
Danone Manifesto Ventures

Service

1-9 Employees

2018-03-15

Danone Manifesto Ventures is a wholly-owned subsidiary of Danone SA. A wholly-owned subsidiary that is a Certified B Corporation is required to make transparent its answers to all non-sensitive questions on the B Impact Assessment. All answers reported refer to Danone Manifesto Ventures' practices and performance except for topics managed at Corporate level (i.e. Danone S.A). In those cases, Corporate answers have been reported in Danone Manifesto Ventures' Assessments having made sure that they fully implemented as such at Danone Manifesto Ventures. Answers to questions that would reveal sensitive information (e.g. that would advantage competitors or prejudice litigation) are covered as such:

Full Impact Assessment

Governance

Mission & Engagement

Level of Impact Focus Points Earned: 0 of 0

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: 0.5000025 of 0.66667

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

Please type or paste your mission statement here.

Bring health through food to as many people as possible by partnering with a tribe of disruptive entrepreneurs

Board Review of Social/Environmental Performance Points Earned: 1.33333 of 1.33333

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

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

Stakeholder Engagement Points Earned: 0 of 0.66667

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: 0.666665 of 1.33333

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

Governance Structures Points Earned: 1 of 1

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: 1.3336 of 2

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
- ☐ Oversees executive compensation
- ☐ Company is a co-op and elects Board from membership
- ☐ None of the Above
- ☐ N/A - no Board of Directors or equivalent

Governing Body Stakeholder Representation Points Earned: 0.5 of 1

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

Transparency

Reviewed / Audited Financials Points Earned: 1.75 of 1.75

Does the company produce financials that are reviewed or audited by the Board, other formal governing body, or independent third party?

- ☒ Yes
- ☐ No

Financial Transparency with Employees Points Earned: 1.75 of 1.75

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

Impact Reporting Points Earned: 0 of 1.75

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 of 0.875

Is your product or service covered by a written consumer warranty or client protection policy?

- ☐ Yes
- ☒ No

Public Feedback Channel Points Earned: 0.4375 of 0.875

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

On what date did your last fiscal year end?

2017-12-31

Reporting Currency Points Earned: 0 of 0

Reporting currency

US Dollar - USD

Revenue Last Year Points Earned: 0 of 0

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.

Revenue Year Before Last Points Earned: 0 of 0

Total Earned Revenue
From the fiscal year before last

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

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

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

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

Net Income Last Year Points Earned: 0 of 0

Net Income
From the last fiscal year

Net Income Year Before Last Points Earned: 0 of 0

Net Income
From the fiscal year before last

Mission Locked

Mission Lock Points Earned: 10 of 10

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

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

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.

9

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

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.

5

of Part Time Workers Points Earned: 0 of 0

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

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

Number of Total Temporary Workers

Current Total Temporary Workers

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

1

of Temporary Workers Last Year Points Earned: 0 of 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.

1

Compensation & Wages

Total Wages Points Earned: 0 of 0

Total Wages (including bonuses)

Lowest Paid Wage Points Earned: 0 of 0

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

Please exclude students and interns in this calculation.

High to Low Pay Ratio Points Earned: 2 of 4

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

Bonus Plan Characteristics Points Earned: 2 of 2

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: 4 of 4

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 (Salaried)

Non-executive Wage Increases Points Earned: 0.83325 of 2.5

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.

Bonus Plan Characteristics Points Earned: 2.5 of 2.5

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

Healthcare Plan Points Earned: 2.85 of 2.85

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 1.425

What % of full-time workers are enrolled in a health care plan offered by your company?

- ☒ <70%
- ☐ 70-79%
- ☐ 80-89%
- ☐ 90-99%
- ☐ 100%

Healthcare Eligibility for Part Time Workers Points Earned: 0 of 1.425

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 1.425

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: 1.425 of 1.425

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 Benefits Points Earned: 2.85 of 2.85

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)

vision, prepaid legal, tuition reimbursement

Worker Benefits (Salaried)

Number of Paid Days Off Points Earned: 1.296 of 1.44

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

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

Paid Primary Caregiver Leave for Salary Workers Points Earned: 1.44 of 1.44

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

Paid Secondary Caregiver Leave Points Earned: 0.480024 of 0.72

What is the minimum paid secondary caregiver leave offered to tenured workers either through the company or the government?

- ☐ None
 - ☐ Up to 2 weeks
 - ☒ 2 to 5 weeks
 - ☐ Greater than 5 weeks
-

Training & Education

Internal Promotions Points Earned: 0 of 0.8

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%+
-

Training & Education (Salaried)

Skills-Based Training Participation Points Earned: 0.3 of 0.4

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
-

Providing Cross-Job Skills Training Points Earned: 0.1 of 0.4

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: 0.1 of 0.4

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: 0.4 of 0.8

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: 0.53336 of 0.8

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%

Worker Ownership

Employee Ownership Points Earned: 0 of 2.66667

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%
As a corporate venture fund, Danone Manifesto Ventures is fully owned by Danone SA.
- ☐ 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 5.33333

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% As a corporate venture fund, Danone Manifesto Ventures is fully owned by Danone SA.
- ☐ 1-4%
- ☐ 5-24%
- ☐ 25-49%
- ☐ 50%+
- ☐ N/A
- ☐ Don't Know

Management & Worker Communication

Employee Review Process Points Earned: 2.66667 of 2.66667

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: 0.533336 of 0.66667

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: 2.66667 of 2.66667

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%

Management & Worker Communication (Salaried)

Average Tenure Points Earned: 0.79992 of 2.4

What is the average tenure of your current workforce?

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

Worker Business Models Introduction

Impact Business Model: Worker Ownership Points Earned: 0 of 0

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

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:

4

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

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

Job Growth Rate Points Earned: 1.2 of 1.2

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

- ☐ 0% (Has not grown on a net basis)
- ☐ 1-24%
- ☐ 25-49%
- ☒ 50%+

Departed Employees Points Earned: 0 of 0

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.

Attrition Rate Points Earned: 1.2 of 1.2

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.

Facilities in Low-Income Communities Points Earned: 0 of 0.6

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

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

Diversity & Inclusion

Female Employees Points Earned: 0 of 0

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

Enter 0 if None.

5

Ownership Diversity Points Earned: 0 of 2.15385

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 2.15385

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 2.15385

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: of 0

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

Low-income Ownership Points Earned: of 0

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

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.)

Board of Directors Diversity Points Earned: 1.435971795 of 2.15385

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

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

47

Directors from Low-income Communities Points Earned: of 0

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: of 0

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

Directors from Underrepresented Populations Points Earned: of 0

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.)

Supplier Ownership Diversity Points Earned: 0.3230775 of 2.15385

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 1.07692

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: 2.15385 of 2.15385

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)

Religious minorities

- ☐ None of the Above

Civic Engagement & Giving

Corporate Citizenship Program Points Earned: 0.88889 of 1.77778

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

Volunteer Service Policies Points Earned: 1.333335 of 1.77778

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

Total Amount of Volunteer Service Hours Points Earned: of 0

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 3.55556

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%
- ☐ .1-.9% of time
- ☐ 1-2.4% of time
- ☐ 2.5-5% of time
- ☐ >5% of time
- ☒ Don't know / not monitored

Total Amount of Charitable Donations Points Earned: 0 of 0

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.

% of Revenue Donated Points Earned: 0 of 7.11111

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
- ☐ 0.1-0.4% of revenues
- ☐ 0.5-1% of revenues
- ☐ 1.1-2.4% of revenues
- ☐ 2.5-5% of revenues
- ☐ 5%+ of revenues
- ☐ Don't know

Charitable Organizations Supported Points Earned: of 0

Which organizations does your company support?

Small business and food-related

Advocacy for Social and Environmental Standards Points Earned: 1.77778 of 1.77778

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

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.

Specific office located in New York City, North American business headquarters located in White Plains, NY; Global HQ located in Paris, France

Spending on Local Suppliers Points Earned: 1.555867778 of 4.66667

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 4.66667

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

Impactful Banking Services Points Earned: 0 of 4.66667

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

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

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

Independent Contractor Practices Points Earned: 2 of 2

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

Revenue from Certified Services Points Earned: 0 of 2

What % your services have been reviewed and certified by an accreditation body? Select N/A if industry or service relevant accreditation does not exist.

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

Community Business Models Introduction

Community Oriented Business Models Points Earned: 0 of 0

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

Environment

Environment Introduction

Type of Facilities Points Earned: 0 of 0

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 1.05556

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: 1.05556 of 1.05556

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 of 2.11111

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

Chemical Reduction Methods Points Earned: 0.26389 of 1.05556

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

Virtual Office Stewardship Points Earned: 0 of 2.11111

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

Reducing Impact of Travel/Commuting Points Earned: 1.05556 of 1.05556

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

Facility Improvement with Landlord Points Earned: 1.05556 of 1.05556

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

Inputs

Monitoring Energy Usage Points Earned: 0.240715926 of 0.72222

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 Water Usage Points Earned: 0 of 0.72222

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

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

8.208

Total Renewable Energy Use Points Earned: of 0

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

Total Water Use Points Earned: 0 of 0

Total water use (liters) during the last 12 months

0

Energy Use Reductions Points Earned: 0 of 1.44444

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 1.44444

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 0.72222

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: 0.72222 of 0.72222

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

Water Conservation Practices Points Earned: 0.240788148 of 0.72222

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

Outputs

Monitoring Greenhouse Gas Emissions Points Earned: 0 of 1.14286

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

Waste Disposed (metric tonnes) during the last 12 months

Total Waste Recycled Points Earned: of 0

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

Total Scope 1 GHGs Points Earned: of 0

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

Total Scope 2 GHGs Points Earned: of 0

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

Total Scope 3 GHGs Points Earned: of 0

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

Greenhouse Gas Emissions Reduced Points Earned: 0 of 1.14286

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 0.57143

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

Hazardous Waste Disposal Points Earned: 1.14286 of 1.14286

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

Environmental Models Introduction

Environmental Business Model Points Earned: 0 of 0

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

Customers

Mission Lock

Mission Lock Compensation By Performance Points Earned: 0 of 1.38462

Is the managing partner's compensation and incentive structure at least partially determined by the social and environmental performance of the portfolio?

- ☐ Yes - Managing partners' carry is at least partially determined by social and environmental performance of portfolio
- ☐ Yes - Fund managers receive performance-based compensation (not part of carry) that is tied to social and environmental performance
- ☐ Disbursement of additional funding is tied to meeting impact-oriented goals for fund
- ☒ No

Mission Lock Percent Of Carry Determined By Performance Points Earned: of 0

What % of carry is determined by social and environmental performance?

Select N/A if No was selected for "What % of carry is determined by social and environmental performance?".

Mission Lock Donates Percent Of Gains To Charity Points Earned: 0 of 0.69231

Do a majority of your funds commit to donate a specific % of gains to charitable organizations? If so, what is the committed % of gains?

Commitments may be included PPMs, LP agreements or comparable agreements.

- ☒ 0%
- ☐ 1-4%
- ☐ 5-9%
- ☐ 10-49%
- ☐ 50%+

Mission Lock Percent Invested Capital Divested Early Points Earned: 0 of 1.38462

What % of your invested capital has included language or a covenant in the investment agreement that allows the fund to divest early if the mission of the investment or business model changes during investment lifetime?

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

Mission Lock Percent Funds Invested Points Earned: 0 of 2.76923

What % of your portfolio is invested in companies that have a written mission-locked legal governance structure that requires consideration of its stakeholders?

Stakeholders include community, environment, suppliers, employees, etc.

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

Mission Lock Policy For Investor Maintain Social Mission Points Earned: 0 of 1.38462

Do you have a written policy that includes specific screening criteria for potential acquirers or future investors of your portfolio companies that includes the capacity of the acquirer to maintain or expand the company's social or environmental practices past the time of sale?

If you invest debt, select N/A.

- ☐ Yes - Require compliance with ESG standards
- ☐ Yes - Require compliance with ESG standards and that the investors have a positive impact mission/goals
- ☐ No - Not written, however this is evaluated on a case-by-case basis
- ☒ No - Not a component of the current process
- ☐ N/A - Debt fund

Mission Lock Percent Of Divestment Contracts Points Earned: 0 of 1.38462

For what % of your divestments/exits has there been a contract with the acquirer regarding the ongoing social and environmental performance of the company?

Choose N/A only if you have not had any exits.

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

Customer Models Introduction

Customer Impact Business Model Introduction Points Earned: 0 of 0

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
-

Past Performance

Track Record In Impact Investing Points Earned: 2.618184 of 4.36364

What % of the fund management company or parent financial institution's total assets under management are impact investments?

If the fund under consideration is the fund team's first impact fund, include the current fund as a part of the fund manager's total AUM. If you are a first-time fund manager that has not yet raised capital, select 0.

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

Public Facing Reports On Impact Performance Points Earned: 0 of 1.09091

Has the fund manager issued any public-facing reports (ie - white papers) regarding the impact performance of historic funds, either as stand-alone reports or part of larger industry research?

- ☐ Yes
- ☒ No
-

Fund Manager Partners With Government Points Earned: 0 of 0.54545

Has the fund manager utilized or partnered with government in any of the following ways:

- ☐ Foundational -- Fund was started in partnership with a local, national or multi-national government body
- ☐ Financial -- participation/investment in fund by government or quasi-government or multi-lateral organization
- ☐ Regulatory -- Fund has utilized government regulatory programs (e.g. SBIC, CDFI, CIC)
- ☐ Advocacy -- Fund has advocated for or partnered with government to improve an impact investing enabled environment
- ☐ Other opportunity (please describe)
- ☒ None
-

Details Of Government Partnership Points Earned: of 0

Please describe additional detail for your response to the previous question.

N/A

Current Fund

PPM On ESG Standards Points Earned: 0 of 1.42857

Do a majority of your funds' prospectus/PPM include a statement that your fund(s) will adhere to international ESG standards?

International ESG Standards include IFC Performance Standards, EBRD or other internationally recognized standard.

- ☐ Yes
- ☒ No
-

PPM Outlines Specific Areas Of Impact Points Earned: 0 of 2.85714

Do a majority of your funds' prospectus/PPM include a statement that outlines specific areas of impact beyond adherence to international standards that the fund will focus on over its investment lifetime?

Areas of impact include job creation, small business support, renewable energy investment.

- ☐ Yes
☒ No
-

PPM Outlines Quantifiable Targets Points Earned: 0 of 1.42857

Do a majority of your funds' prospectus/PPM include a statement in your fund's prospectus/PPM that outlines specific, quantifiable social or environmental targets that the fund expects to achieve over its investment lifetime?

- ☐ Yes
☒ No
-

Explicit Preference On Social Impact Areas Points Earned: 0 of 0

Does your investment thesis explicitly target any of the following positive social impact areas?

- ☐ Access to clean water
 - ☐ Access to education
 - ☐ Access to energy
 - ☐ Access to financial services
 - ☐ Access to information
 - ☐ Affordable housing
 - ☒ Agricultural productivity
 - ☐ Capacity-building
 - ☐ Community development
 - ☐ Conflict resolution
 - ☐ Disease-specific prevention and mitigation
 - ☐ Employment generation
 - ☐ Equality and empowerment
 - ☐ Food security
 - ☐ Generate funds for charitable giving
 - ☒ Health improvement
 - ☐ Human rights protection or expansion
 - ☐ Income/productivity growth
 - ☐ Job creation
 - ☐ Supply chain models
 - ☐ Microdistribution models
 - ☐ Other (please specify)
 - ☐ None of the above
-

Explicit Preference On Environmental Impact Areas Points Earned: 0 of 0

Does your investment thesis explicitly target any of the following positive environmental impact areas?

- ☐ Biodiversity conservation
- ☐ Energy and fuel efficiency
- ☐ Natural resources conservation
- ☐ Pollution prevention & waste management
- ☐ Sustainable energy
- ☐ Sustainable land use
- ☐ Water resources management
- ☐ Other (please specify)
- ☒ None of the above

Percent Of AUM Impact Investments Points Earned: 1.2714273 of 1.42857

What % of your total AUM target the impact areas selected previously?

89

Current Fund Average HDI For Countries Invested In By Fund Points Earned: 0 of 1.42857

What is the weighted average Human Development Indicator (HDI) level (as calculated by the UNDP) for the countries invested in by your fund?

For undeployed capital, as outlined in your PPM or agreements with LPs.

- ☐ Low HDI
- ☐ Medium HDI
- ☐ High HDI
- ☒ Very High HDI
- ☐ No specific target

Percent of Fund Targets Invested in Underserved Points Earned: 0.285714 of 1.42857

What % of your total fund targets or has invested in portfolio companies that address social/economic problems for underserved communities?

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

Positive Impact

Positive Impact Due Diligence Reviews Criteria Points Earned: 0.971428 of 2.42857

Which of the following are included in the majority of your due diligence processes?

- ☒ Site visit to all companies to review social and environmental performance
- ☐ Completion of GIIRS' B Impact Assessment during due diligence (including Disclosure Questionnaire)
- ☐ Completion of other written impact assessment (non-GIIRS) during due diligence
- ☒ Business plan presentation by management detailing company's future social or environmental strategy and targets
- ☐ Requirement of third-party evaluation where potential environmental or social sensitivities are identified
- ☐ Other (describe)
- ☐ No written due diligence process

Positive Impact Due Diligence Reviews Criteria Points Earned: 2.42857 of 2.42857

Do you have a formal due diligence process to review potential investments according to social and environmental criteria that is included in a written format for an investment committee review?

- ☒ Yes
☐ No

Positive Impact Criteria Of CoInvestors Points Earned: 0 of 1.21429

Do you have formal written criteria regarding the social and environmental policies of co-investors?

Select N/A only if you have never co-invested on a deal.

- ☐ Yes
☒ No
☐ N/A

Positive Impact Expectations Set Points Earned: 0 of 2.42857

Do a majority of your investment agreements set any of the following expectations for the company's environmental performance, employment/labor practices, and/or community engagement?

- ☐ No explicit expectations are set
☒ Companies are required to meet all relevant national environmental and labor standards
☐ Companies are required to meet relevant international environmental and labor standards
☐ Companies are required to exceed international environmental and labor standards (such as industry-specific best-in-class standards)

Positive Impact Modified Fund Structure To Longer Than Avg Points Earned: 1.21429 of 1.21429

Have you modified a majority of your fund(s) to have a longer than average (>10 year) fund lifetime or evergreen fund?

- ☒ Yes
☐ No

Positive Impact Investment Vehicles Points Earned: 0 of 0

What investment vehicles have you used in currently deployed capital?

- ☒ Equity
☐ Debt
☒ Convertible debt
☐ Royalties
☐ Demand dividends
☐ Other (please describe)

Positive Impact Fund Flexible Capital Points Earned: 0 of 2.42857

Have you done any of the following to structure portfolio investments through a patient and flexible capital structure?

- ☐ First loss investment or anchor investor that prompts others to invest
☐ Participating in a layered investment structure that targets lower rates of return than other investors
☐ Alternative exit structures (i.e. holding corp)
☐ Flexible interest payment structure (e.g. - demand dividends, royalties, other in-kind)
☐ Longer than average debt investments
☐ Subordinated investments or use of guarantees
☐ Other flexible investment instruments (please describe)
☒ No

Positive Impact Pc Deployed Flexible Or Patient Capital Points Earned: 0 of 2.42857

What % of AUM have been deployed using the flexible or patient capital structures identified previously, to encourage the entrepreneur to re-invest earnings to grow the business and avoid forced liquidity scenarios?

0

Positive Impact Agreements Require Ethics Policy Points Earned: 0 of 2.42857

Do your investment agreements require the management team of the portfolio company to sign a code of business ethics or anti-corruption policy?

- ☐ Yes
- ☒ No

Portfolio Reporting

Portfolio Companies Complete Annual Exit Survey Points Earned: 0 of 1

Does your fund have any of the following monitoring systems of portfolio company social and/or environmental performance in place?

- ☐ Use of internal social/environmental assessments (comparable within your portfolio)
- ☐ Use of external social/environmental assessments (including B Impact Assessment/GIIRS Ratings)
- ☐ Tracking and reporting of 3rd party compliant KPIs across portfolio or designed for companies (IRIS)
- ☐ Tracking and reporting of outcomes created by portfolio companies over time
- ☒ None of the above

Portfolio Reporting KPI Tracked Points Earned: 0.5 of 2

How does your company promote tracking and reporting social/environmental performance in their portfolio companies?

- ☒ Company encourages and provides support to help companies track social/environmental performance
- ☐ Fund provides incentives for companies that participate in social/environmental performance tracking
- ☐ Companies are required to track and report social/environmental performance as part of investment contract
- ☐ None of the above

Performance Targets Set Over Time Points Earned: 0 of 1

Does your fund work with portfolio companies to set social or environmental performance targets over time?

- ☐ Companies are required to set their own targets for social/environmental performance
- ☐ Fund sets specific targets for social/environmental performance for portfolio companies
- ☐ Incentives are in place for the achievement of specific social/environmental targets
- ☐ Companies are required to achieve targets specified by the fund
- ☒ None of the above

Portfolio Reporting Transparency Of Data Points Earned: 0 of 1

With whom do you share annual reports and/or aggregated data on the social and environmental performance of your portfolio companies?

Select None if your fund does not do annual impact reporting currently.

- ☐ Broad public (via website and other public mechanisms)
- ☐ Fund investors
- ☐ Fund team
- ☐ Portfolio company management
- ☐ Portfolio company employees (all)
- ☒ None

Portfolio Reporting Written Protocol For Disputes Points Earned: 0 of 1

Have you established a written protocol that addresses how it will report and follow up on any serious incidents/disputes (e.g. labor, community and environment) involving portfolio companies?

- ☒ No
 - ☐ Written protocol covers internal reporting
 - ☐ Written protocol covers external reporting
-

Capacity Building

Capacity Building Assistance To Portfolio Companies Points Earned: 1.6 of 1.6

As part of its investment strategy, do all portfolio companies receive capacity-building or technical assistance from your fund?

- ☒ Yes
 - ☐ No
-

Types Of Financial Capacity Building Used Points Earned: 0.8 of 0.8

Which of the following types of capacity building assistance do a majority of your portfolio companies receive as a result of investment?

- ☒ Business Strategy
 - ☒ Financial/Operational Strategy
 - ☒ Capital Raising
 - ☒ Other (Fill in)
Legal assistance; quality control strategy
 - ☐ None of the above
-

Type of Capacity Building Assistance Points Earned: 0.4 of 0.8

Which of the following types of capacity building assistance do a majority of your portfolio companies receive as a result of investment?

- ☒ Social and Environmental Performance
 - ☐ Social and Environmental Reporting
 - ☐ Other (Fill in)
 - ☐ None of the above
-

Action Plan for Capacity Building Points Earned: 0.8 of 0.8

Does your fund create an action plan for capacity building prior to or in conjunction with investment?

- ☒ Yes, and capacity building is provided to prospective investments prior to investment
 - ☒ Yes, and capacity building is provided following investment based on action plan
 - ☐ No
-

Types Of Capacity Building Professionals Used Points Earned: 0.4 of 0.4

What type of professionals are used to provide capacity building to your portfolio companies?

Select all that apply.

- ☒ Fund's investment staff
- ☒ Fund's dedicated technical assistance staff
- ☐ Affiliated Organization (Please describe)
- ☒ Third-party local experts
- ☐ Third-party non-local experts
- ☐ Academics, Business Accelerators, Fellowships
- ☒ Other (Please describe)

Danone professionals from other CBU

- ☐ N/A - No T/A provided

Internal Staff Percent Of Time Allocated For Assistance Points Earned: 0 of 0

If internal staff are used to provide capacity building assistance, approximately what % of their time, or what % of the overall team is allocated toward providing assistance.

- ☐ N/A - No TA or not provided in-house
- ☐ < or = 20% of staff time
- ☐ 20-40% of staff time
- ☒ >40% of staff time

Internal Staff Percent Of Time Allocated For Social Enviro Assistance Points Earned: 0 of 0

What % of that time is allocated toward providing assistance that focuses specifically on the social and environmental performance of the portfolio companies?

As opposed to management or financial performance.

- ☐ N/A - No TA or not provided in-house
- ☒ < or = 20% of staff time
- ☐ 20-40% of staff time
- ☐ >40% of staff time

Capacity Building Funding Source Points Earned: 0 of 0

How is this capacity building funded?

Select all that apply.

- ☒ Fund Management Fees
- ☐ Technical Assistance Subsidy (donor funded)
- ☐ Portfolio Company covers 50% of T/A cost
- ☒ Portfolio Company covers <50% of T/A cost
- ☐ Through other partnerships that cover cost of TA (academia, fellowship programs, business accelerators, etc)
- ☐ N/A - No T/A provided

Capacity Building Fund Team Job Description Points Earned: 0.8 of 0.8

Does the fund team have an individual whose job responsibilities include tracking and measuring the effectiveness and meeting desired outcomes of the capacity building/technical assistance that is provided to portfolio companies?

- ☒ Yes
- ☐ No

How Does Person Track Effectiveness Points Earned: 0.8 of 0.8

If yes, how does this person track and measure effectiveness?

- ☐ N/A - not tracked
 - ☒ Frequent and regular in-person meetings with portfolio companies (monthly or quarterly)
 - ☐ Measuring against pre-defined KPIs and targets, as reported by portfolio companies (monthly or quarterly)
 - ☐ External consultants monitor and report
 - ☐ Other (Describe)
 - ☐ None
-

Fund Governance

Fund Governance Investment Committee Includes Independent Points Earned: 0 of 1.5

Do a majority of your funds' boards or investment committees have representation from at least one independent member?

- ☐ Yes
 - ☒ No
-

Fund Governance Audit Committee Includes Independent Member Points Earned: 0 of 1.5

Do a majority of your funds have an audit committee with representation from at least one independent member?

- ☐ Yes
 - ☒ No
-

Fund Controls Ensure Accurate Financial Reporting Points Earned: 1.5 of 1.5

Do a majority of your funds have controls in place to ensure accurate financial reporting?

Select the controls that are in place.

- ☐ None
 - ☒ Fund financial report audited by an independent accredited audit firm/CPA on an annual basis
 - ☒ Annual board meeting to review financial and social reporting
 - ☐ Other (please describe)
-

Fund Governance Audited Financials Shared With Investors Points Earned: 0 of 1.5

Do a majority of your funds share with its investors the audited financial statements of all underlying portfolio companies?

- ☐ Yes
 - ☒ No
-

Disclosure Questionnaire

Disclosure Industries

Illegal Product/Activity Points Earned: 0 of 0

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
-

Gambling Points Earned: 0 of 0

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

- ☐ Yes
☒ No
-

Internationally Banned Pharmaceuticals Points Earned: 0 of 0

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
-

Involved In Payday Lending Points Earned: 0 of 0

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

- ☐ Yes
☒ No
-

Disclosure Pornography Points Earned: 0 of 0

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
-

Disclosure Wildlife Regulated Under CITES Points Earned: 0 of 0

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 Points Earned: of 0

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.

Does not apply

Disclosure Practices

No formal Registration Under Domestic Regulations Points Earned: 0 of 0

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 Points Earned: 0 of 0

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 Points Earned: 0 of 0

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
-

Overtime For Hourly Workers Is Compulsory Points Earned: 0 of 0

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 Points Earned: 0 of 0

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 Points Earned: 0 of 0

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
-

Conduct Business in Conflict Zones Points Earned: 0 of 0

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 Points Earned: 0 of 0

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 Points Earned: of 0

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 Points Earned: 0 of 0

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) Points Earned: 0 of 0

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

Forced Relocation Of People Due To Company Operations Points Earned: 0 of 0

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

Material Litigation Points Earned: 0 of 0

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 Points Earned: 0 of 0

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

Material Breaches of Confidential Information Points Earned: 0 of 0

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 Points Earned: of 0

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 Points Earned: 0 of 0

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 Points Earned: 0 of 0

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 Points Earned: 0 of 0

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

Penalties Assessed Regarding Financial Reporting Points Earned: 0 of 0

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 Points Earned: 0 of 0

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 Points Earned: 0 of 0

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

Penalties Regarding Labor Issues (Including Supply Chain) Points Earned: 0 of 0

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 Points Earned: 0 of 0

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

Penalties Assessed Regarding Political Contributions Points Earned: 0 of 0

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

Penalties Assessed Pertaining To Company Taxes Points Earned: 0 of 0

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

Bribery, Fraud Or Corruption Penalties Assessed Points Earned: 0 of 0

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 Points Available: 0

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.

Supplier Disclosure

Workers Under the Age of 15 Points Earned: 0 of 0

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 Points Earned: 0 of 0

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 Points Earned: 0 of 0

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 Points Earned: 0 of 0

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 Points Earned: 0 of 0

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 Points Earned: 0 of 0

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 Points Earned: 0 of 0

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 Points Earned: 0 of 0

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 Points Earned: 0 of 0

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 Points Earned: 0 of 0

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 Points Earned: of 0

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