benefits either through company or government plan?

- ☐ <75%
- ☐ 75-84%
- ☐ 85-94%
- ☒ 95%+

Supplementary Health Benefits Points Earned: 1.213635 of 1.61818

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

What is the minimum paid secondary caregiver leave offered to full-time workers either through the company or the government?

- ☐ None
 - ☐ Up to 2 weeks
 - ☐ 2 to 5 weeks
 - ☒ 6+ weeks
-

Healthcare Eligibility for Part Time Workers Points Earned: 0.80909 of 0.80909

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
-

Retirement Programs Points Earned: 1.213635 of 1.61818

Do employees have access to any of the following savings programs for retirement?

- ☒ Government-sponsored pension plans
 - ☐ Private Pension or Provident Funds
 - ☐ Plan specifically includes Socially-Responsible Investing option
 - ☐ None of the above
-

Worker Benefits (Salaried)

Number of Paid Days Off Points Earned: 1.7 of 1.70000

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
-

Paid Primary Caregiver Leave for Salary Workers Points Earned: 1.7 of 1.70000

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
-

Training & Education

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

Internal Promotions Points Earned: 0.055 of 0.22000

What % of positions above entry level have been filled with internal candidates in the last 12 months?

Exclude material owners in your calculation.

- ☐ 0%
- ☒ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75%+

Internal Promotions Points Earned: 0.0726 of 0.22000

What % of employees have been internally promoted within the last 12 months?

Exclude material owners in your calculation.

- ☐ 0%
- ☒ 1-5%
- ☐ 6-15%
- ☐ >15%

Paid Professional Development Days Points Earned: 0.073326 of 0.22000

How many paid days of professional development do the majority of full time workers receive (in a single year)?

- ☐ No formal policy
- ☐ 0 days
- ☒ 1-4 days
- ☐ 5-9 days
- ☐ 10+ days

Management Training Points Earned: 0.22 of 0.22000

Do new and existing managers get regular training and coaching on the following?

Check all that apply.

- ☒ Providing ongoing praise and corrective feedback
- ☒ Conflict negotiation and resolution
- ☒ Group dynamics and optimal team functioning
- ☒ Performance evaluation systems
- ☐ Other (please describe)
- ☐ None of the above

Training & Education (Salaried)

Skills-Based Training Participation Points Earned: 0.08125 of 0.16250

552

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

Cross-Job Skills Training Participation Points Earned: 0.040625 of 0.16250

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

Life Skill Training Participation Points Earned: 0.040625 of 0.16250

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

External Professional Development Participation Points Earned: 0.08125 of 0.32500

What % of full-time workers have participated in external professional development opportunities or lifelong learning opportunities in the past fiscal year?

Include only those that are paid for in advance, reimbursed or subsidized by the company.

- ☐ 0%
- ☒ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75%+

Subsidized Educational Opportunities Points Earned: 0 of 0.32500

What % of full-time workers received advancement or reimbursement for continuing education opportunities in the last fiscal year?

Continuing education opportunities include GED, college credits, industry-recognized accreditation, etc.

- ☒ 0
- ☐ 1-5%
- ☐ 6-15%
- ☐ >15%

For what % of terminated full-time employees are formal outplacement services provided?

Exclude employees terminated with cause.

- ☐ 0%
- ☒ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75%+
-

Worker Ownership

% Participation in Employee Ownership

 Points Earned: 0 of 1.75000

What % 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
-

Employee Ownership

 Points Earned: 0 of 1.75000

What % of the company is owned or formally reserved as part of a written plan for full-time workers and management (including founders/executives)?

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
- ☐ Don't Know
-

% of Company Owned by Non-Executive Employees

 Points Earned: 0 of 3.50000

What % of the company is owned by full-time workers who are non-executive employees and non-founders?

Select N/A if your company is a consumer/shared services cooperative, a producer cooperative or a nonprofit.

- ☒ 0%
- ☐ 1-4%
- ☐ 5-24%
- ☐ 25-49%
- ☐ 50%+
- ☐ N/A
- ☐ Don't Know
-

Management & Worker Communication

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
- ☐ Follows a 360-degree feedback process
- ☐ None of the above

Employee Handbook Information Points Earned: 0.175 of 0.17500

Does your company have a written employee handbook that workers have access to and includes any of the following information?

Check all that apply.

- ☐ 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

Employee Satisfaction Points Earned: 0.525 of 0.70000

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%

Employee Metric Transparency Points Earned: 0 of 0.17500

Which of the following employee metrics are regularly collected, monitored and made transparent to all employees?

- ☐ Retention and turnover metrics
- ☐ Diversity metrics
- ☒ None

Termination Policy Points Earned: 0 of 0.35000

Which of the following is included in your company's termination policy?

Exclude situations requiring immediate dismissal / with cause.

- ☐ No written notice required prior to termination
- ☐ Required written notice of worker performance only
- ☐ Required written notice of worker performance and a stated probationary period
- ☒ N/A - No written termination policy

Average Tenure Points Earned: 0.09999 of 0.30000

What is the average tenure of your current workforce?

- ☐ <12 months
- ☒ 1-3 years
- ☐ 3-5 years
- ☐ >5 years

Job Flexibility/Corporate Culture**Health and Wellness Initiatives** Points Earned: 0.24 of 0.40000

Do company policies support any of the following health and wellness initiatives above insurer-provided programs?

Check all that apply.

- ☐ Company does not offer any formal health and wellness initiatives
- ☐ Company sponsors and encourages workers to participate in health and wellness activities during the workweek (i.e. walking or steps programs)
- ☒ Company offers incentives for workers to complete health risk assessments or participate in health and wellness activities (e.g., a fund for exercise equipment, subsidized gym membership, etc.)
- ☐ Over 25% of workers have completed a health risk assessment in the last 12 months
- ☐ Employees have access to behavioral health counseling services, web resources or Employee Assistance Programs
- ☐ Spouses, partners, or children of employees provided access to behavioral health counseling services, web resources or Employee Assistance Programs
- ☒ Company has policies and programs in place to prevent ergonomic-related injuries in the workspace
- ☐ Management receives reports on aggregate participation in worker wellness programs
- ☐ Other (please describe)

Job Flexibility/Corporate Culture (Salaried)**Worker Flexibility Options** Points Earned: 0.22222 of 0.44444

Does the company offer any of the following job flexibility options, whenever feasible, in writing and in practice for the majority of workers?

Please check all that apply.

- ☐ Part-time work schedules at the request of workers
- ☒ Flex-time work schedules (allowing freedom to vary start and stop times)
- ☒ Telecommuting (working from home one or more days per week)
- ☐ Job-sharing
- ☐ None of the above

Workplace Flexibility in Practice Points Earned: 0.22222 of 0.44444

Which of the following flexible workplace practices occurred in the past 12 months?

Please check all that apply.

- ☐ Managers or executives worked part-time or in a job-share
- ☒ Managers or executives are in a telecommuting position
- ☐ We hired new people into permanent positions that are telecommuting
- ☐ We hired new people into permanent positions that are part-time or job-share
- ☐ We have transitioned staff into part-time, job-share, or telecommuting positions
- ☐ Other (please describe)
- ☐ None of the above

Which of the following supplementary benefits are offered to employees?

Please check all that apply.

- ☐ Onsite childcare
- ☐ Offsite subsidized child care
- ☐ Counseling services
- ☐ Free or subsidized meal
- ☐ Policy to support breastfeeding mothers
- ☐ Other (please describe)
- ☒ None

Career Development Policies Points Earned: 0.148176296 of 0.22222

Which of the following are true of career development and promotion policies and practices?

- ☒ Employees who seek to take a short-term leave/sabbatical will have his/her job guaranteed upon return
- ☒ Efforts will be made to find a place for employees who seek to take a long-term leave/sabbatical upon return
- ☐ Employees are able to make lateral moves or change career direction or pace when possible
- ☐ None of the above

Occupational Health & Safety

Management Commitment to Health and Safety Points Earned: 0.6 of 0.60000

Does the company have any of the following practices with regards to management's commitment to worker health and safety?

- ☒ Written safety and health policy to minimize on-the-job employee accidents and injuries
- ☒ Safety and health integrated into overall management planning process and workers are involved in safety planning, resource allocation, audits, etc.
- ☒ Safety and health concerns communicated through regular safety and health trainings
- ☐ Specific safety and health program goals and objectives, with specific indicators to measure progress
- ☐ Senior management addresses safety issues through written word or in company gatherings at least quarterly
- ☒ Formal safety reporting system for employees to submit their safety concerns
- ☒ Safety procedures easily accessible for all on site personnel, including workers, non-managerial staff, and visitors
- ☐ Participation in an external program demonstrating commitment and excellence in safety and health (e.g. Voluntary Protection Program)
- ☐ N/A - No manufacturing or wholesale facilities
- ☐ None of the above

Health and Safety Audit Practices Points Earned: 0.6 of 0.60000

Which of the following is included in your company's practices related to inspections/audits:

- ☒ Written procedure for performing safety and health inspections
- ☒ Routine safety and health inspections at least quarterly
- ☒ Information discovered through analyses is used to improve safety processes (e.g. baseline hazards analysis, accident/incident analysis, employee concerns, sampling results from inspections)
- ☒ Results of the routine inspections are documented
- ☐ Inspection reports clearly indicate what needs to be corrected with documented accountability for closure
- ☐ N/A - No manufacturing or wholesale facilities
- ☐ None of the above

Worker Business Models Introduction

Is your company structured to benefit its employees in the following way?

The answer to this question affects questions you'll encounter further on in your assessment.

☐

Ownership structures that provide significant equity (>40%) and empowerment to all employees (i.e. employee-owned companies/cooperative)

☒

No

Community

Job Creation

New Jobs Added Last Year Points Earned: 0 of 0.00000

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 12 months:

0

New Jobs Added Year Before Last Points Earned: of 0.00000

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.

Prior 12 months:

Job Growth Rate Points Earned: 0 of 2.13333

By what % has your worker base grown over the last 12 months?

☒

0% (Has not grown on a net basis)

☐

1-14%

☐

15-24%

☐

25%+

Departed Employees Points Earned: 0 of 0.00000

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.

Sensitive

Attrition Rate Points Earned: 0 of 2.13333

What was the attrition rate at the company for full-time and tenured part-time workers for the last 12 months?

Exclude workers terminated with cause.

Sensitive

What % of workers (including full-time and part-time and temporary workers) are verified/self-identified to be a part of the following groups?

Individuals residing in a low income area

- ☐ 0%
- ☐ 1-9%
- ☐ 10-19%
- ☐ 20-29%
- ☐ 30%+
- ☒ Don't Know

Workers from Underemployed Groups Points Earned: 0 of 1.06667

What % of workers (including full-time and part-time and temporary workers) are verified/self-identified to be a part of the following groups?

Other chronically underemployed populations (e.g. individuals who are formerly incarcerated or homeless)

- ☐ 0%
- ☐ 1-9%
- ☐ 10-19%
- ☐ 20-29%
- ☐ 30%+
- ☒ Don't Know

Facilities in Low-Income Communities Points Earned: 0 of 1.06667

What % of your workers are employed in company facilities located in low-income communities?

- ☐ <10%
- ☐ 10-19%
- ☐ 20-29%
- ☐ 30%+
- ☒ Don't Know

Suppliers in Low-Income Communities Points Earned: 0 of 0.53333

What % of your Significant Suppliers are located in low-income communities or create employment opportunities for other chronically underemployed populations?

- ☐ <10%
- ☐ 10-19%
- ☐ 20-30%
- ☐ >30%
- ☒ Don't Know

Diversity & Inclusion

Female Employees Points Earned: 0 of 0.00000

Number of total full-time and part-time female employees.

Enter 0 if None.

251

What % of the company is owned by the following groups?

Women and/or individuals from underrepresented populations, including low-income communities

- ☐ 0%
- ☒ 1-9%
- ☐ 10-24%
- ☐ 25-49%
- ☐ 50%+
- ☐ Don't know
-

Nonprofit Ownership Points Earned: 0 of 0.84211

What % of the company is owned by the following groups?

Nonprofit organization(s)

- ☒ 0%
- ☐ 1-9%
- ☐ 10-24%
- ☐ 25-49%
- ☐ 50%+
- ☐ Don't know
-

Non-accredited Investor Ownership Points Earned: 0 of 0.84211

What % of the company is owned by the following groups?

Individuals that qualify as non-accredited investors

- ☒ 0%
- ☐ 1-9%
- ☐ 10-24%
- ☐ 25-49%
- ☐ 50%+
- ☐ Don't know
-

Female Ownership Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your company's ownership is held by individuals from the following groups?

Women

7

Low-income Ownership Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your company's ownership is held by individuals from the following groups?

Low income communities

0

Ownership from Underrepresented Groups Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your company's ownership is held by individuals from the following groups?

Other underrepresented populations (e.g. minorities, LGBT community, individuals with disabilities, etc.)

0

What % of the members of your Board of Directors (or equivalent) are women or individuals from other underrepresented populations?

- ☐ 0%
- ☐ 1-9%
- ☐ 10-24%
- ☒ 25-49%
- ☐ 50%+
- ☐ Don't know
- ☐ N/A - No board of directors or equivalent

Female Directors Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?

Women

33

Directors from Low-income Communities Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?

Low income communities

0

Minority Directors Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?

Minority/previously excluded populations

0

Directors from Underrepresented Populations Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?

Other underrepresented populations (e.g. minorities, LGBT community, individuals with disabilities, etc.)

0

Management from Underemployed Groups Points Earned: 0.84211 of 0.84211

What % of management are women and/or individuals from underrepresented populations, including low-income communities?

- ☐ 0%
- ☐ 1-9%
- ☐ 10-24%
- ☐ 25-49%
- ☒ 50%+
- ☐ Don't know

Female Management (metric) Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of management is from the following groups?

Women

60

Managers from Low-Income Areas Points Earned: of 0.00000

Optional unweighted metrics: Approximately what % of management is from the following groups?

Low income communities

Managers from Underrepresented Groups Points Earned: of 0.00000

561

Optional unweighted metrics: Approximately what % of management is from the following groups?
Other underrepresented populations (eg - minorities, LGBT community, individuals with disabilities, etc.)

Ethnic Diversity Compared to Area Points Earned: 0 of 0.84211

Does the % of ethnic minorities employed at your company equal or exceed the % of ethnic minorities in your metro area?

Percentage should be based on census or other government demographic data.

- ☐ No
- ☐ Yes
- ☒ N/A- Ethnic data is not available or illegal to be tracked in your area

Managing Gender Pay Equity Managers Points Earned: 0.42105 of 0.42105

Is average compensation for men and women equal in comparable managerial and non-managerial roles?

Managerial

Allow a 5% margin of error while calculating. For more information on calculating, see Explain.

- ☒ Yes
- ☐ No
- ☐ Don't know
- ☐ N/A - Only one gender represented

Managing Gender Pay Equity for Non-Managers Points Earned: 0.42105 of 0.42105

Is average compensation for men and women equal in comparable managerial and non-managerial roles?

Non-managerial

Allow a 5% margin of error while calculating. For more information on calculating, see Explain.

- ☒ Yes
- ☐ No
- ☐ Don't know
- ☐ N/A - Only one gender represented

Supplier Ownership Diversity Points Earned: 0 of 0.84211

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

Supplier Diversity Policy Points Earned: 0.42105 of 0.42105

Does the company have a written policy giving preference to suppliers owned by women or individuals from underrepresented populations?

- ☒ Yes
- ☐ No
- ☐ N/A: Such policies are illegal in my country of operations

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

Civic Engagement & Giving

Corporate Citizenship Program

 Points Earned: 0.857142 of 0.95238

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)

The Body Shop customers can donate their points to the charity organisation of the time that is selected by The Body Shop.

- ☐ None of the above

Volunteer Service Policies

 Points Earned: 0.95238 of 0.95238

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

% of Employees Volunteer Service

 Points Earned: 0.238095 of 0.95238

What % of employees took paid time off for volunteer service last year?

- ☐ 0%
- ☒ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ >75%
- ☐ Don't know

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

Total Amount of Volunteer Service Hours Points Earned: 0 of 0.00000

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.

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Volunteer Service Per Capita Points Earned: 0.47619 of 0.95238

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

Total Amount of Charitable Donations Points Earned: 0 of 0.00000

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.

Sensitive

% of Revenue Donated Points Earned: 0.761904 of 3.80952

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

Charitable Organizations Supported Points Earned: of 0.00000

Which organizations does your company support?

World Land Trust - financial support Red Panda Network - financial support CFI - campaign partner - awareness Stadsmmissionen (volunteer Work)

Which of the following volunteer and charitable giving practices did your company employ in the last fiscal year?

Check all that apply.

- ☐ Company contributed the majority of its cash, service and in-kind donations to local markets it sourced from or operates in
- ☒ Company has public facing partnership with a service/charitable organizations
- ☐ Company provided facilities for community events or trainings
- ☐ Other innovative engagement practices (please describe)
- ☐ None of the above

Policy Advocacy for Social and Environmental Standards Points Earned: 0.714285 of 0.95238

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?

- ☒ 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

Local Involvement

Geographic Structure and Scope Points Earned: of 0.00000

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.

40 Company Stores. Store HC 257. Non Store HC 17. Total 274.

Local Purchasing and Hiring Policies Points Earned: 0.8 of 1.60000

Does the company have the following written local purchasing or hiring policies in place?

- ☐ No written local purchasing or hiring policy 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
- ☐ Incentives for staff to live within 20 miles of local company facility
- ☐ Other (please describe)

Spending on Local Suppliers Points Earned: 0 of 1.60000

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

Is the majority (over 50%) of the company's ownership located locally to at least two-thirds of the company's workforce?

- ☐ Yes
☒ No
☐ Don't know

National Sourcing Points Earned: 0 of 1.60000

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%
☐ 1-19%
☐ 20-39%
☐ 40-59%
☐ 60-79%
☐ 80%+

Impactful Banking Services Points Earned: 0 of 1.60000

Is the majority of your company's banking services provided by an institution with any of the following characteristics?

- ☐ A certified CDFI or national equivalent social investment organization
☐ A Certified B Corporation
☐ A member of the Global Alliance for Banking on Values
☐ A cooperative bank or credit union
☐ A local bank committed to serving the community
☐ An independently owned bank
☒ None of the above

Suppliers, Distributors & Product

Significant Supplier Descriptions Points Earned: 0 of 0.00000

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

Social or Environmental Screening of Suppliers Points Earned: 0 of 0.00000

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. The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ Yes
☐ No

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 beyond what is required by regulations (environmentally-friendly manufacturing process; excellent labor practices, etc.)

Supplier Evaluation Practices Points Earned: 0.78571 of 0.78571

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 social and environmental standards best-in-class third-party certification for your industry (ISO, SA8000, etc.)
- ☐ Company visits a majority of Significant Suppliers on-site

Length of Supplier Relationships Points Earned: 0.523754286 of 0.78571

What is the average tenure of your relationships with Significant Suppliers?

- ☐ Less than 12 months
- ☐ 13-36 months
- ☒ 37-60 months
- ☐ 61 months or more
- ☐ Don't know

Supplier Code of Conduct Points Earned: 0.78571 of 0.78571

Is there a formal written Supplier Code of Conduct policy that specifically holds the company's suppliers accountable for social and environmental performance?

This may include policies on Fair Trade. The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ Yes
- ☐ No

Supplier Code of Conduct Remediation Points Earned: 0.78571 of 0.78571

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?

- ☐ 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 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
- ☐ N/A - No Supplier Code of Conduct
- ☐ None of the above

Supplier Code of Conduct Compliance Assessments Points Earned: 1.57143 of 1.57143

Which suppliers are assessed for Supplier Code of Conduct compliance at least every other year?

Check all that apply.

- ☒ All primary suppliers of core products or principal raw materials
- ☒ All primary suppliers of non-core products
- ☒ All sub-contractors responsible for the majority of an order
- ☐ None
- ☐ N/A - No Supplier Code of Conduct

What % of Significant Suppliers (on currency basis) are made transparent on the company's website?

- ☐ 0%
- ☒ 1-49%
- ☐ 50-79%
- ☐ 80%+
- ☐ Don't know

Supplier Quality Assurance Reviews Points Earned: 0 of 0.78571

What % of Significant Suppliers (on currency basis) are subjected to regular quality assurance reviews or audits?

- ☒ 0-49%
- ☐ 50-62%
- ☐ 63-75%
- ☐ >75%

Support for In Need Suppliers Points Earned: 0.78571 of 0.78571

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

Independent Contractor Practices Points Earned: 0.78571 of 0.78571

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

Social or Environmental Purchases Points Earned: 0.78571 of 0.78571

What % of materials or products purchased have third party social or environmental certification or approval, or are from Significant Suppliers that are purpose driven or have third party company level certification or approval?

- ☐ 0
- ☐ 1-19%
- ☐ 20-39%
- ☐ 40-60%
- ☒ 60%+
- ☐ Don't know

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

Quality Assurance Points Earned: 0.78571 of 0.78571

Do you use an established methodology to manage quality assurance issues?

Examples include PDSA, Six Sigma, DMAIC, TQM, Zero Defects, etc

- ☒ Yes
- ☐ No

Community Business Models Introduction

Community Oriented Business Models Points Earned: 0 of 0.00000

Is your company structured to benefit community stakeholders in any of the following ways?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ 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)
- ☐ A community-focused business model that supports and builds the economic vitality of local communities
- ☐ None of the above

Supply Chain Poverty Alleviation

Supporting Underserved Suppliers Points Earned: 0 of 0.00000

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)

Purchasing From Underserved Suppliers Points Earned: 0 of 0.00000

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

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

Beneficial Trade Terms for Underserved Suppliers Points Earned: 0 of 0.00000

Are any of the following trade terms provided to underserved suppliers?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ 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

% Purchases with Beneficial Trade Terms Points Earned: 0 of 0.00000

What % of your cost of materials comes from the stated under-served supplier groups that received the previous trade terms?

The answer to this question affects questions you'll encounter further on in your assessment.

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Purchases from Suppliers with Beneficial Terms Points Earned: 0 of 0.00000

What is the total cost of materials sourced through the previous trade terms?

Sensitive

Tracking Supplier Premiums Points Earned: 0.57692 of 0.57692

Do you track the premium paid to suppliers?

- ☒ Yes
- ☐ No

Premium Paid to Suppliers Points Earned: 0 of 0.00000

If yes, what is the average premium paid to suppliers in the last year (either on product or wage)?

Sensitive

Methodology to Determine Premium Paid Points Earned: of 0.00000

Describe in the text box the methodology your company uses to calculate producer price premium.

Fair price = income to meet needs + discretionary income for e.g. investment + cost of production. We work with farmers/produce to work out true cost of production = cost of production. Plus participatory methodology to calculate income on top.

Innovative Supply Chain Poverty Alleviation Points Earned: of 0.00000

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.

The CT programme was highly innovative when it was started by TBS in 1987. The model has been emulated within the cosmetic industry and beyond. AS one example, L'Oreal, after acquiring TBS in 2006, developed a 'Solidarity Sourcing' programme which has similar aims and some Community Trade suppliers became suppliers to other L'Oreal brands during (and after) this period.

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. The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ 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

% of Purchases from Supported Small-Scale Suppliers Points Earned: 0 of 0.00000

What % of your total cost of materials (excluding labor) comes from suppliers that have received the above capacity building support?

The answer to this question affects questions you'll encounter further on in your assessment.

8

Verification of Fair Wages and Working Conditions Points Earned: 0 of 0.00000

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?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ 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.

Purchasing From Underserved Suppliers Points Earned: 0 of 0.00000

What % of your cost of materials comes from under-served supplier groups that are verified for labor and wage practices as previously described?

The answer to this question affects questions you'll encounter further on in your assessment.

10

Wage and Working Conditions Screening Points Earned: 0.57692 of 0.57692

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

Third Party Certification of Supply Chain Points Earned: 0 of 0.00000

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)

The TBS CT programme is externally verified by Ecocert, an independent international audit company while our ET programme reports and is evaluated annually by the ETI. Some of our suppliers are additionally verified against various sustainability standard

Tracking Impact on Workers Points Earned: 0.57692 of 0.57692

Does your company track the impact of your work with small-scale suppliers on the lives of suppliers' employees?

- ☒ Yes
- ☐ No

If your company tracks the impact of your work with small-scale suppliers on the lives of suppliers' employees, please explain how.

We record numbers of workers in each of our CT supply chains on an annual basis. This data includes gender divide and categories of labour (e.g. farm work, office, mill operator, management etc.). Also, as part of the work under our SuSo Charter we monitor and evaluate supplier engagement with its workforce through review of suppliers' policies specifically those relating to worker engagement such as H&S policies, collective bargaining agreements, sexual harassment etc. Part of this assessment is also engaging directly with workers, spending time understanding directly from them how they interact with management and how the work is impacting them. In many cases, we often will visit workers' homes with them, meeting with their family members to build a wider and more open understanding of the impact of the work in a wider family context.

Innovative Supply Chain Poverty Alleviation Points Earned: of 0.00000

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.

The Body Shop pioneered fair trade in the cosmetics industry. Launching in 1987 as Trade Not Aid with Teddy Exports in India – a trading relationship that we still relish 32 years later. Today our mission in Community Trade remains the same – to use our trade as a lever to drive forward positive social change. From those early days our programme has expanded to include 31 suppliers of ingredients and handcrafts spanning 23 countries supporting improved livelihoods for over 16,000 people. The organisations we work with in turn use profits and Community Trade premiums to support many thousands more in their local communities through such initiatives as education, healthcare and equality. We are proud that Community Trade is our own bespoke programme that we manage ourselves whilst also being independently verified by Ecocert. During the period of ownership under L'Oreal Community Trade was instrumental in the development of the L'Oreal Solidarity Sourcing programme which was designed to improve access to employment for vulnerable people in L'Oreal supply chains.

Supply Chain Transparency Points Earned: 0.57692 of 0.57692

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

Environment

Environment Introduction

Type of Facilities Points Earned: 0 of 0.00000

What kind of facilities does your business primarily operate in?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ Company owned office space
- ☒ Leased office space
- ☐ Co-working Space
- ☐ Virtual/ Home Offices

Land, Office, Plant

Green Building Standards Points Earned: 0 of 0.55172

What % of company facilities (by area, both owned by company or leased) are certified to meet the requirements of an accredited green building program?

- ☒ <20%
- ☐ 20-49%
- ☐ 50-79%
- ☐ 80%+
- ☐ N/A - Company has virtual office

Previously Constructed Buildings Points Earned: 0.55172 of 0.55172

572

What % of the square footage of all company facilities is located in previously constructed buildings?

Select N/A if your company utilize virtual office.

- ☐ 0%
- ☐ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75-99%
- ☒ 100%
- ☐ N/A

Recycling Programs Points Earned: 0.55172 of 0.55172

Does the company have a company-wide recovery and recycling program that includes the following?

Please check all that apply.

- ☒ Paper
- ☒ Cardboard
- ☒ Plastic
- ☒ Glass & metal
- ☐ Composting
- ☐ None of the above

Environmental Management Systems Points Earned: 0.22069 of 1.10345

Does your company have an environmental management system that includes any of the following?

Please check all that apply.

- ☒ Policy statement documenting the organization's commitment to the environment
- ☐ Assessment undertaken of the environmental impact of the organization's business activities
- ☐ Stated objectives and targets for environmental aspects of the organization's operations
- ☐ Programming designed, with allocated resources, to achieve these targets
- ☐ Periodic compliance and auditing to evaluate programs conducted
- ☐ None of the above

Environmental Design Considerations Points Earned: 0.55172 of 0.55172

Has your company integrated environmental considerations into the design process of products and services?

- ☒ Yes
- ☐ No

Chemical Reduction Methods Points Earned: 0.41379 of 0.55172

Which of the following environmentally preferred products have been purchased for the majority of your corporate facilities?

- ☒ Non-toxic janitorial products
- ☒ Unbleached / chlorine free paper products
- ☐ Soy-based inks or other low VOC inks
- ☒ Recycled/environmentally preferred office supplies (paper, pens, notebooks, etc.)
- ☐ Other (please describe)
- ☐ None of the above

Does your company have a program in place to identify and eliminate potential chemicals and materials of concern in your product and/or process and identify and phase-in safer alternatives (e.g. chemical/material options with reduced toxicity)?

- ☐ Company has completed a study of all materials (including scarce metals and minerals) in product and chemicals to 1000ppm level
- ☐ Company has completed a study of all materials in product and chemicals to 100ppm level
- ☐ Company has undergone an evaluation of products and processes to identify potential toxic contaminants from production
- ☒ Company has identified specific chemicals of concern classes (e.g., carcinogens, mutagens, reproductive toxins, endocrine disruptors, persistent or bioaccumulative substances)
- ☒ Company has established a Restricted Substances List (RSL), has a positive screen or other decision process for chemical
- ☒ Company has established metrics and goals for the reduction or elimination of chemicals of concern
- ☒ Company publicly discloses the chemicals and/or materials in your product (e.g., on a label, website, via 800 number for information, etc.)
- ☐ There are no potential chemicals or materials of concern in my industry
- ☐ None of the above

Virtual Office Stewardship Points Earned: 0 of 1.10345

Which of the following are true of how your company encourages good environmental stewardship in how employees manage their virtual offices?

- ☐ There is a written policy encouraging environmentally preferred products and practices in employee virtual offices (recycling, etc.)
- ☐ Company shares resources with employees regarding environmental stewardship in home offices (i.e. energy efficiency, recycling, etc.)
- ☐ Policy in place for the safe disposal of e-waste and other hazardous materials purchased for employee home offices.
- ☐ Employees are provided with a list of environmentally preferred vendors for office supplies
- ☒ None of the above
- ☐ N/A

Environmental Purchasing Policy Topics Points Earned: 0.55172 of 0.55172

Does the company have a written and circulated environmentally preferable purchasing (EPP) policy that includes any of the following?

- ☒ Building and construction
- ☐ Carpets
- ☐ Cleaning
- ☐ Electronics
- ☐ Fleets
- ☐ Food or food services
- ☐ Landscaping
- ☐ Meetings and conferences
- ☐ Office supplies
- ☒ Paper
- ☒ Product input materials
- ☒ Other (please describe)

The TBS List of Restricted and Prohibited Ingredients includes a number of environmentally-based restrictions, including prohibition of plastic microbeads, polyquaterniums, animal tested and animal derived products, GMO products, and guidance on palm oil

- ☐ N/A - No environmentally preferable purchasing policy

Does your company have any programs or policies in place to reduce the environmental footprint caused by travel/commuting?

- ☐ Employees are subsidized/incentivized for use of public transportation, carpooling, or biking to work
- ☐ Facilities are designed to facilitate use of public transportation, biking, or cleaner burning vehicles (e.g. electric chargers)
- ☒ Employees are encouraged to use virtual meeting technology to reduce in person meetings
- ☒ Company has a written policy limiting corporate travel
- ☐ None of the above

Indoor Air Quality Monitoring Points Earned: 0 of 0.27586

Does the company monitor indoor environmental quality to ensure a healthy and comfortable work space, avoiding "Sick Building Syndrome"?

Select N/A if you have no facilities.

- ☐ Yes
- ☒ No
- ☐ NA

Facility Improvement with Landlord Points Earned: 0.183943448 of 0.55172

If you lease your facilities, have you worked with your landlord to implement/maintain any of the following?

Select N/A if you do not lease your building.

- ☒ Energy efficiency improvements
- ☐ Water efficiency improvements
- ☐ Waste reduction programs (including recycling)
- ☐ None of the above
- ☐ N/A - Company does not lease majority of facilities

Context-Based Environmental Management Points Earned: 0 of 0.55172

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

Inputs

Monitoring Energy Usage Points Earned: 0.717982564 of 1.07692

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

Monitoring and Managing Water Use Points Earned: 0 of 1.07692

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

Total Energy Use Points Earned: 0 of 0.00000

575

Total energy used (Gigajoules) during the last 12 months:

1834.2756

Total Renewable Energy Use Points Earned: 0 of 0.00000

Total energy used from renewable resources (Gigajoules) during the last 12 months:

1605.1248

Total Water Use Points Earned: of 0.00000

Total water use (liters) during the last 12 months

Energy Use Reductions Points Earned: 0 of 2.15385

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

Low Impact Renewable Energy Use Points Earned: 0 of 2.15385

What % of energy use is produced from low-impact 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

Increasing Renewable Energy Points Earned: 0 of 1.07692

Has the company increased its % use of low impact renewable energy annually at its corporate facilities?

- ☐ Yes
- ☒ No
- ☐ Already Maximized (100% low impact renewable)

Facility Energy Efficiency Points Earned: 1.07692 of 1.07692

For which of the following systems have you used energy conservation/ efficiency measures for your corporate facilities in the past year?

- ☒ Equipment: Energy Star Appliances / Automatic Sleep Modes / After-Hour Timers / etc.
- ☒ Lighting: Natural Light / CF Bulbs / Occupancy Sensors / Daylight Dimmers / Task Lighting / etc.
- ☒ HVAC: Programmable Thermostat / Timers / Occupancy Sensors / Shade Sun-Exposed Walls / Double-Paned Windows / etc
- ☐ Other (please specify)
- ☐ None of the above
- ☐ N/A - We utilize virtual office

Which of the following water conservation methods have been implemented at the majority of your corporate offices:

- ☒ Low-flow faucets/taps, toilets/urinals, showerheads
 - ☐ Grey-water usage for irrigation
 - ☐ Low-volume irrigation
 - ☐ Harvest rainwater
 - ☐ Other (please describe)
 - ☐ None
 - ☐ N/A: My company has a virtual office
-

Life Cycle Assessments Points Earned: 0.215384 of 1.07692

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?

- ☐ 0%
 - ☐ 1-24%
 - ☐ 25-49%
 - ☐ 50-74%
 - ☐ 75-99%
 - ☐ 100%
 - ☒ 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
-

Cradle to Cradle Certification Points Earned: 0 of 1.07692

What % of your revenues are from the sale of products that have been awarded Cradle To Cradle certification?

- ☒ 0%
 - ☐ 1-24%
 - ☐ 25-49%
 - ☐ 50-74%
 - ☐ 75-99%
 - ☐ 100%
 - ☐ N/A: My revenues are generated from a service and an LCA cannot be conducted.
-

% of Environmentally Preferred Input Materials Points Earned: 0.215384 of 1.07692

What is the % of recycled, renewable, or other environmentally preferred materials in your product?

Include packaging in calculation.

- ☐ 0%
 - ☒ 1-24%
 - ☐ 25-49%
 - ☐ 50-74%
 - ☐ 75-99%
 - ☐ 100%
 - ☐ N/A - Company does not sell a physical product
-

Have any of your products, including packaging, been source reduced in the last fiscal year?

This includes reducing the volume of material needed for a product through material selection, production process, product design, etc.

- ☒ Yes
- ☐ No
- ☐ N/A: My revenues are generated from a service so source reduction cannot be conducted.

Outputs

Monitoring Greenhouse Gas Emissions Points Earned: 0 of 0.76923

Please select the option that best describes how you monitor and record the following emissions:

Scopes 1 and 2 greenhouse gas (GHG) emissions

- ☒ Company does not currently monitor and record emissions
- ☐ Company monitors and records emissions (no reduction targets)
- ☐ Company monitors emissions and has specific reduction targets
- ☐ Company monitors emissions and has met specific reduction targets during the reporting period
- ☐ Eliminated emissions of this by-product entirely
- ☐ N/A

Total Waste Disposed Points Earned: of 0.00000

Waste Disposed (metric tonnes) during the last 12 months

Total Waste Recycled Points Earned: of 0.00000

Waste Disposed: Recycled/Reused (metric tonnes) during the last 12 months

Total Scope 1 GHGs Points Earned: of 0.00000

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:
Scope 1:

Total Scope 2 GHGs Points Earned: of 0.00000

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:
Scope 2:

Total Scope 3 GHGs Points Earned: of 0.00000

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:
Scope 3:

Greenhouse Gas Emissions Reduced Points Earned: 0 of 1.53846

What % of Scopes 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

If your company purchased certified carbon credits in the reporting period, what % of GHG emissions were off-set?

- ☐ 0%
- ☐ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75-99%
- ☐ 100%
- ☐ Don't know
- ☒ N/A - No carbon offsets purchased

Waste Reduction Programs Points Earned: 0 of 0.76923

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

Hazardous Waste Disposal Points Earned: 0.76923 of 0.76923

Is hazardous waste always disposed of responsibly, in a way that the company can verify?

This includes batteries, paint, electronic equipment, etc.

- ☒ Yes
- ☐ No
- ☐ N/A - We have eliminated hazardous waste

Programs to Reduce End of Life Waste Points Earned: 0 of 0.76923

Does the company have in place an active end-of-life product/component reclamation program to increase the useful life of parts and components?

- ☐ Yes
- ☒ No
- ☐ N/A

Transportation, Distribution & Suppliers**Reducing Carbon Emissions from Transportation** Points Earned: 1.44 of 1.44000

Does the company currently use any of the following specific practices to reduce carbon emissions from transportation?

- ☒ Company policy and practice that requires inbound freight or shipping to be transported via lowest impact methods (such as avoiding shipment by air transport)
- ☒ Company policy and practice that requires outbound freight or shipping is transported via lowest impact methods
- ☐ None of the above

Have you reduced the ton miles (relative to revenues) of your distribution and supply chain, and if so, by how much?

Calculate by comparing ton-miles from the year prior or annualized from a baseline year.

- ☐ 0%
- ☐ 1-9%
- ☐ 10%-20%
- ☐ 21-50%
- ☐ >50%
- ☒ Not tracked / Unknown

Sourcing % of COGS from Local Suppliers Points Earned: 0 of 1.44000

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

Sourcing % raw materials from Local Suppliers Points Earned: 0 of 1.44000

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

Tracking Chemicals in the Supply Chain Points Earned: 1.44 of 1.44000

Does your company do any of the following to track chemicals in the supply chain for the majority of materials?

Please check all that apply.

- ☐ Do not track chemicals in the supply chain
- ☒ Require suppliers to disclose specified chemicals of concern
- ☒ Ask suppliers if they know all the chemical ingredients intentionally added to their product and all residuals of high concern present in the product (asking if they know only, not to provide the data to you)
- ☒ Require suppliers to provide chemical information to a third party
- ☐ Disclose all by-products, contaminants or trace materials to the public

Suppliers Tracking Energy Use Points Earned: 0.18 of 0.72000

580

What % of Significant Suppliers track and report the following:
Energy usage

- ☐ 0%
 - ☒ 1-24%
 - ☐ 25-49%
 - ☐ 50-74%
 - ☐ 75%+
 - ☐ Don't Know
-

Suppliers Tracking Water Use Points Earned: 0.18 of 0.72000

What % of Significant Suppliers track and report the following:
Water usage

- ☐ 0%
 - ☒ 1-24%
 - ☐ 25-49%
 - ☐ 50-74%
 - ☐ 75%+
 - ☐ Don't Know
-

Suppliers Tracking Air and Water Emissions Points Earned: 0.18 of 0.72000

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
-

Suppliers Tracking Waste and Recycling Points Earned: 0.18 of 0.72000

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
-

Suppliers Tracking Hazardous Waste Points Earned: 0.18 of 0.72000

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
-

What % of Significant Suppliers track and report the following:
GHG Emissions

- ☐ 0%
 - ☒ 1-24%
 - ☐ 25-49%
 - ☐ 50-74%
 - ☐ 75%+
 - ☐ Don't Know
-

Suppliers Using Renewable Energy Points Earned: 0.36 of 1.44000

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
-

Suppliers Reducing Greenhouse Gases Points Earned: 0.36 of 1.44000

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
-

Suppliers Reducing Waste Points Earned: 0.36 of 1.44000

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
-

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

Suppliers Responsibly Disposing Hazardous Waste Points Earned: 0.18 of 0.72000

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

Environmental Models Introduction

Environmental Business Model Points Earned: 0 of 0.00000

Are your company's products or process structured to restore or preserve the environment in any of the following ways?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ 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

Environment Products & Services Introduction

Environmental Product Benefits Points Earned: 0 of 0.00000

In what way or ways does your product/service conserve the environment?

Please select ONE option per product line. You may select an additional option if your product line has two separate environmental attribute. The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ Provides or is powered by renewable energy or cleaner-burning energy than market alternatives (e.g. solar panel manufacturers/installers, hybrid vehicles)
- ☐ Conserves or diverts resources (including energy, water, materials, etc.)
- ☒ Conserves or preserves the well-being of land and/or animals (e.g. land protection or reforestation services, sustainably harvested agricultural products)
- ☒ Reduces or is made of less toxic/hazardous substances (e.g. brownfield remediation services, organic food, non-toxic cleaners)
- ☐ Educates, measures, researches, or provides information to solve environmental problems (e.g. environmental consulting auditing)
- ☐ None of the above

Environmental Product/Service Certifications Points Available: 0.00000

How would you describe the positive environmental outcome produced for the environment by your product/service? If you have environmental product certifications, please list them here.

To meet the definition of a qualified third-party certification, the certification must be independently verified, be standards-based, and have those standards be transparent.

Land/wildlife Conservation

Tell us more about how your product or service conserves natural resources

Through purchase of FSC and RTSPO/GreenPalm input materials (Palm offsets as well as purchasing RTSPO palm itself). We cannot capture here as we have been instructed to calculate as expenses, but this question calculates as revenues.

Land/wildlife Conservation Description Points Earned: 0 of 0.00000

Which of the following product or service descriptions apply?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ Product/ service requires specific practices to ensure the humane treatment of animals used as inputs in the product's creation (i.e. humane certified eggs)
- ☒ Product/service requires specific practices to ensure the sustainable harvesting or use of natural products and materials (FSC certified paper; MSC seafood; shade-grown coffee)
- ☐ Product/ service directly prevents environment/ecosystem degradation (i.e. protected parks; wildlife management service)
- ☐ Product/service improves natural environments previously damaged by degradation (i.e. reforestation; endangered species repopulation)
- ☐ These descriptions do not apply to our company's product/service (Skip the remainder of this section)

Revenue from Land/wildlife Conservation Points Earned: 0 of 0.00000

What were your total revenues last fiscal year from the previous products or services?

The answer to this question affects questions you'll encounter further on in your assessment.

2%

The values included here in each assessment were calculated based on the percentage of input material costs that came from certified sources and eligible suppliers. This is in lieu of using revenue which would require a product-level certification

Tons of Carbon Offset Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Metric tons of GHG/CO2 equivalent

Hectares Protected Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Number of hectares protected

Wildlife Species Protected Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Number of wildlife species protected/saved

Waste Diverted Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Metric tons of waste saved from landfill or incineration

Water Saved Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Liters of water saved/off-set

How do you verify that your product contributes to the outcome previously selected?

Please select all that apply.

- ☐ We have a track record of successful, verified positive outcomes and have created case studies based on these.
- ☐ There is secondary research that supports the link between our type of product and the stated outcome.
- ☐ We conduct our own direct research to track the outcomes produced for all our customers, such as impact-related survey
- ☐ We have third party certifications or verifications that verify the efficacy of our product/service in delivering outcomes
- ☐ We have performed, commissioned, or partnered with scientifically designed impact or outcome assessments to systematically learn about our product's impact
- ☐ Our product is too early stage to have research or studies that link our product to positive outcomes
- ☒ We cannot provide verification of our outcomes at this time.

Efficacy of Land/wildlife Conservation Points Earned: 0 of 1.11111

If direct research on your product/service has been performed, did the results confirm that a desired outcome is being achieved?

- ☐ Yes
- ☐ No
- ☒ N/A - No direct research conducted

Negative outcomes measured Points Earned: 0 of 1.11111

Does your company also measure and manage the negative or unintended outcomes generated by this business model?

- ☐ Yes
- ☒ No

Innovative Land/wildlife Conservation Points Earned: of 0.00000

Is there something different or innovative about the product/service that has changed the industry? Is this something that is replicable, unique at the time that it was created, and that has been emulated by other organizations?

na

Toxin Reduction / Remediation

Toxin / Pollution Reduction Overview Points Earned: of 0.00000

Tell us more about how your product or service reduces use of toxic or hazardous substances, prevents pollution or remediates discharges to air, land or water

We purchase organic raw materials.

Toxin / Pollution Reduction Description Points Earned: 0 of 0.00000

Which of the following product or service descriptions apply?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ Product minimizes need of toxic chemicals compared to market alternatives (non-GMO)
- ☒ Product/services use less toxic/hazardous chemicals or materials than market alternatives (i.e. non-toxic cleaners, organic food, integrated pest management for agriculture)
- ☐ Product/service remediates environmental damage after discharges to air, land or water (i.e. brownfield remediation, oil spill clean-up)
- ☐ Product/service directly prevents pollution or hazardous discharge (i.e. pollution management technologies)
- ☐ These descriptions do not apply to our company's product/service (Skip the remainder of this section)

% Toxin Reduction Points Earned: of 0.00000

What is the average % toxic/hazardous material reduction or pollution prevention (by weight or volume) achieved by the product or service?

Revenue from Toxin Reduction / Remediation Points Earned: 0 of 0.00000

What were your total revenues last fiscal year from the previous products or services?

The answer to this question affects questions you'll encounter further on in your assessment.

6%

The values included here in each assessment were calculated based on the percentage of input material costs that came from certified sources and eligible suppliers. This is in lieu of using revenue which would require a product-level certification

Tons of Carbon Offset Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Metric tons of GHG/CO2 equivalent

kWh Saved Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

kWh saved/off-set

Waste Diverted Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Metric tons of waste saved from landfill or incineration

Water Saved Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Liters of water saved/off-set

Verification of Toxin Reduction Points Earned: 1.11111 of 1.11111

How do you verify that your product contributes to the outcome previously selected?

Select all that apply.

- ☐ We have a track record of successful, verified positive outcomes and have created case studies based on these.
- ☒ There is secondary research that supports the link between our type of product and the stated outcome.
- ☐ We conduct our own direct research to track the outcomes produced for all our customers, such as impact-related survey
- ☒ We have third party certifications or verifications that verify the efficacy of our product/service in delivering outcomes
- ☐ We have performed, commissioned, or partnered with scientifically designed impact or outcome assessments to systematically learn about our product's impact
- ☐ Our product is too early stage to have research or studies that link our product to positive outcomes
- ☐ We cannot provide verification of our outcomes at this time.

Efficacy of Toxin Reduction / Remediation Points Earned: 1.11111 of 1.11111

If direct research on your product/service has been performed, did the results confirm that a desired outcome is being achieved?

- ☒ Yes
- ☐ No
- ☐ N/A - No direct research conducted

Negative Impact Management Points Earned: 0 of 1.11111

Does your company also measure and manage the negative or unintended outcomes generated by this business model?

- ☐ Yes
- ☒ No

Innovative Toxin Reduction / Remediation Points Earned: of 0.00000

Is there something different or innovative about the company's basic product or service that has changed the industry? Is this something that is replicable, unique at the time that it was created, and that has been emulated by other organizations?

na

The Body Shop - UK

Wholesale/Retail

1000+ Employees

OVERALL SCORE			
90.8			
OPERATIONS SCORE	IMPACT BUSINESS MODEL SCORE	N/A SCORE	
73.2	16.8	0.7	
 Governance			15.3
 Workers			27.7
 Community			30
 Environment			17.6
 Disclosure Questionnaire			NA
VERSION	COMPLETION	YEAR	STATUS
5	100%	2018	Rated
MARKET	SECTOR	SIZE	INDUSTRY
Developed - Global	Wholesale/Retail	1000+	Personal care products

Governance

Mission & Engagement

Level of Impact Focus Points Earned: 0 of 0.00000

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.

Mission Statement Characteristics Points Earned: 0.15 of 0.20000

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 beneficiary group in need (e.g. low income customers, smallholder farmers)

Mission Statement Points Earned: of 0.00000

Please type or paste your mission statement here.

The Body Shop exists to fight for a fairer and more beautiful world

Social and Environmental Performance Training Points Earned: 0.4 of 0.40000

Do your employee training programs include instruction on sustainability principles and practices?

Check all that apply.

- ☒ Yes, sustainability principles and practices are integrated into new employee and new manager training
- ☒ Yes, sustainability principles and practices are integrated into ongoing employee and management training
- ☒ Yes, majority of workplace teams articulate goals and achievements on sustainability metrics
- ☒ Yes, all supervisors and managers receive training on how to communicate sustainability issues to employees and implement accountability for results
- ☐ No, sustainability is seldom, if ever, used in training

Board Review of Social or Environmental Performance Points Earned: 0.4 of 0.40000

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

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?

Please check all that apply.

- ☐ No formal stakeholder engagement
- ☒ Meetings or other engagement mechanisms with local community members
- ☒ 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)

Social or Environmental Performance Related Executive Job Descriptions Points Earned: 0 of 0.40000

Does the CEO and his/her direct reports have the following social or environmental mission-related responsibilities or expectations outlined in their job description?

- ☐ Human rights & labor performance (including supply chain)
- ☐ Community engagement (including volunteering/charitable giving)
- ☐ Serving consumers in need
- ☐ Environmental performance
- ☐ Other social or environmental innovation (please describe)
- ☒ None of the above

Social/Environmental Key Performance Indicators Points Earned: 0.4 of 0.40000

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 (examples: 3rd-party impact assessments, progress out of poverty indexing, beneficiary outcome surveys, etc.)

Mission-driven Executive Compensation Points Earned: 0.8 of 0.80000

If the CEO and direct reports have mission-related responsibilities, what % of them have compensation tied to the social and environmental performance areas previously selected?

- ☐ 0%
- ☐ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75-99%
- ☒ 100%
- ☐ N/A - No mission related responsibilities

Corporate Accountability

Governance Codes Points Earned: of 0.00000

Please specify any governance Codes by which the company abides or on which stock exchanges it is listed, if applicable.

TBSI not listed on any exchanges. Natura is and we have access to these codes.

Which of the following apply to your company's Board of Directors or equivalent governing body?

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

Governing Body Characteristics Points Earned: 0.27273 of 0.27273

Which of the following apply to your company's Board of Directors or equivalent governing body?

Check all that apply.

- ☒ 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

Governing Body Stakeholder Representation Points Earned: 0 of 0.13636

Which of the following stakeholder groups or relevant independent experts have voting seats on the Board of Directors or equivalent governing body?

Select all that apply.

- ☐ Executive employee representative
- ☐ Non-executive employee representative
- ☐ Community expertise (e.g. local university representative)
- ☐ Environmental expertise (e.g. environmental nonprofits)
- ☐ Customers
- ☒ None of the above
- ☐ N/A - no Board of Directors or other governing body

Audit Committee Characteristics Points Earned: 0.181856364 of 0.27273

Which of the following apply to your company's Board of Directors or other governing body's 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

Which of the following apply to your shareholder engagement practices?

- ☒ Company permits proxy voting by means of paper ballot, electronic voting, proxy voting services or other remote mechanism
- ☐ Mechanisms are put in place for shareholders to cast confidential votes
- ☒ Company's ownership structure follows one-share, one-vote standard
- ☐ Shareholders have formal rights to vote on changes in corporate articles, by-laws, governance structures and change-in-control provisions
- ☐ Shareholders have the right to nominate Board members
- ☒ Shareholder communications include company's financial and ESG performance
- ☐ None of the above

Ethics

Financial Controls Points Earned: 0.33333 of 0.33333

Does the company maintain any of the following financial controls?

Please check all that apply.

Sensitive

Anti-Corruption Practices Points Earned: 0.16667 of 0.16667

Which of the following anti-corruption reporting and prevention systems are in place?

- ☒ Helpline or anonymous mechanism to report grievances/concerns
- ☐ Individual or department oversight with direct access to Board of Directors
- ☒ Written employee whistle-blowing policy with strict confidentiality policy
- ☒ Whistle-blowing policy easily accessible and circulated to all employees and business partners
- ☐ Other (please describe)
- ☐ None of the above

Code of Ethics Points Earned: 0.33333 of 0.33333

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 Code of Ethics

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
- ☐ Other (please describe)
- ☐ None of the above
- ☐ N/A - No Business Code of Conduct

Code of Ethics Training Points Earned: 0.33333 of 0.33333

Which of the following stakeholder groups are required to participate in regular training on your company's Code of Ethics?

Please check all that apply.

- ☒ Board members
- ☒ Executives and senior managers
- ☐ All managers
- ☐ All employees
- ☒ Business partners, contractors and suppliers
- ☐ Subsidiaries
- ☐ Joint ventures
- ☐ None of the above

Transparency

Financial Transparency with Employees Points Earned: 0.444445 of 0.88889

Does the company have a formal process to share financial information (except salary info) with all full-time employees?

- ☐ No
- ☒ Yes - 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
- ☐ N/A - Company is required to publicly report financial statements

Ownership Transparency with Employees Points Earned: 0.88889 of 0.88889

Do all full-time employees have access to written information that identifies all material owners and investors of the company?

- ☒ Yes
- ☐ No

Executive Compensation Disclosure Points Earned: 0 of 0.44444

Does your company have a public statement or policy to provide disclosure of executive compensation?

- ☐ Yes
- ☒ No

Does the 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 company's 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

Governing Body Transparency Points Earned: 0.592711852 of 0.88889

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

Governance Metrics

Last Fiscal Year Points Earned: of 0.00000

On what date did your last fiscal year end?

2017-12-31

Reporting Currency Points Earned: 0 of 0.00000

Reporting currency

British Pound - GBP

Revenue Last Year Points Earned: 0 of 0.00000

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. The answer to this question affects questions you'll encounter further on in your assessment.

Sensitive

Revenue Year Before Last Points Earned: 0 of 0.00000

Total Earned Revenue
From the fiscal year before last

Sensitive

Earnings Before Interest & Taxes Last Year Points Earned: 0 of 0.00000

EBIT (Earnings Before Interest & Taxes)
From the last fiscal year

Sensitive

EBIT (Earnings Before Interest & Taxes)
From the fiscal year before last

Sensitive

Net Income Last Year Points Earned: 0 of 0.00000

Net Income
From the last fiscal year

Sensitive

Net Income Year Before Last Points Earned: 0 of 0.00000

Net Income
From the fiscal year before last

Sensitive

Mission Locked

Mission Lock Points Earned: 7.5 of 10.00000

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

Workers

Worker Metrics

Majority Hourly vs. Salaried Workers Points Earned: 0 of 0.00000

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. The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ Fixed Salary
- ☒ Daily/Hourly Wage

of Full Time Workers Points Earned: 0 of 0.00000

Number of Total Full-Time Workers
Current Total Full-Time Workers

The answer to this question affects questions you'll encounter further on in your assessment.

512

of Full Time Workers Last Year Points Earned: 0 of 0.00000

Number of Total Full-Time Workers
Total Full-Time Workers 12 months ago

The answer to this question affects questions you'll encounter further on in your assessment.

679

of Part Time Workers Points Earned: 0 of 0.00000

594

Number of Total Part-Time Workers
Current Total Part-Time Workers

The answer to this question affects questions you'll encounter further on in your assessment.

1807

of Part Time Workers Last Year Points Earned: 0 of 0.00000

Number of Total Part-Time Workers
Total Part-Time Workers 12 months ago

The answer to this question affects questions you'll encounter further on in your assessment.

1714

of Temporary Workers Points Earned: 0 of 0.00000

Number of Total Temporary Workers
Current Total Temporary Workers

The answer to this question affects questions you'll encounter further on in your assessment.

256

of Temporary Workers Last Year Points Earned: 0 of 0.00000

Number of Total Temporary Workers
Total Temporary Workers 12 months ago

The answer to this question affects questions you'll encounter further on in your assessment.

235

Compensation & Wages

Total Wages Points Earned: 0 of 0.00000

Total Wages (including bonuses)

Sensitive

Lowest Paid Wage Points Earned: 0 of 0.00000

What is the company's lowest wage calculated on an hourly basis?

Please exclude students and interns in this calculation.

Sensitive

Paying Above the Minimum Wage Points Earned: 0.47833 of 0.47833

Are all your full-time, part-time, temporary workers and independent contractors paid above minimum wage?

- ☒ Yes
- ☐ No
- ☐ N/A - No minimum wage in my country and/or industry

% of Employees Paid Individual Living Wage Points Earned: 1.91333 of 1.91333

What % of total full-time, part-time, and temporary workers (excluding interns) employed in company facilities are paid a living wage or above?

- ☐ <75%
- ☐ 75-89%
- ☐ 90-99%
- ☒ 100%
- ☐ N/A

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 fiscal year?

- ☐ >30x
☐ 21-30x
☐ 16-20x
☒ 11-15x
☐ 6-10x
☐ 1-5x
-

Average Compensation Increases Points Earned: 0 of 0.95667

How did the the average percentage increase of executive compensation compare to that of non-executive compensation?

- ☒ Higher percentage increase
☐ Same percentage increase
☐ Lower percentage increase
-

Market Compensation Comparison Points Earned: 0.3157011 of 0.95667

Based on a company referenced compensation study in the last two years, how does your company's compensation structure (excluding executive management) compare with the market?

- ☐ Don't Know: Have not referenced a compensation survey
☐ 1st quartile (0-24th percentile)
☒ 2nd quartile (25-49th percentile)
☐ 3rd quartile (50-74th percentile)
☐ 4th quartile (75-100th percentile)
-

Bonus Plan Characteristics Points Earned: 0.47833 of 0.47833

Which of the following are true about the company's bonus plan:

- ☐ Bonuses are given but there is no formal 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
-

Employees Receiving a Bonus Points Earned: 0.7175025 of 0.95667

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%
☐ N/A
-

If it is not possible to verify a living wage in your country, has your company participated in any leadership initiatives to increase wages or benefits to workers provided in your country/industry?

Examples include commissioning a living wage calculation. Select N/A if living wage already exists.

- ☒ Yes
- ☐ No
- ☐ N/A - Living wage already exists

Compensation & Wages (Hourly)

% Above the Minimum Wage Points Earned: 0.3075 of 1.23000

What % above the local minimum wage did your lowest-paid hourly worker receive during the last fiscal year?

- ☐ 0%
- ☒ 1-9%
- ☐ 10-19%
- ☐ 20-25%
- ☐ >25%

Paying a Living Wage Points Earned: 1.23 of 1.23000

What % of hourly workers are paid a living wage?

Select N/A if there is no living wage data available for where the country where the majority of your employees work.

- ☐ <75%
- ☐ 75-89%
- ☐ 90-99%
- ☒ 100%
- ☐ N/A

Bonus Plan Characteristics Points Earned: 0.820041 of 1.23000

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.

- ☐ No bonus payout, or no bonus plan
- ☐ <1%
- ☐ 1-3%
- ☒ 3-6%
- ☐ >6%

Benefits

Government Provision Of Healthcare Points Earned: 0 of 0.00000

Which of the following best describes the provision of healthcare 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

What % of employees are eligible for health care benefits either through company or government plan?

- ☐ <75%
- ☐ 75-84%
- ☐ 85-94%
- ☒ 95%+

Supplementary Health Benefits Points Earned: 1.6 of 1.60000

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)

Employee assistance programme, L.O.V.E Money,

- ☐ None of the above

Paid Secondary Caregiver Leave Points Earned: 1.06672 of 1.60000

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

Healthcare Eligibility for Part Time Workers Points Earned: 0.8 of 0.80000

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

Retirement Programs Points Earned: 1.6 of 1.60000

Do employees have access to any of the following savings programs for retirement?

- ☒ Government-sponsored pension plans
- ☒ Private Pension or Provident Funds
- ☐ Plan specifically includes Socially-Responsible Investing option
- ☐ None of the above

Worker Benefits (Hourly)

What is the minimum tenure required to be eligible for health care benefits for hourly workers?

- ☐ No benefits beyond what is provided under national law
- ☐ 91+ days / 450+ hours
- ☒ 61-90 days / 300-450 hours
- ☐ 31-60 days / 150-300 hours
- ☐ 1-30 days / 1-150 hours
- ☐ No tenure required, benefits available upon hire

Number of Paid Days Off Points Earned: 1.4 of 1.40000

What is the minimum number of paid days off provided annually to hourly tenured workers?

Calculate on pro rata basis, including holidays.

- ☐ 0-8 work days
- ☐ 9-15 work days
- ☐ 16-20 work days
- ☐ 21-25 work days
- ☒ >25 work days

Paid Primary Caregiver Leave for Hourly Workers Points Earned: 1.4 of 1.40000

What is the minimum number of weeks tenured hourly workers receive paid primary caregiver leave, either through the company or the government?

- ☐ 0-5 weeks
- ☐ 6-11 weeks
- ☐ 12-17 weeks
- ☒ 18 weeks or more

Training & Education

Intern Hiring Practices Points Earned: 0.16923 of 0.16923

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

Internal Promotions Points Earned: 0.084615 of 0.16923

What % of positions above entry level have been filled with internal candidates in the last 12 months?

Exclude material owners in your calculation.

- ☐ 0%
- ☐ 1-24%
- ☒ 25-49%
- ☐ 50-74%
- ☐ 75%+

What % of employees have been internally promoted within the last 12 months?

Exclude material owners in your calculation.

- ☐ 0%
- ☐ 1-5%
- ☒ 6-15%
- ☐ >15%

External Professional Development Participation Points Earned: 0.16923 of 0.16923

What % of full-time workers have participated in external professional development opportunities or lifelong learning opportunities to enhance performance skills in the past fiscal year?

Count only professional development that is paid for in advance, reimbursed or subsidized by the Company.

- ☐ 0%
- ☐ 1-5%
- ☐ 6-15%
- ☒ >15%

Paid Professional Development Days Points Earned: 0.16923 of 0.16923

How many paid days of professional development do the majority of full time workers receive (in a single year)?

- ☐ No formal policy
- ☐ 0 days
- ☐ 1-4 days
- ☐ 5-9 days
- ☒ 10+ days

Management Training Points Earned: 0.16923 of 0.16923

Do new and existing managers get regular training and coaching on the following?

Check all that apply.

- ☒ Providing ongoing praise and corrective feedback
- ☒ Conflict negotiation and resolution
- ☒ Group dynamics and optimal team functioning
- ☒ Performance evaluation systems
- ☐ Other (please describe)
- ☐ None of the above

Outplacement Services Points Earned: 0.08462 of 0.08462

For what % of terminated full-time employees are formal outplacement services provided?

Exclude employees terminated with cause.

- ☐ 0%
- ☐ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☒ 75%+

Training & Education (Hourly)

Skills-Based Training Participation Points Earned: 0.18571 of 0.18571

600

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%+
- ☐ Don't know

Cross-Job Skills Training Participation Points Earned: 0.123812857 of 0.18571

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%+
- ☐ Don't know

Life Skills Training Participation Points Earned: 0.18571 of 0.18571

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%+
- ☐ Don't know

External Professional Development Participation Points Earned: 0.37143 of 0.37143

What % of full-time workers have participated in external professional development opportunities 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%+

Hours Spent on Training Points Earned: 0.37143 of 0.37143

Approximately how many hours did each worker (on average) spend on dedicated, job-related training/education time in the past 12 months?

Please do not include on-the-job training as a part of this particular question.

- ☐ Don't know
- ☐ 1-5 hrs
- ☐ 6-10 hrs
- ☐ 11-20 hrs
- ☒ 21 hrs+

Worker Ownership

% Participation in Employee Ownership Points Earned: 0 of 1.75000

601

What % 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

% of Company Owned by Non-Management Employees Points Earned: 0 of 1.75000

What % of your company is owned by non-executive, non-management level workers through an ownership vehicle paid for by the company, not requiring employee contributions?

Select N/A if your company is a consumer/shared services cooperative, a producer cooperative or a nonprofit.

- ☒ 0%
- ☐ 1-4%
- ☐ 5-24%
- ☐ 25-50%
- ☐ >50%
- ☐ N/A

% of Company Owned by Non-Executive Employees Points Earned: 0 of 3.50000

What % of the company is owned by full-time workers who are non-executive employees and non-founders?

Select N/A if your company is a consumer/shared services cooperative, a producer cooperative or a nonprofit.

- ☒ 0%
- ☐ 1-4%
- ☐ 5-24%
- ☐ 25-49%
- ☐ 50%+
- ☐ N/A
- ☐ Don't Know

Management & Worker Communication

Employee Review Process Points Earned: 0.8 of 0.80000

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
- ☐ Follows a 360-degree feedback process
- ☐ None of the above

What percent of your employees are 'Satisfied' or 'Engaged'?

Select N/A if your company has not conducted an employee engagement survey in the past 2 years.

- ☐ N/A
- ☐ <65%
- ☐ 65-80%
- ☒ 81-90%
- ☐ >90%

Management & Worker Communication (Hourly)

Average Tenure Points Earned: 0.4 of 0.40000

What is the average tenure of your current workforce?

- ☐ <6 months
- ☐ 6-12 months
- ☐ 1-2 years
- ☐ 2-3 years
- ☒ >3 years

Job Flexibility/Corporate Culture

Health and Wellness Initiatives Points Earned: 0.7 of 0.70000

Do company policies support any of the following health and wellness initiatives above insurer-provided programs?

Check all that apply.

- ☐ Company does not offer any formal health and wellness initiatives
- ☒ Company sponsors and encourages workers to participate in health and wellness activities during the workweek (i.e. walking or steps programs)
- ☒ Company offers incentives for workers to complete health risk assessments or participate in health and wellness activities (e.g., a fund for exercise equipment, subsidized gym membership, etc.)
- ☐ Over 25% of workers have completed a health risk assessment in the last 12 months
- ☒ Employees have access to behavioral health counseling services, web resources or Employee Assistance Programs
- ☒ Spouses, partners, or children of employees provided access to behavioral health counseling services, web resources or Employee Assistance Programs
- ☒ Company has policies and programs in place to prevent ergonomic-related injuries in the workspace
- ☐ Management receives reports on aggregate participation in worker wellness programs
- ☐ Other (please describe)

Job Flexibility/Corporate Culture (Hourly)

Supplementary Benefits Points Earned: 1.3 of 1.30000

Which of the following supplementary benefits are offered to employees?

Please check all that apply.

- ☒ Onsite childcare
- ☒ Offsite subsidized childcare
- ☒ Counseling services
- ☐ Free or subsidized meal
- ☐ Policy to support breastfeeding mothers
- ☒ Other (please describe)

☒ None

Labor Practices Review Points Earned: 0 of 0.33333

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 stakeholders (workers, suppliers, NGOs, government)
- ☒ N/A - Company only has operations in developed markets

Labor Rights Training Points Earned: 0.66667 of 0.66667

What % of employees have received specialized training on policies and procedures concerning aspects of labor/human rights that are relevant to the company's operations?

- ☐ None
- ☐ 0-24%
- ☐ 25-49%
- ☐ 50-74%
- ☒ 75%+

Occupational Health & Safety**Management Commitment to Health and Safety** Points Earned: 0.33333 of 0.33333

Does the company have any of the following practices with regards to management's commitment to worker health and safety?

- ☒ Written safety and health policy to minimize on-the-job employee accidents and injuries
- ☒ Safety and health integrated into overall management planning process and workers are involved in safety planning, resource allocation, audits, etc.
- ☒ Safety and health concerns communicated through regular safety and health trainings
- ☒ Specific safety and health program goals and objectives, with specific indicators to measure progress
- ☒ Senior management addresses safety issues through written word or in company gatherings at least quarterly
- ☒ Formal safety reporting system for employees to submit their safety concerns
- ☒ Safety procedures easily accessible for all on site personnel, including workers, non-managerial staff, and visitors
- ☐ Participation in an external program demonstrating commitment and excellence in safety and health (e.g. Voluntary Protection Program)
- ☐ N/A - No manufacturing or wholesale facilities
- ☐ None of the above

Health and Safety Audit Practices Points Earned: 0.33333 of 0.33333

Which of the following is included in your company's practices related to inspections/audits:

- ☒ Written procedure for performing safety and health inspections
- ☒ Routine safety and health inspections at least quarterly
- ☒ Information discovered through analyses is used to improve safety processes (e.g. baseline hazards analysis, accident/incident analysis, employee concerns, sampling results from inspections)
- ☒ Results of the routine inspections are documented
- ☒ Inspection reports clearly indicate what needs to be corrected with documented accountability for closure
- ☐ N/A - No manufacturing or wholesale facilities
- ☐ None of the above

Which of the following is included in your company's measurement and evaluation practices in relation to occupational safety and health?

- ☐ A standardized third-party safety management system (i.e. ISO 18001, BS 8800)
- ☒ A safety position, safety committee or safety program representative reporting to senior-level position (Vice-President or higher)
- ☒ A documented standard procedure for investigating accidents and major incidents
- ☒ Investigation and documentation of the root causes of accidents and incidents
- ☒ Implementation of corrective actions after root causes of an accident or incident are determined
- ☒ Injury or illness trends and trend data are transparent to all workers
- ☒ An annual evaluation of the safety and health system including senior management in the evaluation
- ☐ Has an employee safety recognition program
- ☐ Engages with employees on regular Safety Perception Surveys
- ☐ None of the above

Worker Business Models Introduction

Workers Impact Business Model Introduction Points Earned: 0 of 0.00000

Is your company structured to benefit its employees in the following way?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ Ownership structures that provide significant equity (>40%) and empowerment to all employees (i.e. employee-owned companies/cooperative)
- ☒ No

Community

Job Creation

New Jobs Added Last Year Points Earned: 0 of 0.00000

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 12 months:

0

New Jobs Added Year Before Last Points Earned: 0 of 0.00000

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.

Prior 12 months:

295

Job Growth Rate Points Earned: 0 of 2.66667

By what % has your worker base grown over the last 12 months?

- ☒ 0% (Has not grown on a net basis)
- ☐ 1-5%
- ☐ 6-15%
- ☐ >15%

Departed Employees Points Earned: 0 of 0.00000

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.

Sensitive

Attrition Rate for Salaried Workers Points Earned: 0 of 1.33333

605

What was the attrition rate for tenured full and part-time salaried and hourly workers (excluding workers terminated with cause) for the last 12 months?

Salaried workers

Sensitive

Attrition Rate for Hourly Workers Points Earned: 0 of 1.33333

What was the attrition rate for tenured full and part-time salaried and hourly workers (excluding workers terminated with cause) for the last 12 months?

Hourly workers

- ☒ >10%
- ☐ 5-10%
- ☐ 2.5-4.9%
- ☐ 0-2.4%

Facilities in Low-Income Communities Points Earned: 0 of 1.33333

What % of your workers are employed in company facilities located in low-income communities?

- ☒ <10%
- ☐ 10-19%
- ☐ 20-29%
- ☐ 30%+
- ☐ Don't Know

Living Wages for Workers from Low-Income Communities Points Earned: 0 of 1.33333

What % of workers reside in low-income communities AND are paid a living wage by the company?

Include full-time and part-time workers.

- ☐ 0%
- ☐ 1-9%
- ☐ 10-19%
- ☐ 20-29%
- ☐ 30%+
- ☒ Don't Know

Diversity & Inclusion

Female Employees Points Earned: 0 of 0.00000

Number of total full-time and part-time female employees.

Enter 0 if None.

2187

Managing Gender Pay Equity Executives Points Earned: 0 of 0.31095

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
- ☒ Don't Know

Is average compensation for men and women equal in comparable executive, managerial, and non-managerial roles?
Managers

- ☐ Yes
☐ No
☒ Don't Know

Manging Gender Pay Equity Non-Managers Points Earned: 0 of 0.31095

Is average compensation for men and women equal in comparable executive, managerial, and non-managerial roles?
Non-managerial full-time workers

Allow a 5% margin of error while calculating. For more information on calculating, see Explain.

- ☐ Yes
☐ No
☒ Don't Know

Board of Directors Diversity Points Earned: 0.628224743 of 0.94229

What % of the members of your Board of Directors (or equivalent) are women or individuals from other underrepresented populations?

- ☐ 0%
☐ 1-9%
☐ 10-24%
☒ 25-49%
☐ 50%+
☐ Don't know
☐ N/A - No board of directors or equivalent

Female Directors Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?

Women

33

Directors from Low-income Communities Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?

Low income communities

0

Minority Directors Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?

Minority/previously excluded populations

0

Directors from Underrepresented Populations Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?

Other underrepresented populations (e.g. minorities, LGBT community, individuals with disabilities, etc.)

0

Ethnic Diversity Compared to Area

Points Earned: 0 of 0.94229

607

Does the % of ethnic minorities employed at your company equal or exceed the % of ethnic minorities in your metro area?

Percentage should be based on census or other government demographic data.

- ☐ No
- ☐ Yes
- ☒ N/A- Ethnic data is not available or illegal to be tracked in your area

Supplier Ownership Diversity

Points Earned: 0 of 0.94229

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

Supplier Diversity Policy

Points Earned: 0.47114 of 0.47114

Does the company have a written policy giving preference to suppliers owned by women or individuals from underrepresented populations?

- ☒ Yes
- ☐ No
- ☐ N/A: Such policies are illegal in my country of operations

Executive Diversity Statistics

Points Earned: 0.94229 of 0.94229

What % of the following employment categories are women or individuals from minority or underrepresented populations?
Executives

- ☐ 0%
- ☐ 1-9%
- ☐ 10-24%
- ☐ 25-39%
- ☐ 40-49%
- ☒ 50%+
- ☐ Don't know
- ☐ N/A

Manager Diversity Statistics

Points Earned: 0.94229 of 0.94229

What % of the following employment categories are women or individuals from minority or underrepresented populations?
Managers

- ☐ 0%
- ☐ 1-9%
- ☐ 10-24%
- ☐ 25-39%
- ☐ 40-49%
- ☒ 50%+
- ☐ Don't know
- ☐ N/A

What % of the following employment categories are women or individuals from minority or underrepresented populations?
Non-managerial full-time workers

- ☐ 0%
- ☐ 1-9%
- ☐ 10-24%
- ☐ 25-39%
- ☐ 40-49%
- ☒ 50%+
- ☐ Don't know
- ☐ N/A

Part-time Workers from Underrepresented Populations Points Earned: 0.47114 of 0.47114

What % of the following employment categories are women or individuals from minority or underrepresented populations?
Non-managerial part-time workers

- ☐ 0%
- ☐ 1-9%
- ☐ 10-24%
- ☐ 25-39%
- ☐ 40-49%
- ☒ 50%+
- ☐ Don't know
- ☐ N/A

Female Executives Points Earned: 0 of 0.00000

Optional unweighted metrics: Please provide approximate % of Executives that are from the following groups.
Women

50

Minority/Previously Excluded Executives Points Earned: 0 of 0.00000

Optional unweighted metrics: Please provide approximate % of Executives that are from the following groups.
Minority/previously excluded populations

0

Executives from Underrepresented Populations Points Earned: 0 of 0.00000

Optional unweighted metrics: Please provide approximate % of Executives that are from the following groups.
Other underrepresented populations (e.g. individuals in LGBT community; individuals with disabilities; and those from low-income communities)

0

Female Management (metric) Points Earned: 0 of 0.00000

Optional unweighted metrics: Please provide approximate % of Managers that are from the following groups.
Women

93

Minority Managers Points Earned: of 0.00000

Optional unweighted metrics: Please provide approximate % of Managers that are from the following groups.
Minority/previously excluded populations

Managers from Underrepresented Groups Points Earned: of 0.00000

609

Optional unweighted metrics: Please provide approximate % of Managers that are from the following groups.
Other underrepresented populations (e.g. individuals in LGBT community; individuals with disabilities; and those from low-income communities)

Female Full-Time Workers Points Earned: 0 of 0.00000

Optional unweighted metrics: Please provide approximate % of Non-Managerial Full-Time Workers are from the following groups.
Women

60

Minority Full-Time Workers Points Earned: of 0.00000

Optional unweighted metrics: Please provide approximate % of Non-Managerial Full-Time Workers are from the following groups.
Minority/previously excluded populations

Full-Time Workers from Underrepresented Groups Points Earned: of 0.00000

Optional unweighted metrics: Please provide approximate % of Non-Managerial Full-Time Workers are from the following groups.
Other underrepresented populations (e.g. individuals in LGBT community; individuals with disabilities; and those from low-income communities)

Female Part-time Workers Points Earned: 0 of 0.00000

Optional unweighted metrics: Please provide approximate % of non-managerial part-time workers are from the following groups.
Women

60

Minority Part-time Workers Points Earned: of 0.00000

Optional unweighted metrics: Please provide approximate % of non-managerial part-time workers are from the following groups.
Minority/previously excluded populations

Part-time Workers from Underrepresented Groups Points Earned: of 0.00000

Optional unweighted metrics: Please provide approximate % of non-managerial part-time workers are from the following groups.
Other underrepresented populations (e.g. individuals in LGBT community; individuals with disabilities; and those from low-income communities)

Diversity and Inclusion Training Points Earned: 0.314159486 of 0.94229

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

Civic Engagement & Giving

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

Volunteer Service Policies Points Earned: 0.95238 of 0.95238

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

% of Employees Volunteer Service Points Earned: 0.238095 of 0.95238

What % of employees took paid time off for volunteer service last year?

- ☐ 0%
- ☒ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ >75%
- ☐ Don't know

Tracking Volunteer Service Points Earned: 0.317428254 of 0.47619

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

Total Amount of Volunteer Service Hours Points Earned: 0 of 0.00000

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.

330

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

Total Amount of Charitable Donations Points Earned: 0 of 0.00000

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.

Sensitive

% of Revenue Donated Points Earned: 0.761904 of 3.80952

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

Community Service and Charitable Practices Points Earned: 0.95238 of 0.95238

Which of the following volunteer and charitable giving practices did your company employ in the last fiscal year?

Check all that apply.

- ☐ Company contributed the majority of its cash, service and in-kind donations to local markets it sourced from or operates in
- ☒ Company has public facing partnership with a service/charitable organizations
- ☒ Company provided facilities for community events or trainings
- ☐ Other innovative engagement practices (please describe)
- ☐ None of the above

Policy Advocacy for Social and Environmental Standards Points Earned: 0.95238 of 0.95238

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?

- ☒ 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

Local Involvement

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.

243 Company Stores. Store HC 2545. Non Store HC 55. Total 2600.

Local Purchasing and Hiring Policies Points Earned: 0.66778 of 1.33556

Does the company have the following written local purchasing or hiring policies in place?

- ☐ No written local purchasing or hiring policy 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
- ☐ Incentives for staff to live within 20 miles of local company facility
- ☐ Other (please describe)

Spending on Local Suppliers Points Earned: 0 of 1.33556

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

National Sourcing Points Earned: 1.33556 of 1.33556

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%+

Local Employee Statistics Points Earned: 0.44073 of 0.44073

What % of the following worker groups were hired from communities within 500 miles of company facilities?
Executives

- ☐ 0%
- ☐ 1-9%
- ☐ 10-24%
- ☐ 25-49%
- ☐ 50-74%
- ☒ 75%+
- ☐ Don't know

What % of the following worker groups were hired from communities within 500 miles of company facilities?
Managers

- ☐ 0%
- ☐ 1-9%
- ☐ 10-24%
- ☐ 25-49%
- ☐ 50-74%
- ☒ 75%+
- ☐ Don't know

% of Non-Managers Hired Locally Points Earned: 0.44073 of 0.44073

What % of the following worker groups were hired from communities within 500 miles of company facilities?
Non-managerial full-time workers

- ☐ 0%
- ☐ 1-9%
- ☐ 10-24%
- ☐ 25-49%
- ☐ 50-74%
- ☒ 75%+
- ☐ Don't know

Procurement Staff Practices Points Earned: 0.445275704 of 1.33556

Does the company provide its procurement staff/departments with any of the following?

- ☒ Written requirement to consider suppliers within the same geographic area among other social or environmental factors beyond pure competitive bid
- ☐ Written requirement to post RFPs with local suppliers
- ☐ Training or resources for how to source from local or independent suppliers
- ☐ Incentives to source from local suppliers
- ☐ None of the above

Local Impact Assessments Points Earned: 0 of 1.33556

Has the company conducted any of the following local community impact assessment activities for communities where 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

Suppliers, Distributors & Product

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

Social or Environmental Screening of Suppliers Points Earned: 0 of 0.00000

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. The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ Yes
- ☐ No

Number of Tier 1 Significant Suppliers Points Earned: 0 of 0.00000

Number of Significant Suppliers

Tier 1

Sensitive

Number of Tier 2 Significant Suppliers Points Earned: of 0.00000

Number of Significant Suppliers

Tier 2

Sensitive

Purchases from Tier 1 Significant Suppliers Points Earned: 0 of 0.00000

Value of Purchases from Significant Suppliers

Tier 1

Sensitive

Purchases from Tier 2 Significant Suppliers Points Earned: of 0.00000

Value of Purchases from Significant Suppliers

Tier 2

Purchases from Local Suppliers Points Earned: 0 of 0.00000

Value of purchases from Supplier Organizations: Local (within 500 miles/ 805km)

105531146.01

Supplier Evaluation Practices Points Earned: 1.83333 of 1.83333

When evaluating the social and environmental performance of Significant Suppliers, which of the following apply:

- ☒ Specific environmental criteria required
- ☒ Specific social criteria required
- ☐ Documented policy to visit majority of suppliers every year to review social and environmental performance
- ☐ Other (please describe)
- ☐ None of the above

What is the average tenure of your relationships with Significant Suppliers?

- ☐ Less than 3 years
- ☐ 3-5 years
- ☐ 6-9 years
- ☒ 10+ years
- ☐ Don't know

Supplier Code of Conduct Points Earned: 0.91667 of 0.91667

Is there a formal written Supplier Code of Conduct policy that specifically holds the company's suppliers accountable for social and environmental performance?

This may include policies on Fair Trade. The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ Yes
- ☐ No

Supplier Code of Conduct Topics Points Earned: 0.91667 of 0.91667

Does the company's Supplier Code of Conduct policy specifically hold the company's suppliers accountable to the following areas of social and environmental performance?

- ☒ Working hours
- ☒ Freely chosen employment
- ☒ Compensation
- ☒ Child labor
- ☒ Freedom of association
- ☒ Health & safety
- ☒ Use of materials
- ☐ Product's environmental impact
- ☒ Information on how the Code will be monitored and reviewed (self-audits, site visits, etc.)
- ☐ N/A - No Supplier Code of Conduct

Supplier Code of Conduct Remediation Points Earned: 0.91667 of 0.91667

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 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 Suppliers have not had a breach in the last 10 years

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
-

Supplier Code of Conduct Third Party Verification Points Earned: 0 of 0.22917

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
-

Supplier Code of Conduct Self-Audits Points Earned: 0.22917 of 0.22917

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
-

Supplier Code of Conduct Third Party Verification Points Earned: 0.045834 of 0.22917

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
-

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

Supplier Feedback Mechanisms Points Earned: 0.458335 of 0.91667

Are the following mechanisms in place to solicit feedback from suppliers?

- ☒ Formal mechanism in place for suppliers to provide feedback (e.g. supplier satisfaction surveys)
- ☐ Company has a formal grievance mechanism to methodically address complaints and resolve disputes along its supply chain
- ☐ Other (please describe)
- ☐ None of the above

Tracking Supplier Information Points Earned: 0.91667 of 0.91667

Does the company have a tracking system in place to map information from 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
- ☐ All of the above, but only for Tier 1 suppliers
- ☐ None of the above

Independent Contractor Practices Points Earned: 0.91667 of 0.91667

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

Social or Environmental Purchases Points Earned: 0.91667 of 0.91667

What % of materials or products purchased have third party social or environmental certification or approval, or are from Significant Suppliers that are purpose driven or have third party company level certification or approval?

- ☐ 0
- ☐ 1-19%
- ☐ 20-39%
- ☐ 40-60%
- ☒ 60%+
- ☐ Don't know

Community Business Models Introduction

Is your company structured to benefit community stakeholders in any of the following ways?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ 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)
- ☐ A community-focused business model that supports and builds the economic vitality of local communities
- ☐ None of the above

Supply Chain Poverty Alleviation

Supporting Underserved Suppliers Points Earned: 0 of 0.00000

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)

Purchasing From Underserved Suppliers Points Earned: 0 of 0.00000

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

Types Of Underserved Suppliers Points Earned: 0 of 0.00000

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

Beneficial Trade Terms for Underserved Suppliers Points Earned: 0 of 0.00000

Are any of the following trade terms provided to underserved suppliers?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ 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

% Purchases with Beneficial Trade Terms Points Earned: 0 of 0.00000

What % of your cost of materials comes from the stated under-served supplier groups that received the previous trade terms?

The answer to this question affects questions you'll encounter further on in your assessment.

What is the total cost of materials sourced through the previous trade terms?

Sensitive

Tracking Supplier Premiums Points Earned: 0.57692 of 0.57692

Do you track the premium paid to suppliers?

- ☒ Yes
☐ No

Premium Paid to Suppliers Points Earned: 0 of 0.00000

If yes, what is the average premium paid to suppliers in the last year (either on product or wage)?

Sensitive

Methodology to Determine Premium Paid Points Earned: of 0.00000

Describe in the text box the methodology your company uses to calculate producer price premium.

- We work with the farmers/collectors/coops to work out what true cost of production is. - Our price (fair price) = fair cost of production + discretionary income + income to meet needs. Issue in calculating the premium is that we run our own supply chain

Innovative Supply Chain Poverty Alleviation Points Earned: of 0.00000

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.

The CT programme was highly innovative when it was started by TBS in 1987. The model has been emulated within the cosmetic industry and beyond. AS one example, L'Oreal, after acquiring TBS in 2006, developed a 'Solidarity Sourcing' programme which has similar aims and some Community Trade suppliers became suppliers to other L'Oreal brands during (and after) this period.

Support for Small-Scale Suppliers Points Earned: 0 of 0.00000

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. The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ 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

% of Purchases from Supported Small-Scale Suppliers Points Earned: 0 of 0.00000

What % of your total cost of materials (excluding labor) comes from suppliers that have received the above capacity building support?

The answer to this question affects questions you'll encounter further on in your assessment.

8

Verification of Fair Wages and Working Conditions Points Earned: 0 of 0.00000

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?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ 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.

What % of your cost of materials comes from under-served supplier groups that are verified for labor and wage practices as previously described?

The answer to this question affects questions you'll encounter further on in your assessment.

10

Wage and Working Conditions Screening Points Earned: 0.57692 of 0.57692

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

Third Party Certification of Supply Chain Points Earned: 0 of 0.00000

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)

The TBS CT programme is externally verified by Ecocert, an independent international audit co. ET programme reports and is evaluated annually by ETI. Some supp also verified against other sustainability standards inc FLO, organic, UEBT, FFL, RSPO

Tracking Impact on Workers Points Earned: 0.57692 of 0.57692

Does your company track the impact of your work with small-scale suppliers on the lives of suppliers' employees?

- ☒ Yes
- ☐ No

Tracking Impact Explanation Points Earned: of 0.00000

If your company tracks the impact of your work with small-scale suppliers on the lives of suppliers' employees, please explain how.

We record numbers of workers in each of our community trade supply chains on an annual basis. This data includes gender divide and categories of labour (farmer, mill operator, etc). As part of our work under our SuSo Charter we monitor and evaluate supplier engagement with its workforce through reviews of supplier's policies specifically those relating to worker engagement such as H&S policies, collective bargaining agreements, sexual harassment etc. Part of this assessment is also engaging directly with workers, spending time understanding directly from them how they interact with management and how the work impacts them. In many cases we often visit workers homes with them, meeting with their family members to build a wider and more open understanding of the impact of the work in a wider family context.

Innovative Supply Chain Poverty Alleviation Points Earned: of 0.00000

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.

The Body Shop pioneered fair trade in the cosmetics industry. Launching in 1987 as Trade Not Aid with Teddy Exports in India - a trading relationship that we still relish 32 years later. Today our mission in Community Trade remains the same - to use our trade as a lever to drive forward positive social change. From those early days our programme has expanded to include 31 suppliers of ingredients and handcrafts spanning 23 countries supporting improved livelihoods for over 16,000 people. The organisations we work with in turn use profits and Community Trade premiums to support many thousands more in their local communities through such initiatives as education, healthcare and equality. We are proud that Community Trade is our own bespoke programme that we manage ourselves whilst also being independently verified by Ecocert. During the period of ownership under L'Oreal Community Trade was instrumental in the development of the L'Oreal Solidarity Sourcing programme which was designed to improve access to employment for vulnerable people in L'Oreal supply chains.

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

Environment

Land, Office, Plant

Facilities Size Points Earned: 0 of 0.00000

Total square footage of all company facilities

338862.6465

Green Building Standards Points Earned: 0 of 0.72727

What % of company facilities (by area, both owned by company or leased) are certified to meet the requirements of an accredited green building program?

- ☒ <20%
- ☐ 20-49%
- ☐ 50-79%
- ☐ 80%+
- ☐ N/A - Company has virtual office

Recycling Programs Points Earned: 0.72727 of 0.72727

What % of your facilities on a square foot basis have a facility-wide recycling program that has ongoing collection of at least all standard materials in your area?

See Explain This for definition.

- ☐ <20%
- ☐ 21-40%
- ☐ 41-60%
- ☐ 61-80%
- ☒ >80%

Environmental Management Systems Points Earned: 1.16364 of 1.45455

Does your company have an environmental management system that includes any of the following?

Please check all that apply.

- ☒ Policy statement documenting the organization's commitment to the environment
- ☒ Assessment undertaken of the environmental impact of the organization's business activities
- ☒ Stated objectives and targets for environmental aspects of the organization's operations
- ☒ Programming designed, with allocated resources, to achieve these targets
- ☐ Periodic compliance and auditing to evaluate programs conducted
- ☐ 3rd party auditing & certification of EMS
- ☐ Do not have any of the above

Which of the following practices are in place to integrate environmental considerations (DFE) into the design of products and services?

Please only select answer options being applied to at least 20% of the company's products and services (by revenue).

- ☒ 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)
- ☐ None of the above

Natural Habitat Conservation Procedures Points Earned: 0 of 0.72727

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

Chemical Management Points Earned: 0.72727 of 0.72727

Does your company have a program in place to identify and eliminate potential chemicals and materials of concern in your product and/or process and identify and phase-in safer alternatives (e.g. chemical/material options with reduced toxicity)?

- ☐ Company has completed a study of all materials (including scarce metals and minerals) in product and chemicals to 1000ppm level
- ☐ Company has completed a study of all materials in product and chemicals to 100ppm level
- ☐ Company has undergone an evaluation of products and processes to identify potential toxic contaminants from production
- ☒ Company has identified specific chemicals of concern classes (e.g., carcinogens, mutagens, reproductive toxins, endocrine disruptors, persistent or bioaccumulative substances)
- ☒ Company has established a Restricted Substances List (RSL), has a positive screen or other decision process for chemical
- ☒ Company has established metrics and goals for the reduction or elimination of chemicals of concern
- ☒ Company publicly discloses the chemicals and/or materials in your product (e.g., on a label, website, via 800 number for information, etc.)
- ☐ There are no potential chemicals or materials of concern in my industry
- ☐ None of the above

Facility Improvement with Landlord Points Earned: 0.72727 of 0.72727

If you lease your facilities, have you worked with your landlord to implement/maintain any of the following?

Select N/A if you do not lease your building.

- ☒ Energy efficiency improvements
- ☒ Water efficiency improvements
- ☒ Waste reduction programs (including recycling)
- ☐ None of the above
- ☐ N/A - Company does not lease majority of facilities

Does your company measure and manage its water in a context-based manner?

Context based management requires measurement against allocations of available renewable supplies in the watersheds in which it does business.

- ☐ Yes
- ☒ No
- ☐ Don't Know

Context-Based GHG Management Points Earned: 0 of 0.72727

Does your company measure and manage its GHG emissions in a context-based manner?

Context based management requires measurement against reduction targets specified in a science-based GHG stabilization scenario.

- ☐ Yes
- ☒ No
- ☐ Don't Know

Context-Based Waste Management Points Earned: 0 of 0.72727

Does your company measure and manage its solid wastes in a context-based manner?

Context based waste management includes measurements against levels tied to a zero waste plan.

- ☐ Yes
- ☒ No
- ☐ Don't Know

Inputs

Monitoring Energy Use Relative to Revenue Points Earned: 0.77778 of 1.55556

Does your company monitor, record and/or report its usage of energy and water, relative to company revenues?

Energy:

- ☐ We do not currently monitor and record our usage
- ☐ We monitor and record usage (no reduction targets)
- ☒ We monitor and report 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

Monitoring Water Use Relative to Revenue Points Earned: 0.77778 of 1.55556

Does your company monitor, record and/or report its usage of energy and water, 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

Total Energy Use Points Earned: 0 of 0.00000

Total energy used (Gigajoules) during the last 12 months:

26844

Total Renewable Energy Use Points Earned: 0 of 0.00000

Total energy used from renewable resources (Gigajoules) during the last 12 months:

26844

Total water use (liters) during the last 12 months

Energy Use Reductions Points Earned: 0 of 3.11111

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

Low Impact Renewable Energy Use Points Earned: 2.488888 of 3.11111

What % of energy use is produced from low-impact 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

Life Cycle Assessment Program Points Earned: 0 of 1.55556

Does the company have a demonstrable program that incorporates life cycle assessment (LCA) thinking and practices into company strategy and decisions-making via policies, reports and/or certifications?

Please only select answer options being applied to at least 20% of the company's products and services (by revenue).

- ☐ Strategic decision regarding product or services design and development utilize either life cycle inventories, assessments Product Environmental Profiles (PEPs) or key performance indicators based on LCA studies
- ☐ Incorporates in its life cycle program air, water emissions and solid and hazardous waste
- ☐ Incorporates energy and fossil fuel resources
- ☐ Includes non-renewable resource depletion (including materials inputs)
- ☐ Includes Scope 3 GHG emissions for activities associated with the production and transportation of final products
- ☐ Possess LCA Program Certification
- ☒ None of the above
- ☐ N/A: My revenue is generated from a service and a LCA can not be conducted

Public Disclosure of Chemicals Points Earned: 0 of 1.55556

Does your company publicly disclose any use of chemicals of concern in products or processes in any of the following ways?

- ☐ Company provides information on website that publicly discloses any use(s) of chemicals of concern
- ☐ Company completes and publicly provides Health Product Declarations (HPD) for any chemicals of concern utilized
- ☐ Company publicly provides information on use of any chemicals of concern via the Cradle 2 Cradle Products Innovation certification process
- ☐ Other third-party disclosure mechanism (please state)
- ☐ N/A
- ☒ None of the above

What is the % of recycled, internally sourced or environmentally preferred materials used in the top quartile of products sold and the associated packaging?

- ☐ 0
- ☒ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75-99%
- ☐ 100%

Outputs

Monitoring and Reporting Greenhouse Gas Emissions

 Points Earned: 0.29412 of 0.58824

Does your company monitor, record and report the following outputs relative to company revenues?
Greenhouse gas emissions

- ☐ Company does not currently monitor and record emissions
- ☐ Company monitors and records emissions (no reduction targets)
- ☒ Company monitors and records emissions and has specific reduction targets
- ☐ Company monitors and records, sets reduction targets and reports progress publicly on an annual basis
- ☐ Company monitors emissions and has met or exceeded those targets in the last FY
- ☐ Eliminated emissions of this by-product entirely

Non-hazardous Waste Generated

 Points Earned: of 0.00000

Waste Produced: Non-Hazardous Waste (metric tonnes) during the last 12 months

Total Hazardous Waste Produced

 Points Earned: of 0.00000

Waste Produced: Hazardous Waste (metric tonnes) during the last 12 months

Total Waste Disposed

 Points Earned: of 0.00000

Waste Disposed (metric tonnes) during the last 12 months

Total Waste Recycled

 Points Earned: of 0.00000

Waste Disposed: Recycled/Reused (metric tonnes) during the last 12 months

Total Scope 1 GHGs

 Points Earned: of 0.00000

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:
Scope 1:

Total Scope 2 GHGs

 Points Earned: of 0.00000

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:
Scope 2:

Total Scope 3 GHGs

 Points Earned: of 0.00000

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:
Scope 3:

Have you studied the GHG emissions of your entire operation and supply chain, identified the most intensive sources, and set strategies for improvement?

- ☐ Yes for Scope 1
- ☐ Yes for Scopes 1 and 2
- ☐ Yes for Scopes 1, 2 and 3
- ☐ Yes, for product life cycle
- ☒ No
- ☐ Don't know

Carbon Intensity Points Earned: 0 of 0.58824

What is your current Carbon Intensity for Scopes 1 and 2 (measured in metric tons of CO2/\$million of revenue), not including the use of carbon credits or offsets?

- ☐ >100
- ☐ 81-100
- ☐ 61-80
- ☐ 41-60
- ☐ 21-40
- ☐ 1-20
- ☐ 0
- ☒ Don't know

Carbon Intensity Points Earned: 0 of 0.58824

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?

Use USD to allow for standardized comparisons.

- ☐ >100
- ☐ 81-100
- ☐ 61-80
- ☐ 41-60
- ☐ 21-40
- ☐ 1-20
- ☐ 0
- ☒ Don't know

% GHG Emissions Offset Points Earned: 0 of 0.29412

If your company purchased certified carbon credits in the reporting period, what % of GHG emissions were off-set?

- ☐ 0%
- ☐ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75-99%
- ☐ 100%
- ☐ Don't know
- ☒ N/A - No carbon offsets purchased

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

8.66

Waste Reduction Points Earned: of 0.00000

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 five years

Waste Generation Points Earned: 0 of 1.17647

Which of the following apply to your company's waste reduction targets?

- ☐ We have adopted a zero waste goal
- ☐ We are approaching zero waste in our non-hazardous waste generation (90% or better from baseline)
- ☐ We are approaching zero waste in our hazardous waste generation (90% or better from baseline)
- ☐ We have zero non-hazardous waste
- ☐ We have zero hazardous waste
- ☐ We have received external recognition or certification for waste reduction (e.g. Zero Waste International Alliance's recognition program)
- ☒ None of the above

Programs to Reduce End of Life Waste Points Earned: 0.196119216 of 0.58824

Does your company have in place an active end-of-life product/component reclamation program that has any of the following practices in place?

- ☐ Method for standardizing and identifying product parts and components to maximize useful life via disassembly and or reprocessing
- ☒ Labeling of resource content on manufactured items to enable recycling at end-of-life
- ☐ Widely available program to facilitate maintenance, servicing and reassembly of company's own products
- ☐ Take back of similar products from other manufacturers for disassembly/reprocessing/recovery
- ☐ Participation in a product reclamation program established by another party
- ☐ None of the above

% of Products Reclaimed / Recycled Points Earned: 0 of 0.58824

What % of the company's products sold and their packaging materials are reclaimed (i.e. recycled or reused) at the end of their useful life within the last fiscal year?

- ☒ <20%
- ☐ 20-49%
- ☐ 50-74%
- ☐ 75-99%
- ☐ 100%
- ☐ N/A

Transportation, Distribution & Suppliers

Does the company currently use any of the following specific practices to reduce carbon emissions from transportation?

- ☒ Offer transit subsidies to employees as part of a low carbon transportation program
- ☒ Company policy and practice that requires inbound freight or shipping to be transported via lowest impact methods (such as avoiding shipment by air transport)
- ☒ Company policy and practice that outbound freight or shipping is transported via lowest impact methods
- ☐ Other (please describe)
- ☐ None of the above

Ton Miles Reduction Points Earned: 0 of 1.50000

Have you reduced the ton miles (relative to revenues) of your distribution and supply chain, and if so, by how much?

Calculate by comparing ton-miles from the year prior or annualized from a baseline year.

- ☐ 0%
- ☐ 1-9%
- ☐ 10%-20%
- ☐ 21-50%
- ☐ >50%
- ☒ Not tracked / Unknown

Sourcing % of COGS from Local Suppliers Points Earned: 0 of 1.50000

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

Sourcing % raw materials from Local Suppliers Points Earned: 0 of 1.50000

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

Does your company do any of the following to manage chemicals in the supply chain?

Please check all that apply.

- ☒ Require suppliers to disclose specified chemicals of concern
 - ☒ Ask suppliers if they know all the chemical ingredients intentionally added to their product and all residuals of high concentration present in the product (asking if they know only, not to provide the data to you)
 - ☒ Require suppliers to provide chemical information to a third party
 - ☒ Ensure that suppliers are kept up to date on banned chemicals in different markets by providing them with a Restricted Substances List and monitoring their compliance with this List.
 - ☐ Incentivize suppliers for participating in chemical management program
 - ☐ None of the Above
-

Suppliers Tracking Energy Use Points Earned: 0.1875 of 0.75000

What % of Significant Suppliers track and report the following:
Energy usage

- ☐ 0%
 - ☒ 1-24%
 - ☐ 25-49%
 - ☐ 50-74%
 - ☐ 75%+
 - ☐ Don't Know
-

Suppliers Tracking Water Use Points Earned: 0.1875 of 0.75000

What % of Significant Suppliers track and report the following:
Water usage

- ☐ 0%
 - ☒ 1-24%
 - ☐ 25-49%
 - ☐ 50-74%
 - ☐ 75%+
 - ☐ Don't Know
-

Suppliers Tracking Air and Water Emissions Points Earned: 0.1875 of 0.75000

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
-

Suppliers Tracking Waste and Recycling Points Earned: 0.1875 of 0.75000

630

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
-

Suppliers Tracking Hazardous Waste Points Earned: 0.1875 of 0.75000

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
-

Suppliers Using Renewable Energy Points Earned: 0.375 of 1.50000

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
-

Suppliers Reducing Greenhouse Gases Points Earned: 0.375 of 1.50000

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
-

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
-

Suppliers Reducing Water Use Points Earned: 0.375 of 1.50000

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
-

Suppliers Responsibly Disposing Hazardous Waste Points Earned: 0.1875 of 0.75000

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
-

Environmental Models Introduction

Environmental Business Model Points Earned: 0 of 0.00000

Are your company's products or process structured to restore or preserve the environment in any of the following ways?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ 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
-

Environment Products & Services Introduction

In what way or ways does your product/service conserve the environment?

Please select ONE option per product line. You may select an additional option if your product line has two separate environmental attribute. The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ Provides or is powered by renewable energy or cleaner-burning energy than market alternatives (e.g. solar panel manufacturers/installers, hybrid vehicles)
- ☐ Conserves or diverts resources (including energy, water, materials, etc.)
- ☒ Conserves or preserves the well-being of land and/or animals (e.g. land protection or reforestation services, sustainably harvested agricultural products)
- ☒ Reduces or is made of less toxic/hazardous substances (e.g. brownfield remediation services, organic food, non-toxic cleaners)
- ☐ Educates, measures, researches, or provides information to solve environmental problems (e.g. environmental consulting auditing)
- ☐ None of the above

Environmental Product/Service Certifications Points Available: 0.00000

How would you describe the positive environmental outcome produced for the environment by your product/service? If you have environmental product certifications, please list them here.

To meet the definition of a qualified third-party certification, the certification must be independently verified, be standards-based, and have those standards be transparent.

Land/wildlife Conservation

Land/wildlife Conservation Overview Points Earned: of 0.00000

Tell us more about how your product or service conserves natural resources

Through purchase of FSC and RTSPO/GreenPalm input materials (Palm offsets as well as purchasing RTSPO palm itself). We cannot capture here as we have been instructed to calculate as expenses, but this question calculates as revenues.

Land/wildlife Conservation Description Points Earned: 0 of 0.00000

Which of the following product or service descriptions apply?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ Product/ service requires specific practices to ensure the humane treatment of animals used as inputs in the product's creation (i.e. humane certified eggs)
- ☒ Product/service requires specific practices to ensure the sustainable harvesting or use of natural products and materials (FSC certified paper; MSC seafood; shade-grown coffee)
- ☐ Product/ service directly prevents environment/ecosystem degradation (i.e. protected parks; wildlife management service)
- ☐ Product/service improves natural environments previously damaged by degradation (i.e. reforestation; endangered species repopulation)
- ☐ These descriptions do not apply to our company's product/service (Skip the remainder of this section)

Revenue from Land/wildlife Conservation Points Earned: 0 of 0.00000

What were your total revenues last fiscal year from the previous products or services?

The answer to this question affects questions you'll encounter further on in your assessment.

2%

The values included here in each assessment were calculated based on the percentage of input material costs that came from certified sources and eligible suppliers. This is in lieu of using revenue which would require a product-level certification

Tons of Carbon Offset Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Metric tons of GHG/CO2 equivalent

Hectares Protected Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Number of hectares protected

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Number of wildlife species protected/saved

Waste Diverted Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Metric tons of waste saved from landfill or incineration

Water Saved Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Liters of water saved/off-set

Verification of Land/wildlife Conservation Points Earned: 0 of 1.11111

How do you verify that your product contributes to the outcome previously selected?

Please select all that apply.

- ☐ We have a track record of successful, verified positive outcomes and have created case studies based on these.
- ☐ There is secondary research that supports the link between our type of product and the stated outcome.
- ☐ We conduct our own direct research to track the outcomes produced for all our customers, such as impact-related survey
- ☐ We have third party certifications or verifications that verify the efficacy of our product/service in delivering outcomes
- ☐ We have performed, commissioned, or partnered with scientifically designed impact or outcome assessments to systematically learn about our product's impact
- ☐ Our product is too early stage to have research or studies that link our product to positive outcomes
- ☒ We cannot provide verification of our outcomes at this time.

Efficacy of Land/wildlife Conservation Points Earned: 0 of 1.11111

If direct research on your product/service has been performed, did the results confirm that a desired outcome is being achieved?

- ☐ Yes
- ☐ No
- ☒ N/A - No direct research conducted

Negative outcomes measured Points Earned: 0 of 1.11111

Does your company also measure and manage the negative or unintended outcomes generated by this business model?

- ☐ Yes
- ☒ No

Innovative Land/wildlife Conservation Points Earned: of 0.00000

Is there something different or innovative about the product/service that has changed the industry? Is this something that is replicable, unique at the time that it was created, and that has been emulated by other organizations?

NA

Toxin Reduction / Remediation**Toxin / Pollution Reduction Overview** Points Earned: of 0.00000

Tell us more about how your product or service reduces use of toxic or hazardous substances, prevents pollution or remediates discharges to air, land or water

We purchase organic raw materials.

Which of the following product or service descriptions apply?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ Product minimizes need of toxic chemicals compared to market alternatives (non-GMO)
- ☒ Product/services use less toxic/hazardous chemicals or materials than market alternatives (i.e. non-toxic cleaners, organic food, integrated pest management for agriculture)
- ☐ Product/service remediates environmental damage after discharges to air, land or water (i.e. brownfield remediation, oil spill clean-up)
- ☐ Product/service directly prevents pollution or hazardous discharge (i.e. pollution management technologies)
- ☐ These descriptions do not apply to our company's product/service (Skip the remainder of this section)

% Toxin Reduction Points Earned: of 0.00000

What is the average % toxic/hazardous material reduction or pollution prevention (by weight or volume) achieved by the product or service?

Revenue from Toxin Reduction / Remediation Points Earned: 0 of 0.00000

The values included here in each assessment were calculated based on the percentage of input material costs that came from certified sources and eligible suppliers. This is in lieu of using revenue which would require a product-level certification

What were your total revenues last fiscal year from the previous products or services?

The answer to this question affects questions you'll encounter further on in your assessment.

6%

Tons of Carbon Offset Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Metric tons of GHG/CO2 equivalent

kWh Saved Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

kWh saved/off-set

Waste Diverted Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Metric tons of waste saved from landfill or incineration

Water Saved Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Liters of water saved/off-set

Verification of Toxin Reduction Points Earned: 1.11111 of 1.11111

How do you verify that your product contributes to the outcome previously selected?

Select all that apply.

- ☐ We have a track record of successful, verified positive outcomes and have created case studies based on these.
- ☒ There is secondary research that supports the link between our type of product and the stated outcome.
- ☐ We conduct our own direct research to track the outcomes produced for all our customers, such as impact-related survey
- ☒ We have third party certifications or verifications that verify the efficacy of our product/service in delivering outcomes
- ☐ We have performed, commissioned, or partnered with scientifically designed impact or outcome assessments to systematically learn about our product's impact
- ☐ Our product is too early stage to have research or studies that link our product to positive outcomes
- ☐ We cannot provide verification of our outcomes at this time.

If direct research on your product/service has been performed, did the results confirm that a desired outcome is being achieved?

- ☒ Yes
- ☐ No
- ☐ N/A - No direct research conducted
-

Negative Impact Management Points Earned: 0 of 1.11111

Does your company also measure and manage the negative or unintended outcomes generated by this business model?

- ☐ Yes
- ☒ No
-

Innovative Toxin Reduction / Remediation Points Earned: of 0.00000

Is there something different or innovative about the company's basic product or service that has changed the industry? Is this something that is replicable, unique at the time that it was created, and that has been emulated by other organizations?

N/A

The Body Shop - USA

Wholesale/Retail

250-999 Employees

OVERALL SCORE			
73.7			
OPERATIONS SCORE		IMPACT BUSINESS MODEL SCORE	N/A SCORE
56.1		16.8	0.8
	Governance		15.2
	Workers		15.6
	Community		26.6
	Environment		16.3
	Disclosure Questionnaire		NA
VERSION	COMPLETION	YEAR	STATUS
5	100%	2018	Rated
MARKET	SECTOR	SIZE	INDUSTRY
Developed	Wholesale/Retail	250-999	Personal care products

Governance

Mission & Engagement

Level of Impact Focus Points Earned: 0 of 0.00000

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.

Mission Statement Characteristics Points Earned: 0.15 of 0.20000

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 beneficiary group in need (e.g. low income customers, smallholder farmers)

Mission Statement Points Earned: of 0.00000

Please type or paste your mission statement here.

The Body Shop exists to fight for a fairer and more beautiful world

Social and Environmental Performance Training Points Earned: 0.4 of 0.40000

Which type of employee training does your company provide regarding its social and environmental mission?

Please check all that apply.

- ☐ No social or environmental mission
- ☐ No training on the company's social and environmental mission
- ☐ Only informal inclusion in orientation, training and/or instruction
- ☒ Specific, formal training integrated into new employee and new manager training
- ☒ Specific, formal training integrated into ongoing employee and manager training
- ☒ Workers articulate goals and achievements on 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

Board Review of Social or Environmental Performance Points Earned: 0.4 of 0.40000

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

What proportion of full-time managers have social or environmental mission-related responsibilities or expectations outlined in their job description?

- ☐ 0%
- ☐ 1-49%
- ☐ 50-99%
- ☒ 100%

Social and Environmental Management Reviews Points Earned: 0.2 of 0.40000

What portion of management had a formal written performance evaluation/review in the last year that included social and/or environmental goals?

- ☐ 0
- ☒ 1-49%
- ☐ 50-99%
- ☐ 100%

Social or Environmental Performance Related Executive Job Descriptions Points Earned: 0.4 of 0.40000

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

Stakeholder Engagement Points Earned: 0.26672 of 0.40000

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?

Please check all that apply.

- ☐ No formal stakeholder engagement
- ☒ Meetings or other engagement mechanisms with local community members
- ☐ 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)

Social/Environmental Key Performance Indicators Points Earned: 0.4 of 0.40000

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 (examples: 3rd-party impact assessments, progress out of poverty indexing, beneficiary outcome surveys, etc.)

Corporate Accountability

What is the company's highest level of corporate oversight?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ Owner/Manager only
- ☐ Non-Fiduciary Advisory Board
- ☒ Board of Directors or Equivalent

Governing Body Characteristics Points Earned: 1 of 1.00000

Which of the following apply to your company's Board of Directors or equivalent governing body?

Please check all that apply.

- ☒ Meets at least quarterly
- ☒ Includes at least 1 independent member
- ☒ Includes at least 50% independent members
- ☒ Oversees executive compensation
- ☒ Reports members names and relation to company transparently to public
- ☒ Has an Audit Committee with at least 1 independent member
- ☒ Has a Compensation Committee with at least 1 independent member
- ☐ Company is a cooperative and elects Board from membership
- ☐ None of the above
- ☐ N/A - Company has no Board of Directors or equivalent

Governing Body Stakeholder Representation Points Earned: 0 of 0.25000

Which of the following stakeholder groups or relevant independent experts have voting seats on the Board of Directors or equivalent governing body?

Select all that apply.

- ☐ Executive employee representative
- ☐ Non-executive employee representative
- ☐ Community expertise (e.g. local university representative)
- ☐ Environmental expertise (e.g. environmental nonprofits)
- ☐ Customers
- ☒ None of the above
- ☐ N/A - no Board of Directors or other governing body

Ethics

Financial Controls Points Earned: 0.27273 of 0.27273

Does the company maintain any of the following financial controls?

Please check all that apply.

Sensitive

Which of the following anti-corruption reporting and prevention systems are in place?

- ☒ Written employee whistle-blowing policy provides legal protection to workers, with strict confidentiality easily accessible ; circulated to all employees
- ☒ Helpline or anonymous mechanism to report grievances/concerns
- ☐ Individual or department oversight with direct access to Board of Directors
- ☒ Other (please describe)

TBS Ethics Committee (comprised solely of people representing TBS including an Employee Representative may report misconduct to Natura Head of Compliance who in turn has direct access to an appointed independent member of the Natura BoD.

- ☐ None of the above

Instruction on Code of Ethics Points Earned: 0.27273 of 0.27273

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)

Code of Ethics Points Earned: 0.27273 of 0.27273

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 Code of Ethics

Breached Code of Ethics Breachment Policy Points Earned: 0.27273 of 0.27273

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

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.

- ☒ Yes
- ☐ No
- ☐ N/A - No Board of Directors or equivalent

Transparency

Audited Financials Points Earned: 0 of 1.00000

Does the company produce financials that are audited annually by an internationally accredited Certified Public Accountant (CPA)?

- ☐ Yes
- ☒ No

Financial Transparency with Employees Points Earned: 0.6 of 1.00000

Does the company have a formal process to share financial information with its full-time employees?

Exclude compensation data. Please check all that apply.

- ☐ 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

Ownership Transparency with Employees Points Earned: 1 of 1.00000

Do all full-time employees have access to written information that identifies all material owners and investors of the company?

- ☒ Yes
- ☐ No

Impact Reporting Points Earned: 0.75 of 1.00000

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

Governance Metrics

Last Fiscal Year Points Earned: of 0.00000

On what date did your last fiscal year end?

2017-12-31

Reporting currency

*US Dollar - USD***Revenue Last Year** Points Earned: 0 of 0.00000Total 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. The answer to this question affects questions you'll encounter further on in your assessment.

Sensitive

Revenue Year Before Last Points Earned: 0 of 0.00000Total Earned Revenue
From the fiscal year before last

Sensitive

Earnings Before Interest & Taxes Last Year Points Earned: 0 of 0.00000EBIT (Earnings Before Interest & Taxes)
From the last fiscal year

Sensitive

Earnings Before Interest & Taxes Year Before Last Points Earned: 0 of 0.00000EBIT (Earnings Before Interest & Taxes)
From the fiscal year before last

Sensitive

Net Income Last Year Points Earned: 0 of 0.00000Net Income
From the last fiscal year

Sensitive

Net Income Year Before Last Points Earned: 0 of 0.00000Net Income
From the fiscal year before last

Sensitive

Mission Locked

Mission Lock Points Earned: 7.5 of 10.00000

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

Workers

Worker Metrics

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. The answer to this question affects questions you'll encounter further on in your assessment.



Fixed Salary



Daily/Hourly Wage

of Full Time Workers Points Earned: 0 of 0.00000

Number of Total Full-Time Workers

Current Total Full-Time Workers

The answer to this question affects questions you'll encounter further on in your assessment.

263

of Full Time Workers Last Year Points Earned: 0 of 0.00000

Number of Total Full-Time Workers

Total Full-Time Workers 12 months ago

The answer to this question affects questions you'll encounter further on in your assessment.

382

of Part Time Workers Points Earned: 0 of 0.00000

Number of Total Part-Time Workers

Current Total Part-Time Workers

The answer to this question affects questions you'll encounter further on in your assessment.

698

of Part Time Workers Last Year Points Earned: 0 of 0.00000

Number of Total Part-Time Workers

Total Part-Time Workers 12 months ago

The answer to this question affects questions you'll encounter further on in your assessment.

472

of Temporary Workers Points Earned: 0 of 0.00000

Number of Total Temporary Workers

Current Total Temporary Workers

The answer to this question affects questions you'll encounter further on in your assessment.

62

of Temporary Workers Last Year Points Earned: 0 of 0.00000

Number of Total Temporary Workers

Total Temporary Workers 12 months ago

The answer to this question affects questions you'll encounter further on in your assessment.

67

Compensation & Wages

Total Wages Points Earned: 0 of 0.00000

Total Wages (including bonuses)

Sensitive

Lowest Paid Wage Points Earned: 0 of 0.00000

What is the company's lowest wage calculated on an hourly basis?

Please exclude students and interns in this calculation.

Sensitive

What % above living wage did your lowest-paid worker (excluding interns) receive during the last fiscal year?

- ☒ 0% or below
 - ☐ 1-14%
 - ☐ 15-24%
 - ☐ 25%+
 - ☐ N/A - No living wage data available for country of operations
-

High to Low Pay Ratio Points Earned: 0.4722225 of 1.88889

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
-

Market Compensation Comparison Points Earned: 0.6233337 of 1.88889

Based on a company referenced compensation study in the last two years, how does your company's compensation structure (excluding executive management) compare with the market?

- ☐ Don't Know: Have not referenced a compensation survey
 - ☐ 1st quartile (0-24th percentile)
 - ☒ 2nd quartile (25-49th percentile)
 - ☐ 3rd quartile (50-74th percentile)
 - ☐ 4th quartile (75-100th percentile)
-

Bonus Plan Characteristics Points Earned: 0.47222 of 0.94444

Which of the following are true about the company's bonus plan:

- ☐ Bonuses are given but there is no formal 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
-

Employees Receiving a Bonus Points Earned: 0 of 1.88889

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%
 - ☐ N/A
-

Compensation & Wages (Hourly)

What % above the local minimum wage did your lowest-paid hourly worker receive during the last fiscal year?

- ☐ 0%
- ☐ 1-9%
- ☒ 10-19%
- ☐ 20-25%
- ☐ >25%

Paying a Living Wage Points Earned: 0 of 1.26667

What % of hourly workers are paid a living wage?

Select N/A if there is no living wage data available for where the country where the majority of your employees work.

- ☒ <75%
- ☐ 75-89%
- ☐ 90-99%
- ☐ 100%
- ☐ N/A

Bonus Plan Characteristics Points Earned: 1.26667 of 1.26667

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.

- ☐ No bonus payout, or no bonus plan
- ☐ <1%
- ☐ 1-3%
- ☐ 3-6%
- ☒ >6%

Benefits

Healthcare Plan Points Earned: 1.78 of 2.22500

Does the company's healthcare plan available to all full-time workers include any of the following practices?

Select all that apply.

- ☒ Coinsurance of 80%+ covered by healthcare plan
- ☐ Company pays 80%+ of individual premium
- ☐ Company pays 80%+ of family coverage premium
- ☐ Out-of-pocket maximum for individual coverage of \$2000 or less (net of company HSA or equivalent contribution)
- ☒ Annual deductible for individual coverage of \$1000 or less (net of company HSA or equivalent contribution)
- ☐ Co-payment of \$20 or less per primary care visit paid for by worker
- ☒ Prescription drug coverage where workers pay \$10 or less for generic drugs, \$30 or less for brand name drugs and \$50 or less for non-formulary drugs
- ☒ Explicit policy of transgender inclusive healthcare coverage
- ☐ None of the above

Workers Participating in Healthcare Plan Points Earned: 0 of 1.11250

What % of full-time workers are enrolled in a health care plan offered by your company?

- ☒ <70%
- ☐ 70-79%
- ☐ 80-89%
- ☐ 90-99%
- ☐ 100%

At what juncture do your part time employees qualify for health care benefits?

- ☐ No additional health insurance benefits provided by the company to part time workers
- ☒ 30+ hours per week
- ☐ 25-30 hours per week
- ☐ 20-24 hours per week
- ☐ 15-19 hours per week
- ☐ <15 hours per week
- ☐ N/A - Company has no part-time employees

Part Time Worker Participation in Healthcare Plan Points Earned: 0 of 1.11250

What % of part-time workers who work more than 20 hours a week are enrolled in the private healthcare 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 working more than 20 hours per week

Employee Retirement Plan Points Earned: 0.74170375 of 1.11250

Does your company have an Employee Retirement Plan available for workers? If so, which of the following apply?

Retirement plans may include Pensions, Profit sharing, 401(k), etc.

- ☐ Retirement plan is not available for all tenured workers
- ☐ Retirement plan is available with no company match
- ☐ Partially matched of 4% or less
- ☐ Partially matched greater than 4%
- ☒ Full match of 4% or less
- ☐ Full match greater than 4%
- ☐ Plan includes Socially-Responsible Investing option

Supplementary Health Benefits Points Earned: 2.225 of 2.22500

What additional benefits are offered to full-time tenured workers?

Tenured employees defined as with the company for 1+ years or life of the company.

- ☐ No additional benefits
- ☒ Dental insurance
- ☒ Short-term disability
- ☒ Long-term disability
- ☒ Structured account mechanism for qualified medical expenses (e.g. HSA, HRA, FSA)
- ☒ Domestic partner, civil union, and/or same-sex marriage spousal benefits
- ☒ Life insurance
- ☒ Other benefits (please describe)

Fitness and tuition reimbursement, pet adoption reimbursement, auto-home insurance discount, telemedicine (EAP)

Worker Benefits (Hourly)

What is the minimum tenure required to be eligible for health care benefits for hourly workers?

- ☐ No benefits beyond what is provided under national law
 - ☐ 91+ days / 450+ hours
 - ☒ 61-90 days / 300-450 hours
 - ☐ 31-60 days / 150-300 hours
 - ☐ 1-30 days / 1-150 hours
 - ☐ No tenure required, benefits available upon hire
-

Number of Paid Days Off Points Earned: 0 of 0.97143

What is the minimum number of paid days off provided annually to hourly tenured workers?

Calculate on pro rata basis, including holidays.

- ☒ 0-8 work days
 - ☐ 9-15 work days
 - ☐ 16-20 work days
 - ☐ 21-25 work days
 - ☐ >25 work days
-

Paid Primary Caregiver Leave for Hourly Workers Points Earned: 0.7285725 of 0.97143

What is the minimum number of weeks tenured hourly workers receive paid primary caregiver leave, either through the company or the government?

- ☐ 0-5 weeks
 - ☐ 6-11 weeks
 - ☒ 12-17 weeks
 - ☐ 18 weeks or more
-

Financial Services for Employees Points Earned: 0.242855 of 0.48571

Does the company provide any of the following financial products or services that help to meet urgent needs of employees, discourage predatory lending and/or facilitate savings?

Check all that apply.

- ☐ Access to free banking services, e.g. free ATM debit card
 - ☐ Employer match for deposits into savings accounts
 - ☒ Low-interest loans
 - ☐ Issue paychecks off schedule on a need basis
 - ☐ Other (please describe)
 - ☐ None of the above
-

Training & Education

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

Internal Promotions Points Earned: 0.055 of 0.22000

What % of positions above entry level have been filled with internal candidates in the last 12 months?

Exclude material owners in your calculation.

- ☐ 0%
- ☒ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75%+

Internal Promotions Points Earned: 0.0726 of 0.22000

What % of employees have been internally promoted within the last 12 months?

Exclude material owners in your calculation.

- ☐ 0%
- ☒ 1-5%
- ☐ 6-15%
- ☐ >15%

Paid Professional Development Days Points Earned: 0.073326 of 0.22000

How many paid days of professional development do the majority of full time workers receive (in a single year)?

- ☐ No formal policy
- ☐ 0 days
- ☒ 1-4 days
- ☐ 5-9 days
- ☐ 10+ days

Management Training Points Earned: 0.22 of 0.22000

Do new and existing managers get regular training and coaching on the following?

Check all that apply.

- ☒ Providing ongoing praise and corrective feedback
- ☐ Conflict negotiation and resolution
- ☒ Group dynamics and optimal team functioning
- ☒ Performance evaluation systems
- ☐ Other (please describe)
- ☐ None of the above

Training & Education (Hourly)

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%+
- ☐ Don't know

Cross-Job Skills Training Participation Points Earned: 0.061897143 of 0.18571

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%+
- ☐ Don't know

Life Skills Training Participation Points Earned: 0 of 0.18571

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%+
- ☐ Don't know

External Professional Development Participation Points Earned: 0.123797619 of 0.37143

What % of full-time workers have participated in external professional development opportunities 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%+

Hours Spent on Training Points Earned: 0.185715 of 0.37143

Approximately how many hours did each worker (on average) spend on dedicated, job-related training/education time in the past 12 months?

Please do not include on-the-job training as a part of this particular question.

- ☐ Don't know
- ☐ 1-5 hrs
- ☒ 6-10 hrs
- ☐ 11-20 hrs
- ☐ 21 hrs+

Worker Ownership

% Participation in Employee Ownership Points Earned: 0 of 1.75000

650

What % 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

Employee Ownership Points Earned: 0 of 1.75000

What % of the company is owned or formally reserved as part of a written plan for full-time workers and management (including founders/executives)?

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
- ☐ Don't Know

% of Company Owned by Non-Executive Employees Points Earned: 0 of 3.50000

What % of the company is owned by full-time workers who are non-executive employees and non-founders?

Select N/A if your company is a consumer/shared services cooperative, a producer cooperative or a nonprofit.

- ☒ 0%
- ☐ 1-4%
- ☐ 5-24%
- ☐ 25-49%
- ☐ 50%+
- ☐ N/A
- ☐ Don't Know

Management & Worker Communication

Employee Review Process Points Earned: 0.7 of 0.70000

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
- ☐ Follows a 360-degree feedback process
- ☐ None of the above

Does your company have a written employee handbook that workers have access to and includes any of the following information?

Check all that apply.

- ☐ 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
-

Employee Satisfaction Points Earned: 0.525 of 0.70000

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%
-

Employee Metric Transparency Points Earned: 0 of 0.17500

Which of the following employee metrics are regularly collected, monitored and made transparent to all employees?

- ☐ Retention and turnover metrics
 - ☐ Diversity metrics
 - ☒ None
-

Termination Policy Points Earned: 0 of 0.35000

Which of the following is included in your company's termination policy?

Exclude situations requiring immediate dismissal / with cause.

- ☐ No written notice required prior to termination
 - ☐ Required written notice of worker performance only
 - ☐ Required written notice of worker performance and a stated probationary period
 - ☒ N/A - No written termination policy
-

Management & Worker Communication (Hourly)

Average Tenure Points Earned: 0.15 of 0.30000

What is the average tenure of your current workforce?

- ☐ <6 months
 - ☐ 6-12 months
 - ☒ 1-2 years
 - ☐ 2-3 years
 - ☐ >3 years
-

Job Flexibility/Corporate Culture

Do company policies support any of the following health and wellness initiatives above insurer-provided programs?

Check all that apply.

- ☐ Company does not offer any formal health and wellness initiatives
- ☒ Company sponsors and encourages workers to participate in health and wellness activities during the workweek (i.e. walking or steps programs)
- ☒ Company offers incentives for workers to complete health risk assessments or participate in health and wellness activities (e.g., a fund for exercise equipment, subsidized gym membership, etc.)
- ☐ Over 25% of workers have completed a health risk assessment in the last 12 months
- ☒ Employees have access to behavioral health counseling services, web resources or Employee Assistance Programs
- ☒ Spouses, partners, or children of employees provided access to behavioral health counseling services, web resources or Employee Assistance Programs
- ☐ Company has policies and programs in place to prevent ergonomic-related injuries in the workspace
- ☐ Management receives reports on aggregate participation in worker wellness programs
- ☐ Other (please describe)

Job Flexibility/Corporate Culture (Hourly)

Flexible Scheduling for Hourly Employees Points Earned: 0.296355926 of 0.88889

Which of the following best describes the flexibility of scheduling process for hourly workers?

- ☐ Company has a minimum work hours policy for hourly employees.
- ☒ There is a written policy that worker preference must be incorporated into scheduling (e.g. self-scheduling or honoring worker preferences to work certain shifts or certain days)
- ☐ Company shares employee schedules two weeks or more in advance
- ☐ Workers schedules are kept consistent week to week
- ☐ Management (or enabling technology) facilitates exchange of hours if the employee is not able to commit to his/her shift
- ☐ Other (please describe)
- ☐ None of the above

Worker Flexibility Options Points Earned: 0.11111 of 0.22222

Does the company offer any of the following job flexibility options, whenever feasible, in writing and in practice for the majority of workers?

Please check all that apply.

- ☐ Part-time work schedules at the request of workers
- ☒ Flex-time work schedules (allowing freedom to vary start and stop times)
- ☒ Telecommuting (working from home one or more days per week)
- ☐ Job-sharing
- ☐ None of the above

Supplementary Benefits Points Earned: 0.88889 of 0.88889

Which of the following supplementary benefits are offered to employees?

Please check all that apply.

- ☐ Onsite childcare
- ☐ Offsite subsidized childcare
- ☒ Counseling services
- ☐ Free or subsidized meal
- ☒ Policy to support breastfeeding mothers
- ☐ Other (please describe)
- ☐ None

Occupational Health & Safety

Does the company have any of the following practices with regards to management's commitment to worker health and safety?

- ☒ Written safety and health policy to minimize on-the-job employee accidents and injuries
- ☒ Safety and health integrated into overall management planning process and workers are involved in safety planning, resource allocation, audits, etc.
- ☒ Safety and health concerns communicated through regular safety and health trainings
- ☐ Specific safety and health program goals and objectives, with specific indicators to measure progress
- ☐ Senior management addresses safety issues through written word or in company gatherings at least quarterly
- ☒ Formal safety reporting system for employees to submit their safety concerns
- ☐ Safety procedures easily accessible for all on site personnel, including workers, non-managerial staff, and visitors
- ☐ Participation in an external program demonstrating commitment and excellence in safety and health (e.g. Voluntary Protection Program)
- ☐ N/A - No manufacturing or wholesale facilities
- ☐ None of the above

Health and Safety Audit Practices Points Earned: 0.4 of 0.40000

Which of the following is included in your company's practices related to inspections/audits:

- ☒ Written procedure for performing safety and health inspections
- ☒ Routine safety and health inspections at least quarterly
- ☒ Information discovered through analyses is used to improve safety processes (e.g. baseline hazards analysis, accident/incident analysis, employee concerns, sampling results from inspections)
- ☒ Results of the routine inspections are documented
- ☒ Inspection reports clearly indicate what needs to be corrected with documented accountability for closure
- ☐ N/A - No manufacturing or wholesale facilities
- ☐ None of the above

Evaluating Health and Safety Practices Points Earned: 0.4 of 0.40000

Which of the following is included in your company's measurement and evaluation practices in relation to occupational safety and health?

- ☐ A standardized third-party safety management system (i.e. ISO 18001, BS 8800)
- ☒ A safety position, safety committee or safety program representative reporting to senior-level position (Vice-President or higher)
- ☒ A documented standard procedure for investigating accidents and major incidents
- ☒ Investigation and documentation of the root causes of accidents and incidents
- ☒ Implementation of corrective actions after root causes of an accident or incident are determined
- ☒ Injury or illness trends and trend data are transparent to all workers
- ☐ An annual evaluation of the safety and health system including senior management in the evaluation
- ☒ Has an employee safety recognition program
- ☐ Engages with employees on regular Safety Perception Surveys
- ☐ None of the above

Worker Business Models Introduction

Workers Impact Business Model Introduction Points Earned: 0 of 0.00000

Is your company structured to benefit its employees in the following way?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ Ownership structures that provide significant equity (>40%) and empowerment to all employees (i.e. employee-owned companies/cooperative)
- ☒ No

Community

New Jobs Added Last Year Points Earned: 0 of 0.00000

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 12 months:

0

New Jobs Added Year Before Last Points Earned: 0 of 0.00000

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.

Prior 12 months:

0

Job Growth Rate Points Earned: 0 of 2.13333

By what % has your worker base grown over the last 12 months?

- ☒ 0% (Has not grown on a net basis)
- ☐ 1-5%
- ☐ 6-15%
- ☐ >15%

Departed Employees Points Earned: 0 of 0.00000

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.

Sensitive

Attrition Rate Points Earned: 0 of 2.13333

What was the attrition rate at the company for full-time and tenured part-time workers for the last 12 months?

Exclude workers terminated with cause.

Sensitive

Workers from Low-Income Areas Points Earned: 0 of 1.06667

What % of workers (including full-time and part-time and temporary workers) are verified/self-identified to be a part of the following groups?

Individuals residing in a low income area

- ☐ 0%
- ☐ 1-9%
- ☐ 10-19%
- ☐ 20-29%
- ☐ 30%+
- ☒ Don't Know

What % of workers (including full-time and part-time and temporary workers) are verified/self-identified to be a part of the following groups?

Other chronically underemployed populations (e.g. individuals who are formerly incarcerated or homeless)

- ☐ 0%
- ☐ 1-9%
- ☐ 10-19%
- ☐ 20-29%
- ☐ 30%+
- ☒ Don't Know

Facilities in Low-Income Communities Points Earned: 0 of 1.06667

What % of your workers are employed in company facilities located in low-income communities?

- ☒ <10%
- ☐ 10-19%
- ☐ 20-29%
- ☐ 30%+
- ☐ Don't Know

Suppliers in Low-Income Communities Points Earned: 0 of 0.53333

What % of your Significant Suppliers are located in low-income communities or create employment opportunities for other chronically underemployed populations?

- ☐ <10%
- ☐ 10-19%
- ☐ 20-30%
- ☐ >30%
- ☒ Don't Know

Diversity & Inclusion

Female Employees Points Earned: 0 of 0.00000

Number of total full-time and part-time female employees.

Enter 0 if None.

815

Nonprofit Ownership Points Earned: 0 of 0.84211

What % of the company is owned by the following groups?

Nonprofit organization(s)

- ☒ 0%
- ☐ 1-9%
- ☐ 10-24%
- ☐ 25-49%
- ☐ 50%+
- ☐ Don't know

What % of the company is owned by the following groups?

Women and/or individuals from underrepresented populations, including low-income communities

- ☐ 0%
- ☐ 1-4%
- ☒ 5-14%
- ☐ 15-24%
- ☐ 25%+
- ☐ Don't know

Non-accredited Investor Ownership Points Earned: 0 of 0.84211

What % of the company is owned by the following groups?

Individuals that qualify as non-accredited investors

- ☒ 0%
- ☐ 1-4%
- ☐ 5-14%
- ☐ 15-24%
- ☐ 25%+
- ☐ Don't know

Female Ownership Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your company's ownership is held by individuals from the following groups?

Women

7

Low-income Ownership Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your company's ownership is held by individuals from the following groups?

Low income communities

0

Ownership from Underrepresented Groups Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your company's ownership is held by individuals from the following groups?

Other underrepresented populations (e.g. minorities, LGBT community, individuals with disabilities, etc.)

0

Board of Directors Diversity Points Earned: 0.561434737 of 0.84211

What % of the members of your Board of Directors (or equivalent) are women or individuals from other underrepresented populations?

- ☐ 0%
- ☐ 1-9%
- ☐ 10-24%
- ☒ 25-49%
- ☐ 50%+
- ☐ Don't know
- ☐ N/A - No board of directors or equivalent

Female Directors Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?

Women

33

Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?

Low income communities

0

Minority Directors Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?

Minority/previously excluded populations

0

Directors from Underrepresented Populations Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?

Other underrepresented populations (e.g. minorities, LGBT community, individuals with disabilities, etc.)

0

Management from Underemployed Groups Points Earned: 0.84211 of 0.84211

What % of management are women and/or individuals from underrepresented populations, including low-income communities?

- ☐ 0%
- ☐ 1-9%
- ☐ 10-24%
- ☐ 25-49%
- ☒ 50%+
- ☐ Don't know

Female Management (metric) Points Earned: 0 of 0.00000

Optional unweighted metrics: Approximately what % of management is from the following groups?

Women

82

Managers from Low-Income Areas Points Earned: of 0.00000

Optional unweighted metrics: Approximately what % of management is from the following groups?

Low income communities

Managers from Underrepresented Groups Points Earned: of 0.00000

Optional unweighted metrics: Approximately what % of management is from the following groups?

Other underrepresented populations (eg - minorities, LGBT community, individuals with disabilities, etc.)

Ethnic Diversity Compared to Area Points Earned: 0 of 0.84211

Does the % of ethnic minorities employed at your company equal or exceed the % of ethnic minorities in your metro area?

Percentage should be based on census or other government demographic data.

- ☐ No
- ☐ Yes
- ☒ N/A- Ethnic data is not available or illegal to be tracked in your area

Is average compensation for men and women equal in comparable managerial and non-managerial roles?

Managerial

Allow a 5% margin of error while calculating. For more information on calculating, see Explain.

- ☒ Yes
- ☐ No
- ☐ Don't know
- ☐ N/A - Only one gender represented

Managing Gender Pay Equity for Non-Managers Points Earned: 0.42105 of 0.42105

Is average compensation for men and women equal in comparable managerial and non-managerial roles?

Non-managerial

Allow a 5% margin of error while calculating. For more information on calculating, see Explain.

- ☒ Yes
- ☐ No
- ☐ Don't know
- ☐ N/A - Only one gender represented

Supplier Ownership Diversity Points Earned: 0 of 0.84211

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

Supplier Diversity Policy Points Earned: 0.42105 of 0.42105

Does the company have a written policy giving preference to suppliers owned by women or individuals from underrepresented populations?

- ☒ Yes
- ☐ No
- ☐ N/A: Such policies are illegal in my country of operations

Diversity and Inclusion Training Points Earned: 0.280759474 of 0.84211

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

Civic Engagement & Giving

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

Volunteer Service Policies Points Earned: 0.95238 of 0.95238

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

% of Employees Volunteer Service Points Earned: 0.238095 of 0.95238

What % of employees took paid time off for volunteer service last year?

- ☐ 0%
- ☒ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ >75%
- ☐ Don't know

Tracking Volunteer Service Points Earned: 0.317428254 of 0.47619

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

Total Amount of Volunteer Service Hours Points Earned: 0 of 0.00000

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.

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

Total Amount of Charitable Donations Points Earned: 0 of 0.00000

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.

Sensitive

% of Revenue Donated Points Earned: 0.761904 of 3.80952

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

Charitable Organizations Supported Points Earned: of 0.00000

Which organizations does your company support?

We have worked with these NGOs on our Forever Against Animal Testing campaign and our Bio Bridges programme. International holds the relationship and manages the financial donations from Markets to these organisations. Donations are captured in Market Assessments so as to avoid double counting. TBS employees also have volunteered with many organisations via our volunteering programme, likely hundreds of organisations, however we do not track organisations volunteered with, only hours and type of volunteering, e.g. environmental, social, animal-related.

Community Service and Charitable Practices Points Earned: 0.95238 of 0.95238

Which of the following volunteer and charitable giving practices did your company employ in the last fiscal year?

Check all that apply.

- ☒ Company contributed the majority of its cash, service and in-kind donations to local markets it sourced from or operates i
- ☒ Company has public facing partnership with a service/charitable organizations
- ☒ Company provided facilities for community events or trainings
- ☐ Other innovative engagement practices (please describe)
- ☐ None of the above

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?

- ☒ 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

Local Involvement

Geographic Structure and Scope Points Earned: of 0.00000

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.

243 Company Stores. Store HC 2545. Non Store HC 55. Total 2600.

Local Purchasing and Hiring Policies Points Earned: 0.8 of 1.60000

Does the company have the following written local purchasing or hiring policies in place?

- ☐ No written local purchasing or hiring policy 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
- ☐ Incentives for staff to live within 20 miles of local company facility
- ☐ Other (please describe)

Spending on Local Suppliers Points Earned: 0 of 1.60000

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

Local Ownership Points Earned: 0 of 1.60000

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

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%
- ☒ 1-19%
- ☐ 20-39%
- ☐ 40-59%
- ☐ 60-79%
- ☐ 80%+

Impactful Banking Services Points Earned: 0 of 1.60000

Is the majority of your company's banking services provided by an institution with any of the following characteristics?

- ☐ A certified CDFI or national equivalent social investment organization
- ☐ A Certified B Corporation
- ☐ A member of the Global Alliance for Banking on Values
- ☐ A cooperative bank or credit union
- ☐ A local bank committed to serving the community
- ☐ An independently owned bank
- ☒ None of the above

Suppliers, Distributors & Product**Significant Supplier Descriptions** Points Earned: 0 of 0.00000

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

Social or Environmental Screening of Suppliers Points Earned: 0 of 0.00000

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. The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ Yes
- ☐ No

Supplier Screen Topics Points Earned: 0.73333 of 0.73333

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 beyond what is required by regulations (environmentally-friendly manufacturing process; excellent labor practices, etc.)

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 social and environmental standards best-in-class third-party certification for your industry (ISO, SA8000, etc.)
- ☐ Company visits a majority of Significant Suppliers on-site

Length of Supplier Relationships Points Earned: 0.73333 of 0.73333

What is the average tenure of your relationships with Significant Suppliers?

- ☐ Less than 24 months
- ☐ 24-60 months
- ☐ 61-96 months
- ☒ 96 months or more
- ☐ Don't know

Supplier Code of Conduct Points Earned: 0.73333 of 0.73333

Is there a formal written Supplier Code of Conduct policy that specifically holds the company's suppliers accountable for social and environmental performance?

This may include policies on Fair Trade. The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ Yes
- ☐ No

Supplier Code of Conduct Topics Points Earned: 0.73333 of 0.73333

Does the company's Supplier Code of Conduct policy specifically hold the company's suppliers accountable to the following areas of social and environmental performance?

- ☒ Working hours
- ☒ Freely chosen employment
- ☒ Compensation
- ☒ Child labor
- ☒ Freedom of association
- ☒ Health & safety
- ☒ Use of materials
- ☐ Product's environmental impact
- ☒ Information on how the Code will be monitored and reviewed (self-audits, site visits, etc.)
- ☐ N/A - No Supplier Code of Conduct

Supplier Code of Conduct Remediation Points Earned: 0.73333 of 0.73333

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?

- ☐ 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 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
- ☐ N/A - No Supplier Code of Conduct
- ☐ None of the above

Which suppliers are assessed for Supplier Code of Conduct compliance at least every other year?

Check all that apply.

- ☒ All primary suppliers of core products or principal raw materials
- ☒ All primary suppliers of non-core products
- ☒ All sub-contractors responsible for the majority of an order
- ☐ None
- ☐ N/A - No Supplier Code of Conduct

Disclosure of Suppliers Points Earned: 0.244492222 of 0.73333

What % of Significant Suppliers (on currency basis) are made transparent on the company's website?

- ☐ 0%
- ☒ 1-49%
- ☐ 50-79%
- ☐ 80%+
- ☐ Don't know

Supplier Quality Assurance Reviews Points Earned: 0.73333 of 0.73333

What % of Significant Suppliers (on currency basis) are subjected to regular quality assurance reviews or audits?

- ☐ 0-49%
- ☐ 50-62%
- ☐ 63-75%
- ☒ >75%

Support for In Need Suppliers Points Earned: 0.73333 of 0.73333

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

Independent Contractor Practices Points Earned: 0.73333 of 0.73333

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

What % of materials or products purchased have third party social or environmental certification or approval, or are from Significant Suppliers that are purpose driven or have third party company level certification or approval?

- ☐ 0
- ☐ 1-19%
- ☐ 20-39%
- ☐ 40-60%
- ☒ 60%+
- ☐ Don't know

Product Accreditations and Certifications Points Earned: 0.73333 of 0.73333

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

Quality Assurance Points Earned: 0.73333 of 0.73333

Do you use an established methodology to manage quality assurance issues?

Examples include PDSA, Six Sigma, DMAIC, TQM, Zero Defects, etc

- ☒ Yes
- ☐ No

Community Business Models Introduction

Community Oriented Business Models Points Earned: 0 of 0.00000

Is your company structured to benefit community stakeholders in any of the following ways?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ 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)
- ☐ A community-focused business model that supports and builds the economic vitality of local communities
- ☐ None of the above

Supply Chain Poverty Alleviation

Supporting Underserved Suppliers Points Earned: 0 of 0.00000

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)

Purchasing From Underserved Suppliers Points Earned: 0 of 0.00000

666

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

Types Of Underserved Suppliers Points Earned: 0 of 0.00000

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

Beneficial Trade Terms for Underserved Suppliers Points Earned: 0 of 0.00000

Are any of the following trade terms provided to underserved suppliers?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ 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

% Purchases with Beneficial Trade Terms Points Earned: 0 of 0.00000

What % of your cost of materials comes from the stated under-served supplier groups that received the previous trade terms?

The answer to this question affects questions you'll encounter further on in your assessment.

14

Purchases from Suppliers with Beneficial Terms Points Earned: 0 of 0.00000

What is the total cost of materials sourced through the previous trade terms?

Sensitive

Tracking Supplier Premiums Points Earned: 0.57692 of 0.57692

Do you track the premium paid to suppliers?

- ☒ Yes
- ☐ No

Premium Paid to Suppliers Points Earned: 0 of 0.00000

If yes, what is the average premium paid to suppliers in the last year (either on product or wage)?

Sensitive

Methodology to Determine Premium Paid Points Earned: of 0.00000

Describe in the text box the methodology your company uses to calculate producer price premium.

We work with the farmers/collectors/coops to work out what true cost of production is. Our price (fair price) = fair cost of production + discretionary income + income to meet needs. Issue in calculating the premium is that we run our own supply chain

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.

The CT programme was highly innovative when it was started by TBS in 1987. The model has been emulated within the cosmetic industry and beyond. AS one example, L'Oreal, after acquiring TBS in 2006, deveoped a 'Solidarity Sourcing' programme which has similar aims and some Community Trade suppliers becamse suppliers to other L'Oreal brands during (and after) this period.

Support for Small-Scale Suppliers Points Earned: 0 of 0.00000

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. The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ 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

% of Purchases from Supported Small-Scale Suppliers Points Earned: 0 of 0.00000

What % of your total cost of materials (excluding labor) comes from suppliers that have received the above capacity building support?

The answer to this question affects questions you'll encounter further on in your assessment.

8

Verification of Fair Wages and Working Conditions Points Earned: 0 of 0.00000

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?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ 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.

Purchasing From Underserved Suppliers Points Earned: 0 of 0.00000

What % of your cost of materials comes from under-served supplier groups that are verified for labor and wage practices as previously described?

The answer to this question affects questions you'll encounter further on in your assessment.

10

Wage and Working Conditions Screening Points Earned: 0.57692 of 0.57692

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

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)

The TBS CT programme is externally verified by Ecocert, an independent international audit company while our ET programme reports and is evaluated annually by the ETI. Some of our suppliers are additionally verified against various sustainability standard

Tracking Impact on Workers Points Earned: 0.57692 of 0.57692

Does your company track the impact of your work with small-scale suppliers on the lives of suppliers' employees?

- ☒ Yes
- ☐ No

Tracking Impact Explanation Points Earned: of 0.00000

If your company tracks the impact of your work with small-scale suppliers on the lives of suppliers' employees, please explain how.

We record numbers of workers in each of our CT supply chains on an annual basis. This data includes gender divide and categories of labour (e.g. farm work, office, mill operator, management etc.). Also, as part of the work under our SuSo Charter we monitor and evaluate supplier engagement with its workforce through review of suppliers' policies specifically those relating to worker engagement such as H&S policies, collective bargaining agreements, sexual harassment etc. Part of this assessment is also engaging directly with workers, spending time understanding directly from them how they interact with management and how the work is impacting them. In many cases, we often will visit workers' homes with them, meeting with their family members to build a wider and more open understanding of the impact of the work in a wider family context.

Innovative Supply Chain Poverty Alleviation Points Earned: of 0.00000

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.

The Body Shop pioneered fair trade in the cosmetics industry. Launching in 1987 as Trade Not Aid with Teddy Exports in India - a trading relationship that we still relish 32 years later. Today our mission in Community Trade remains the same - to use our trade as a lever to drive forward positive social change. From those early days our programme has expanded to include 31 suppliers of ingredients and handcrafts spanning 23 countries supporting improved livelihoods for over 16,000 people. The organisations we work with in turn use profits and Community Trade premiums to support many thousands more in their local communities through such initiatives as education, healthcare and equality. We are proud that Community Trade is our own bespoke programme that we manage ourselves whilst also being independently verified by Ecocert. During the period of ownership under L'Oreal Community Trade was instrumental in the development of the L'Oreal Solidarity Sourcing programme which was designed to improve access to employment for vulnerable people in L'Oreal supply chains.

Supply Chain Transparency Points Earned: 0.57692 of 0.57692

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

Environment

Land, Office, Plant

What % of company facilities (by area, both owned by company or leased) are certified to meet the requirements of an accredited green building program?

- ☐ <20%
- ☐ 20-49%
- ☒ 50-79%
- ☐ 80%+
- ☐ N/A - Company has virtual office

Previously Constructed Buildings Points Earned: 0.51613 of 0.51613

What % of the square footage of all company facilities is located in previously constructed buildings?

Select N/A if your company utilize virtual office.

- ☐ 0%
- ☐ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75-99%
- ☒ 100%
- ☐ N/A

Recycling Programs Points Earned: 0.51613 of 0.51613

What % of your facilities on a square foot basis have a facility-wide recycling program that has ongoing collection of at least all standard materials in your area?

See Explain This for definition.

- ☐ <20%
- ☐ 21-40%
- ☐ 41-60%
- ☐ 61-80%
- ☒ >80%

Environmental Management Systems Points Earned: 0.206452 of 1.03226

Does your company have an environmental management system that includes any of the following?

Please check all that apply.

- ☒ Policy statement documenting the organization's commitment to the environment
- ☐ Assessment undertaken of the environmental impact of the organization's business activities
- ☐ Stated objectives and targets for environmental aspects of the organization's operations
- ☐ Programming designed, with allocated resources, to achieve these targets
- ☐ Periodic compliance and auditing to evaluate programs conducted
- ☐ None of the above

Which of the following practices are in place to integrate environmental considerations (DFE) into the design of products and services?

Please only select answer options being applied to at least 20% of the company's products and services (by revenue).

- ☒ 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)
- ☐ None of the above

Chemical Reduction Methods Points Earned: 0.51613 of 0.51613

Which of the following environmentally preferred products have been purchased for the majority of your corporate facilities?

- ☒ Non-toxic janitorial products
- ☒ Unbleached / chlorine free paper products
- ☒ Soy-based inks or other low VOC inks
- ☒ Recycled/environmentally preferred office supplies (paper, pens, notebooks, etc.)
- ☐ Other (please describe)
- ☐ None of the above

Chemical Management Points Earned: 0.51613 of 0.51613

Does your company have a program in place to identify and eliminate potential chemicals and materials of concern in your product and/or process and identify and phase-in safer alternatives (e.g. chemical/material options with reduced toxicity)?

- ☐ Company has completed a study of all materials (including scarce metals and minerals) in product and chemicals to 1000ppm level
- ☐ Company has completed a study of all materials in product and chemicals to 100ppm level
- ☐ Company has undergone an evaluation of products and processes to identify potential toxic contaminants from production
- ☒ Company has identified specific chemicals of concern classes (e.g., carcinogens, mutagens, reproductive toxins, endocrine disruptors, persistent or bioaccumulative substances)
- ☒ Company has established a Restricted Substances List (RSL), has a positive screen or other decision process for chemical
- ☒ Company has established metrics and goals for the reduction or elimination of chemicals of concern
- ☒ Company publicly discloses the chemicals and/or materials in your product (e.g., on a label, website, via 800 number for information, etc.)
- ☐ There are no potential chemicals or materials of concern in my industry
- ☐ None of the above

Does the company have a written and circulated environmentally preferable purchasing (EPP) policy that includes any of the following?

- ☒ Building and construction
- ☐ Carpets
- ☐ Cleaning
- ☐ Electronics
- ☐ Fleets
- ☐ Food or food services
- ☐ Landscaping
- ☐ Meetings and conferences
- ☐ Office supplies
- ☒ Paper
- ☒ Product input materials
- ☒ Other (please describe)

The TBS List of Restricted and Prohibited Ingredients includes a number of environmentally-based restrictions, including prohibition of plastic microbeads, polyquaterniums, animal tested and animal derived products, GMO products, and guidance on palm oil

- ☐ N/A - No environmentally preferable purchasing policy

Reducing Impact of Travel/Commuting Points Earned: 0.51613 of 0.51613

Does your company have any programs or policies in place to reduce the environmental footprint caused by travel/commuting?

- ☐ Employees are subsidized/incentivized for use of public transportation, carpooling, or biking to work
- ☒ Facilities are designed to facilitate use of public transportation, biking, or cleaner burning vehicles (e.g. electric chargers)
- ☒ Employees are encouraged to use virtual meeting technology to reduce in person meetings
- ☒ Company has a written policy limiting corporate travel
- ☐ None of the above

Indoor Air Quality Monitoring Points Earned: 0 of 0.25806

Does the company monitor indoor environmental quality to ensure a healthy and comfortable work space, avoiding "Sick Building Syndrome"?

Select N/A if you have no facilities.

- ☐ Yes
- ☒ No
- ☐ NA

Indoor Air Quality Audits Points Earned: 0 of 0.51613

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

If you lease your facilities, have you worked with your landlord to implement/maintain any of the following?

Select N/A if you do not lease your building.

- ☒ Energy efficiency improvements
- ☒ Water efficiency improvements
- ☐ Waste reduction programs (including recycling)
- ☐ None of the above
- ☐ N/A - Company does not lease majority of facilities

Context-Based Water Management Points Earned: 0 of 0.51613

Does your company measure and manage its water in a context-based manner?

Context based management requires measurement against allocations of available renewable supplies in the watersheds in which it does business.

- ☐ Yes
- ☒ No
- ☐ Don't Know

Context-Based GHG Management Points Earned: 0 of 0.51613

Does your company measure and manage its GHG emissions in a context-based manner?

Context based management requires measurement against reduction targets specified in a science-based GHG stabilization scenario.

- ☐ Yes
- ☒ No
- ☐ Don't Know

Context-Based Waste Management Points Earned: 0 of 0.51613

Does your company measure and manage its solid wastes in a context-based manner?

Context based waste management includes measurements against levels tied to a zero waste plan.

- ☐ Yes
- ☒ No
- ☐ Don't Know

Inputs

Monitoring Energy Usage Points Earned: 0 of 1.16667

Does your company monitor, record and/or report its energy usage?

- ☒ We do not currently monitor and record our usage
- ☐ We monitor and record usage (no reduction targets)
- ☐ We monitor and report 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

Monitoring and Managing Water Use Points Earned: 0 of 1.16667

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 report 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

Total Energy Use Points Earned: of 0.00000

673

Total energy used (Gigajoules) during the last 12 months:

Total Renewable Energy Use Points Earned: of 0.00000

Total energy used from renewable resources (Gigajoules) during the last 12 months:

Total Water Use Points Earned: of 0.00000

Total water use (liters) during the last 12 months

Energy Use Reductions Points Earned: 0 of 2.33333

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

Low Impact Renewable Energy Use Points Earned: 0.466666 of 2.33333

What % of energy use is produced from low-impact 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

Increasing Renewable Energy Points Earned: 0 of 1.16667

Has the company increased its % use of low impact renewable energy annually at its corporate facilities?

- ☐ Yes
- ☒ No
- ☐ Already Maximized (100% low impact renewable)

Facility Energy Efficiency Points Earned: 0.388967778 of 1.16667

For which of the following systems have you used energy conservation/efficiency measures for each of your corporate facilities/locations (by majority of square feet) in the past year?

- ☐ Equipment: Energy Star Appliances / Automatic Sleep Modes / After-Hour Timers / etc.
- ☒ Lighting: Natural Light / CF Bulbs / Occupancy Sensors / Daylight Dimmers / Task Lighting / etc.
- ☐ HVAC: Programmable Thermostat / Timers / Occupancy Sensors / Shade Sun-Exposed Walls / Double-Paned Windows / etc
- ☐ Other (please specify)
- ☐ None of the above

Which of the following water conservation methods have been implemented at the majority of your corporate offices:

- ☒ Low-flow faucets/taps, toilets/urinals, showerheads
 - ☐ Grey-water usage for irrigation
 - ☐ Low-volume irrigation
 - ☐ Harvest rainwater
 - ☐ Other (please describe)
 - ☐ None
 - ☐ N/A: My company has a virtual office
-

Life Cycle Assessments Points Earned: 0.233334 of 1.16667

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?

- ☐ 0%
 - ☐ 1-24%
 - ☐ 25-49%
 - ☐ 50-74%
 - ☐ 75-99%
 - ☐ 100%
 - ☒ 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
-

Cradle to Cradle Certification Points Earned: 0 of 1.16667

What % of your revenues are from the sale of products that have been awarded Cradle To Cradle certification?

- ☒ 0%
 - ☐ 1-24%
 - ☐ 25-49%
 - ☐ 50-74%
 - ☐ 75-99%
 - ☐ 100%
 - ☐ N/A: My revenues are generated from a service and an LCA cannot be conducted.
-

% of Environmentally Preferred Input Materials Points Earned: 0.233334 of 1.16667

What is the % of recycled, renewable, or other environmentally preferred materials in your product?

Include packaging in calculation.

- ☐ 0%
 - ☒ 1-24%
 - ☐ 25-49%
 - ☐ 50-74%
 - ☐ 75-99%
 - ☐ 100%
 - ☐ N/A - Company does not sell a physical product
-

Outputs

Monitoring Greenhouse Gas Emissions Points Earned: 0 of 0.58824

675

Please select the option that best describes how you monitor and record the following emissions:
Scopes 1 and 2 greenhouse gas (GHG) emissions

- ☒ Company does not currently monitor and record emissions
- ☐ Company monitors and records emissions (no reduction targets)
- ☐ Company monitors emissions and has specific reduction targets
- ☐ Company monitors emissions and has met specific reduction targets during the reporting period
- ☐ Eliminated emissions of this by-product entirely
- ☐ N/A

Total Waste Disposed Points Earned: of 0.00000

Waste Disposed (metric tonnes) during the last 12 months

Total Waste Recycled Points Earned: of 0.00000

Waste Disposed: Recycled/Reused (metric tonnes) during the last 12 months

Total Scope 1 GHGs Points Earned: of 0.00000

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:
Scope 1:

Total Scope 2 GHGs Points Earned: of 0.00000

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:
Scope 2:

Total Scope 3 GHGs Points Earned: of 0.00000

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:
Scope 3:

Greenhouse Gas Reduction Strategies Points Earned: 0 of 0.58824

Have you studied the GHG emissions of your entire operation and supply chain, identified the most intensive sources, and set strategies for improvement?

- ☐ Yes for Scope 1
- ☐ Yes for Scopes 1 and 2
- ☐ Yes for Scopes 1, 2 and 3
- ☐ Yes, for product life cycle
- ☐ No
- ☒ Don't know

Carbon Intensity Points Earned: 0 of 0.58824

What is your current Carbon Intensity for Scopes 1 and 2 (measured in metric tons of CO2/\$million of revenue), not including the use of carbon credits or offsets?

- ☐ >100
- ☐ 81-100
- ☐ 61-80
- ☐ 41-60
- ☐ 21-40
- ☐ 1-20
- ☐ 0
- ☒ Don't know

What % of Scopes 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

% GHG Emissions Offset Points Earned: 0 of 0.29412

If your company purchased certified carbon credits in the reporting period, what % of GHG emissions were off-set?

- ☐ 0%
- ☐ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75-99%
- ☐ 100%
- ☐ Don't know
- ☒ N/A - No carbon offsets purchased

Waste Reduction Programs Points Earned: 0 of 0.58824

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

Hazardous Waste Disposal Points Earned: 0.58824 of 0.58824

Is hazardous waste always disposed of responsibly, in a way that the company can verify?

This includes batteries, paint, electronic equipment, etc.

- ☒ Yes
- ☐ No
- ☐ N/A - We have eliminated hazardous waste

Programs to Reduce End of Life Waste Points Earned: 0.58824 of 0.58824

Does your company have in place an active end-of-life product/component reclamation program that has any of the following practices in place?

- ☐ Method for standardizing and identifying product parts and components to maximize useful life via disassembly and or reprocessing
- ☒ Labeling of resource content on manufactured items to enable recycling at end-of-life
- ☒ Widely available program to facilitate maintenance, servicing and reassembly of company's own products
- ☒ Take back of similar products from other manufacturers for disassembly/reprocessing/recovery
- ☒ Participation in a product reclamation program established by another party
- ☐ None of the above

Transportation, Distribution & Suppliers

Does the company currently use any of the following specific practices to reduce carbon emissions from transportation?

- ☒ Company policy and practice that requires inbound freight or shipping to be transported via lowest impact methods (such as avoiding shipment by air transport)
- ☒ Company policy and practice that requires outbound freight or shipping is transported via lowest impact methods
- ☐ None of the above

Ton Miles Reduction Points Earned: 0 of 1.44000

Have you reduced the ton miles (relative to revenues) of your distribution and supply chain, and if so, by how much?

Calculate by comparing ton-miles from the year prior or annualized from a baseline year.

- ☐ 0%
- ☐ 1-9%
- ☐ 10%-20%
- ☐ 21-50%
- ☐ >50%
- ☒ Not tracked / Unknown

Sourcing % of COGS from Local Suppliers Points Earned: 0 of 1.44000

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

Sourcing % raw materials from Local Suppliers Points Earned: 0 of 1.44000

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

Tracking Chemicals in the Supply Chain Points Earned: 1.44 of 1.44000

Does your company do any of the following to track chemicals in the supply chain for the majority of materials?

Please check all that apply.

- ☐ Do not track chemicals in the supply chain
- ☒ Require suppliers to disclose specified chemicals of concern
- ☒ Ask suppliers if they know all the chemical ingredients intentionally added to their product and all residuals of high concern present in the product (asking if they know only, not to provide the data to you)
- ☒ Require suppliers to provide chemical information to a third party
- ☐ Disclose all by-products, contaminants or trace materials to the public

Suppliers Tracking Energy Use Points Earned: 0.18 of 0.72000

678

What % of Significant Suppliers track and report the following:
Energy usage

- ☐ 0%
 - ☒ 1-24%
 - ☐ 25-49%
 - ☐ 50-74%
 - ☐ 75%+
 - ☐ Don't Know
-

Suppliers Tracking Water Use Points Earned: 0.18 of 0.72000

What % of Significant Suppliers track and report the following:
Water usage

- ☐ 0%
 - ☒ 1-24%
 - ☐ 25-49%
 - ☐ 50-74%
 - ☐ 75%+
 - ☐ Don't Know
-

Suppliers Tracking Air and Water Emissions Points Earned: 0.18 of 0.72000

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
-

Suppliers Tracking Waste and Recycling Points Earned: 0.18 of 0.72000

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
-

Suppliers Tracking Hazardous Waste Points Earned: 0.18 of 0.72000

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
-

What % of Significant Suppliers track and report the following:
GHG Emissions

- ☐ 0%
- ☒ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75%+
- ☐ Don't Know
-

Suppliers Using Renewable Energy Points Earned: 0.36 of 1.44000

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
-

Suppliers Reducing Greenhouse Gases Points Earned: 0.36 of 1.44000

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
-

Suppliers Reducing Waste Points Earned: 0.36 of 1.44000

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
-

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

Suppliers Responsibly Disposing Hazardous Waste Points Earned: 0.18 of 0.72000

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

Environmental Models Introduction

Environmental Business Model Points Earned: 0 of 0.00000

Are your company's products or process structured to restore or preserve the environment in any of the following ways?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ 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

Environment Products & Services Introduction

Environmental Product Benefits Points Earned: 0 of 0.00000

In what way or ways does your product/service conserve the environment?

Please select ONE option per product line. You may select an additional option if your product line has two separate environmental attributes. The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ Provides or is powered by renewable energy or cleaner-burning energy than market alternatives (e.g. solar panel manufacturers/installers, hybrid vehicles)
- ☐ Conserves or diverts resources (including energy, water, materials, etc.)
- ☒ Conserves or preserves the well-being of land and/or animals (e.g. land protection or reforestation services, sustainably harvested agricultural products)
- ☒ Reduces or is made of less toxic/hazardous substances (e.g. brownfield remediation services, organic food, non-toxic cleaners)
- ☐ Educates, measures, researches, or provides information to solve environmental problems (e.g. environmental consulting auditing)
- ☐ None of the above

Environmental Product/Service Certifications Points Available: 0.00000

How would you describe the positive environmental outcome produced for the environment by your product/service? If you have environmental product certifications, please list them here.

To meet the definition of a qualified third-party certification, the certification must be independently verified, be standards-based, and have those standards be transparent.

Land/wildlife Conservation

Tell us more about how your product or service conserves natural resources

Through purchase of FSC and RTSP0/GreenPalm input materials (Palm offsets as well as purchasing RTSP0 palm itself). We cannot capture here as we have been instructed to calculate as expenses, but this question calculates as revenues.

Land/wildlife Conservation Description Points Earned: 0 of 0.00000

Which of the following product or service descriptions apply?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ Product/ service requires specific practices to ensure the humane treatment of animals used as inputs in the product's creation (i.e. humane certified eggs)
- ☒ Product/service requires specific practices to ensure the sustainable harvesting or use of natural products and materials (FSC certified paper; MSC seafood; shade-grown coffee)
- ☐ Product/ service directly prevents environment/ecosystem degradation (i.e. protected parks; wildlife management service)
- ☐ Product/service improves natural environments previously damaged by degradation (i.e. reforestation; endangered species repopulation)
- ☐ These descriptions do not apply to our company's product/service (Skip the remainder of this section)

Revenue from Land/wildlife Conservation Points Earned: 0 of 0.00000

The values included here in each assessment were calculated based on the percentage of input material costs that came from certified sources and eligible suppliers. This is in lieu of using revenue which would require a product-level certification

What were your total revenues last fiscal year from the previous products or services?

The answer to this question affects questions you'll encounter further on in your assessment.

2%

Tons of Carbon Offset Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Metric tons of GHG/CO2 equivalent

Hectares Protected Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Number of hectares protected

Wildlife Species Protected Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Number of wildlife species protected/saved

Waste Diverted Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Metric tons of waste saved from landfill or incineration

Water Saved Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Liters of water saved/off-set

How do you verify that your product contributes to the outcome previously selected?

Please select all that apply.

- ☐ We have a track record of successful, verified positive outcomes and have created case studies based on these.
- ☐ There is secondary research that supports the link between our type of product and the stated outcome.
- ☐ We conduct our own direct research to track the outcomes produced for all our customers, such as impact-related survey
- ☐ We have third party certifications or verifications that verify the efficacy of our product/service in delivering outcomes
- ☐ We have performed, commissioned, or partnered with scientifically designed impact or outcome assessments to systematically learn about our product's impact
- ☐ Our product is too early stage to have research or studies that link our product to positive outcomes
- ☒ We cannot provide verification of our outcomes at this time.

Efficacy of Land/wildlife Conservation Points Earned: 0 of 1.11111

If direct research on your product/service has been performed, did the results confirm that a desired outcome is being achieved?

- ☐ Yes
- ☐ No
- ☒ N/A - No direct research conducted

Negative outcomes measured Points Earned: 0 of 1.11111

Does your company also measure and manage the negative or unintended outcomes generated by this business model?

- ☐ Yes
- ☒ No

Innovative Land/wildlife Conservation Points Earned: of 0.00000

Is there something different or innovative about the product/service that has changed the industry? Is this something that is replicable, unique at the time that it was created, and that has been emulated by other organizations?

na

Toxin Reduction / Remediation

Toxin / Pollution Reduction Overview Points Earned: of 0.00000

Tell us more about how your product or service reduces use of toxic or hazardous substances, prevents pollution or remediates discharges to air, land or water

We purchase organic raw materials.

Toxin / Pollution Reduction Description Points Earned: 0 of 0.00000

Which of the following product or service descriptions apply?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ Product minimizes need of toxic chemicals compared to market alternatives (non-GMO)
- ☒ Product/services use less toxic/hazardous chemicals or materials than market alternatives (i.e. non-toxic cleaners, organic food, integrated pest management for agriculture)
- ☐ Product/service remediates environmental damage after discharges to air, land or water (i.e. brownfield remediation, oil spill clean-up)
- ☐ Product/service directly prevents pollution or hazardous discharge (i.e. pollution management technologies)
- ☐ These descriptions do not apply to our company's product/service (Skip the remainder of this section)

% Toxin Reduction Points Earned: of 0.00000

What is the average % toxic/hazardous material reduction or pollution prevention (by weight or volume) achieved by the product or service?

Revenue from Toxin Reduction / Remediation Points Earned: 0 of 0.00000

What were your total revenues last fiscal year from the previous products or services?

The answer to this question affects questions you'll encounter further on in your assessment.

6%

The values included here in each assessment were calculated based on the percentage of input material costs that came from certified sources and eligible suppliers. This is in lieu of using revenue which would require a product-level certification

Tons of Carbon Offset Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Metric tons of GHG/CO2 equivalent

kWh Saved Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

kWh saved/off-set

Waste Diverted Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Metric tons of waste saved from landfill or incineration

Water Saved Points Earned: of 0.00000

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Liters of water saved/off-set

Verification of Toxin Reduction Points Earned: 1.11111 of 1.11111

How do you verify that your product contributes to the outcome previously selected?

Select all that apply.

- ☐ We have a track record of successful, verified positive outcomes and have created case studies based on these.
- ☒ There is secondary research that supports the link between our type of product and the stated outcome.
- ☐ We conduct our own direct research to track the outcomes produced for all our customers, such as impact-related survey
- ☒ We have third party certifications or verifications that verify the efficacy of our product/service in delivering outcomes
- ☐ We have performed, commissioned, or partnered with scientifically designed impact or outcome assessments to systematically learn about our product's impact
- ☐ Our product is too early stage to have research or studies that link our product to positive outcomes
- ☐ We cannot provide verification of our outcomes at this time.

Efficacy of Toxin Reduction / Remediation Points Earned: 1.11111 of 1.11111

If direct research on your product/service has been performed, did the results confirm that a desired outcome is being achieved?

- ☒ Yes
- ☐ No
- ☐ N/A - No direct research conducted

Negative Impact Management Points Earned: 0 of 1.11111

Does your company also measure and manage the negative or unintended outcomes generated by this business model?

- ☐ Yes
- ☒ No

Innovative Toxin Reduction / Remediation Points Earned: of 0.00000

Is there something different or innovative about the company's basic product or service that has changed the industry? Is this something that is replicable, unique at the time that it was created, and that has been emulated by other organizations?

na

Disclosure Industries

Illegal Products or Subject to Phase Out

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply. Any product or activity deemed illegal under host country laws or regulations or international conventions and agreements

- ☐ Yes
☒ No
-

Disclosure Alcohol

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply. Alcohol (excluding beer and wine)

- ☐ Yes
☒ No
-

Commercial Logging

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply. Commercial logging and logging equipment

- ☐ Yes
☒ No
-

Disclosure Firearms Weapons

685

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.
Firearms, weapons or munitions

- ☐ Yes
☒ No

Genetically Modified Organisms

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.
Genetically modified organisms

- ☐ Yes
☒ No

Fossil fuels

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.
Fossil fuel-based oil or coal utility

- ☐ Yes
☒ No

Banned Ozone Depleting Substances

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.
Ozone depleting substances subject to international phase-out

- ☐ Yes
☒ No

Banned Persistent Organic Pollutants

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.
Persistent organic pollutants (POPs that are banned or scheduled to be phased out of production)

- ☐ Yes
☒ No

Internationally Banned Pesticides/Herbicides

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.
Pesticides/herbicides subject to international phase-out or bans

- ☐ Yes
☒ No

Internationally Banned Pharmaceuticals

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.
Pharmaceuticals subject to international phase-outs or bans

- ☐ Yes
☒ No

Disclosure Pornography

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.
Pornography

- ☐ Yes
☒ No

Radioactive Materials

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Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.
Radioactive materials

- ☐ Yes
☒ No

Disclosure Tobacco

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.
Tobacco

- ☐ Yes
☒ No

Unbonded Asbestos Fibers

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.
Unbonded asbestos fibers

- ☐ Yes
☒ No

Disclosure Wildlife Regulated Under CITES

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.
Wildlife or wildlife products regulated under the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES)

- ☒ Yes
☐ No

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.

Please see the transparent Disclosure for The Body Shop

Disclosure Practices

No formal Registration Under Domestic Regulations

Please indicate if the following statements are true regarding whether or not the company engages in the following practices.
Check all that apply. If the statement is true, select "Yes." If false, select "No."
Company is not formally registered in accordance with domestic regulations

- ☐ Yes
☒ No

Tax Reduction Through Corporate Shells

Please indicate if the following statements are true regarding whether or not the company engages in the following practices.
Check all that apply. If the statement is true, select "Yes." If false, select "No."
Company has reduced or minimized taxes through the use of corporate shells or structural means

- ☐ Yes
☒ No

Facilities located in sensitive ecosystems

687

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."
Company facilities are located adjacent to or in sensitive ecosystems

- ☐ Yes
☒ No

Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."
Company employs workers under the age of 15 (or other minimum work age covered by the International Labour Organization Convention No. 138 and/or company does not keep personnel records that include evidence of the date of birth of each

- ☐ Yes
☒ No

Overtime For Hourly Workers Is Compulsory

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."
Overtime work for hourly workers is compulsory

- ☐ Yes
☒ No

Company workers are prisoners

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."
Company uses workers who are prisoners

- ☐ Yes
☒ No

Company prohibits freedom of association/collective bargaining

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."
Company prohibits workers from freely associating and bargaining collectively for the terms of one's employment

- ☐ Yes
☒ No

Animal Testing

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."
Animal testing is conducted

- ☐ Yes
☒ No

Conduct Business in Conflict Zones

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."
Company exploitatively operates in conflict zones

- ☐ Yes
☒ No

Employs Individuals on Zero-Hour Contracts

688

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."

Company employs individuals on zero-hour contracts

- ☐ Yes
☒ No

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.

Does not apply

Disclosure Outcomes

On-Site Fatality

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No".

Company has had an operational or on-the-job fatality

- ☐ Yes
☒ No

Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No".

Company sites have experienced accidental discharges to air, land or water of hazardous substances

- ☐ Yes
☒ No

Large Scale Land Conversion, Acquisition, or Relocation

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No".

Construction or operation of company facilities resulted in physical resettlement or economic displacement involving 5,000 or more people near your facility

- ☐ Yes
☒ No

Recalls

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No".

Material recalls due to quality control issues

- ☐ Yes
☒ No

Litigation or Arbitration

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No".

Material litigation or arbitration against company

- ☐ Yes
☒ No

Company has filed for bankruptcy

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Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No".

Company has filed for bankruptcy

- ☐ Yes
☒ No

Breaches of Confidential Information

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No".

Company has had material breaches of individual's confidential information

- ☐ Yes
☒ No

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.

Does not apply

Disclosure Penalties

Penalties Assessed Regarding Diversity/Equal Opportunity

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Diversity and equal opportunity

- ☐ Yes
☒ No

Penalties Assessed Regarding Company's Employee Safety

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Employee safety or workplace conditions

- ☐ Yes
☒ No

Penalties Assessed For Environmental Issues

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Environmental issues

- ☐ Yes
☒ No

Financial Reporting, Taxes, Investments, or Loans

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Financial reporting

- ☐ Yes
☒ No

International Affairs Penalties

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Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Geographic operations or international affairs

- ☐ Yes
☒ No

Penalties Assessed Regarding Investments Or Loans

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Investments or Loans

- ☐ Yes
☒ No

Labor Issues

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Labor issues (internal and supply chain)

- ☐ Yes
☒ No

Penalties Assessed Regarding Company's Marketing

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Marketing

- ☐ Yes
☒ No

Political Contributions or International Affairs

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Political contributions

- ☐ Yes
☒ No

Consumer Protection

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Product safety

- ☐ Yes
☒ No

Penalties Assessed Pertaining To Company Taxes (Brazil and Mexico Only)

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Taxes

- ☒ Yes
☐ No

Animal Welfare Penalties Assessed

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Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Animal welfare

- ☐ Yes
☒ No

Bribery, Fraud, or Corruption

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Bribery, fraud or corruption

- ☐ Yes
☒ No

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.

Does not apply

Supplier Disclosure

Workers Under the Age of 15

Please indicate if any of the following statements are true regarding your company's significant suppliers.

Significant Suppliers employ workers under the age of 15 (or other minimum work age covered by the International Labour Organization Convention No. 138)

- ☐ Yes
☒ No
☐ Don't Know

Workers Who are Prisoners

Please indicate if any of the following statements are true regarding your company's significant suppliers.

Significant suppliers use any workers who are prisoners

- ☐ Yes
☒ No
☐ Don't Know

Operational Fatality

Please indicate if any of the following statements are true regarding your company's significant suppliers.

Significant Suppliers have had an operational or on-the-job fatality

- ☐ Yes
☒ No
☐ Don't Know

Accidental Hazardous Substances

Please indicate if any of the following statements are true regarding your company's significant suppliers.

Significant Suppliers' sites have experienced accidental discharges to air, land or water of hazardous substances

- ☐ Yes
☒ No
☐ Don't Know

Resettlement or Economic Displacement

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Please indicate if any of the following statements are true regarding your company's significant suppliers.
Construction or operation of Significant Suppliers' facilities resulted in physical resettlement or economic displacement involving 5,000 or more people near their facility

- ☐ Yes
☐ No
☒ Don't Know
-

Land Acquisition

Please indicate if any of the following statements are true regarding your company's significant suppliers.
Construction or operation of Significant Suppliers involved large scale land acquisition

- ☐ Yes
☐ No
☒ Don't Know
-

Land Conversion or Degradation

Please indicate if any of the following statements are true regarding your company's significant suppliers.
Construction or operation of Significant Suppliers involved large scale land conversion and/or degradation

- ☐ Yes
☐ No
☒ Don't Know
-

Construction or Refurbishment of Dams

Please indicate if any of the following statements are true regarding your company's significant suppliers.
Construction or operation of Significant Suppliers involved the construction or refurbishment of dams

- ☐ Yes
☒ No
☐ Don't Know
-

Material Fines or Sanctions

Please indicate if any of the following statements are true regarding your company's significant suppliers.
Significant Suppliers have had material fines or sanctions in the last five years regarding the issues indicated in the goal Disclosure Penalties.

- ☐ Yes
☐ No
☒ Don't Know
-

Business in Conflict Zones

Please indicate if any of the following statements are true regarding your company's significant suppliers.
Significant Suppliers exploitatively operate in conflict zones

- ☐ True
☒ False
☐ Don't Know
-

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.

Does not apply
