
Vandejong Creative Agency

Service

10-49 Employees

2019-05-22

As wholly-owned subsidiary of VBJ Holding, Vandejong Creative is required to make it's full B Impact Assessment transparent. The PDF contains a completed B Impact Assesment that has been reviewed by B Lab with Vandejong Creative as part of their certification as a B Corporation. Answers to questions that would reveal sensitive information (e.g. that would advantage competitors or prejudice litigation) are covered as such:

B Impact Assessment

Governance

Mission & Engagement

Level of Impact Focus Points Earned: 0 of 0.00000

Describe your company's approach to creating positive impact.

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

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

Mission Statement Characteristics Points Earned: 0.5 of 0.50000

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

A formal written corporate mission statement is one that is either publicly facing or formally shared with the employees of the company. Please check all that apply. The answer to this question affects questions you'll encounter further on in your assessment.

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

Mission Statement Points Earned: of 0.00000

Please share the text of your formal mission statement here.

We believe the world can do better: healthier, happier, friendlier. But for the world to do better, we need to do better. As human beings, organisations, companies we need to evolve. Change our ways that no longer work, revive the old that did and create new that will.

Social and Environmental Decision-Making Points Earned: 0.1 of 1.00000

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

Your answers determine which future questions in the assessment are applicable to your company. The answer to this question affects questions you'll encounter further on in your assessment.

- Employee training that includes social or environmental issues material to our company or its mission
- Manager roles with job descriptions that explicitly incorporate social and environmental performance
- Performance reviews that formally incorporate social and environmental issues
- Compensation and job descriptions of executive team members that include social and environmental performance
- Board of Directors review of social and environmental performance
- We measure our externalities in monetary terms and incorporate them into our financial balances
- Other - please describe

Currently no policy in place, but ongoing discussions in decisionmaking.

- None of the above
-

Stakeholder Engagement Points Earned: 0 of 0.50000

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

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

Management of Material Social and Environmental Issues Points Earned: 0 of 1.00000

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

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

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

Ethics & Transparency

Governance Structures Points Earned: 0 of 0.85714

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

Internal Good Governance Points Earned: 0.85714 of 0.85714

How does your company support internal management and good governance?

- We have a formal organizational chart outlining the management and reporting structure of the company
- We have written job descriptions for all employees outlining responsibilities and decision-making authority
- We have management team meetings to plan strategy or make operational decisions
- Other - please describe
- None of the above

Ethics Policies and Practices Points Earned: 0.42857 of 0.85714

What practices does your company have in place to promote ethical decision-making and prevent corruption?

- A written Code of Ethics
- A written whistleblower policy
- We have created internal financial controls
- We have conducted an ethics-focused risk assessment in the last two years
- Other - please describe
- None of the above

Instruction on Code of Ethics Points Earned: 0.85714 of 0.85714

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

Please check all that apply.

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

Reviewed / Audited Financials Points Earned: 0 of 0.85714

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 Controls Points Earned: 0.514284 of 0.85714

Does your company maintain any of the following financial controls?

Please check all that apply.

- Segregation of Accounts Receivable and Accounts Payable duties
- Segregation of payment authorization, execution, and/or record keeping
- Access to accounting software systems is limited to appropriate personnel
- Access to credit or ATM cards is limited to appropriate personnel
- Routine management or third-party reviews of inventory management system
- IT systems have different password protection systems that are changed periodically with different access levels according to the position of the staff member accessing the data
- None of the above

Company Transparency Points Earned: 0.642855 of 0.85714

What information does the company make publicly available and transparent?

Your answers determine which future questions in the assessment are applicable to your company. The answer to this question affects questions you'll encounter further on in your assessment.

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

Financial Transparency with Employees Points Earned: 0.642855 of 0.85714

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

Exclude compensation data. Please check all that apply.

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

Governance Metrics

Last Fiscal Year Points Earned: of 0.00000

On what date did your last fiscal year end?

2018-12-31

Reporting Currency Points Earned: 0 of 0.00000

Select your 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.

Revenue Year Before Last Points Earned: 0 of 0.00000

Total Earned Revenue
From the fiscal year before last

Net Income Last Year Points Earned: 0 of 0.00000

Net Income
From the last fiscal year

Net Income Year Before Last Points Earned: 0 of 0.00000

Net Income
From the fiscal year before last

Mission Locked

Mission Lock Points Earned: 7.5 of 10.00000

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

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

Workers

Workers Impact Area Introduction

Use Of Contracted Labor Points Earned: 0 of 0.00000

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

Your answers determine which future questions in the assessment are applicable to your company. The answer to this question affects questions you'll encounter further on in your assessment.

- Yes, some of our labor is contracted to third party subcontractors that manage staff on our behalf
- Yes, we hire individual independent contractors who either work exclusively for the company, or work greater than 20 hours per week for the company for longer than a 6 month period
- While we utilize independent contractors, they do not work exclusively for the company and do not work for us greater than 20 hours per week for longer than a 6 month period
- None of the above

Majority Hourly vs. Salaried Workers Points Earned: 0 of 0.00000

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

This is a REQUIRED question that determines the set of additional questions your company will respond to regarding your employee impact. The answer to this question affects questions you'll encounter further on in your assessment.

- Fixed Salary
- Daily or hourly wage

Workers Impact Business Model Introduction Points Earned: 0 of 0.00000

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

Your answers determine which future questions in the assessment are applicable to your company. 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 (e.g. employee-owned companies, cooperatives)
- Providing high quality jobs or professional development for individuals with chronic barriers to employment (workforce development programs)
- None of the above

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.

13

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

Number of Total Full-Time Workers

Total full-time workers twelve 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.

1

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

Number of Total Part-Time Workers
Total part-time workers twelve months ago

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

1

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 twelve months ago

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

0

Financial Security

Lowest Paid Wage Points Earned: 0 of 0.00000

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

Please exclude students and interns in this calculation.

10.09

% of Employees Paid Individual Living Wage Points Earned: 0 of 2.96296

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

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

% of Employees Paid Family Living Wage Points Earned: 0 of 2.96296

What percentage of employees are paid at least the equivalent of a living wage for a family?

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

% Above the Minimum Wage Points Earned: 0 of 1.48148

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

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

Initiatives To Increase Wages and Benefits Points Earned: 0 of 1.48148

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

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

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

Compensation Policies and Practices Points Earned: 0.493925432 of 1.48148

What additional financial benefits does your company offer to non-executive employees?

Your answers determine which future questions in the assessment are applicable to your company. The answer to this question affects questions you'll encounter further on in your assessment.

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

% Participation in Employee Ownership Points Earned: 0 of 1.48148

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

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

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

% of Company Owned by Non-Executive Employees Points Earned: 0 of 2.96296

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

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

Retirement Programs Points Earned: 1.48148 of 1.48148

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

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

Financial Services for Employees Points Earned: 0 of 0.74074

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

Check all that apply.

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

Health, Wellness, & Safety

Government Provision Of Healthcare Points Earned: 0 of 0.00000

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

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

Healthcare Coverage Points Earned: 3 of 3.00000

What percentage of employees is eligible for health care benefits either through company or government plan?

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

Supplementary Health Benefits Points Earned: 0 of 3.00000

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

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

Supplementary Benefits Eligibility for Part-Time Workers Points Earned: 0 of 3.00000

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

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

Health and Wellness Initiatives Points Earned: 0.9 of 3.00000

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

Check all that apply.

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

Weekly yoga and meditation (free for employees).

Career Development

Professional Development Policies and Practices Points Earned: 1 of 1.00000

How does your company provide training opportunities to employees for professional development?

Your answers determine which future questions in the assessment are applicable to your company. The answer to this question affects questions you'll encounter further on in your assessment.

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

Amount of Training for New Hires Points Earned: 0.6667 of 1.00000

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

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

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

Employee Review Process Points Earned: 2 of 2.00000

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

Check all that apply.

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

Internal Promotions Points Earned: 1 of 1.00000

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

Exclude material owners in your calculation.

- 0%
- 1-5%
- 6-15%
- 15%+

Intern Hiring Practices Points Earned: 1 of 1.00000

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

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

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

Career Development (Salaried)

Skills-Based Training Participation Points Earned: 0.0625 of 0.25000

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: 0.0625 of 0.25000

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

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

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

Life Skill Training Participation Points Earned: 0.0625 of 0.25000

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

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

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

External Professional Development Participation Points Earned: 0.125 of 0.50000

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

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

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

Subsidized Educational Opportunities Points Earned: 0.33335 of 0.50000

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

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

- 0
 - 1-5%
 - 6-15%
 - 15%+
-

Career Development Policies Points Earned: 0.25 of 0.25000

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

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

Engagement & Satisfaction

Employee Handbook Information Points Earned: 0.259998 of 0.43333

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

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

Paid Secondary Caregiver Leave Points Earned: 0.86667 of 0.86667

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

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

Supplementary Benefits Points Earned: 1.6466635 of 1.73333

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

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

- On-site childcare
- Off-site subsidized childcare
- Free or subsidized meals
- Policy to support breastfeeding mothers
- Other - please describe
Free fruit, tea, coffee, vegan lunch, healthy snacks, reimbursable public transport for work
- None of the above

Worker Empowerment Points Earned: 0.86667 of 0.86667

How does your company engage and empower workers?

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

Surveying and Benchmarking Engagement and Attrition Points Earned: 0.86667 of 0.86667

How does your company monitor and evaluate your worker satisfaction and engagement?

Your answers determine which future questions in the assessment are applicable to your company. The answer to this question affects questions you'll encounter further on in your assessment.

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

Departed Employees Points Earned: 0 of 0.00000

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

Enter 0 if None.

Employee Satisfaction Points Earned: 1.2999975 of 1.73333

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

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

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

Engagement & Satisfaction (Salaried)

Number of Paid Days Off Points Earned: 0.525 of 0.70000

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: 0.14 of 0.70000

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

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

- Primary caregivers receive 4-12 weeks of time off for parental leave (including unpaid and paid leave)
- Primary caregivers receive 12 weeks to 6 months of time off for parental leave (including unpaid and paid leave)
- Primary caregivers receive 6 months or more of time off for parental leave (including unpaid and paid leave)
- 5-12 weeks of primary parental leave (or equivalent) is fully paid
- 12-18 weeks of primary parental leave (or equivalent) is fully paid
- 18-24 weeks of primary parental leave (or equivalent) is fully paid
- 24+ weeks of primary parental leave (or equivalent) is fully paid
- Primary caregivers receive no time off for parental leave

Worker Flexibility Options Points Earned: 0.525 of 0.70000

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

Please check all that apply.

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

Workplace Flexibility in Practice Points Earned: 0.7 of 0.70000

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

Please check all that apply.

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

Attrition Rate for Salaried Workers Points Earned: 0.35 of 0.70000

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

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

Community

Community Impact Area Introduction

Community Oriented Impact Business Model Points Earned: 0 of 0.00000

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

Your answers determine which future questions in the assessment are applicable to your company. The answer to this question affects questions you'll encounter further on in your assessment.

- Yes
- No

Community Oriented Business Models Points Earned: 0 of 0.00000

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

Your answers determine which future questions in the assessment are applicable to your company. 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 or direct trade to improve livelihoods for underserved groups in your supply chain
- A micro-distribution or micro-franchising model that provides economic opportunities to underserved groups
- A formal standing commitment to donate a significant portion of sales, profits, or ownership to charitable causes (>2% sales, >20% profits/ownership)
- A community-focused business model that supports and builds the economic vitality of local communities
- None of the above

Diversity, Equity, & Inclusion

Diverse Ownership and Leadership Points Earned: 1.03448 of 1.03448

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

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

Creating and Managing Inclusive Work Environments Points Earned: 0.413792 of 1.03448

Which of the following practices does your company have in place around diversity, equity, and inclusion?

- We include a statement in all our job postings with a commitment to diversity, equity, and inclusion
- We conduct anonymous or "blind" reviews of applications or resumes without attaching names or identifiable characteristics
- We conduct analyses of our job description language and requirements to ensure they are inclusive and equitable
- We offer trainings for all employees on topics related to diversity, equity, and inclusion
- We have set specific, measurable diversity improvement goals
- We have conducted a pay equity analysis by gender, race/ethnicity, or other demographic factors and, if necessary, implemented equal compensation improvement plans or policies
- None of the above

Measurement of Diversity Points Earned: 1.03448 of 1.03448

What attributes of a diverse workforce does your company track, either through anonymous surveys or other methods legal in your jurisdiction? Note: In some circumstances, collection of this data may be regulated by law. Consult local regulations to determine if collection is possible and do so within the bounds of propriety and the law.

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

- Socioeconomic status (as determined by low income residence, education level, etc.)
- Race or ethnicity
- Gender
- Age
- Other - please describe

We take a balance of backgrounds into account during the hiring process. Explicitly open and searching for international talent.

- None of the above

Low Income Workers Points Earned: 0 of 1.03448

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

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

Workers from Ethnic or Racial Minorities Points Earned: 1.03448 of 1.03448

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

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

Women Workers Points Earned: 1.03448 of 1.03448

How many of your workers identify as women?

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

Workers from Other Underrepresented Populations Points Earned: 0.51724 of 1.03448

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

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

High to Low Pay Ratio Points Earned: 1.03448 of 1.03448

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
-

Female Management Points Earned: 1.03448 of 1.03448

How many of your company managers identify as women?

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

Management from Underrepresented Populations Points Earned: 1.03448 of 1.03448

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

If collecting this type of demographic data is not legal in your jurisdiction, select N/A.

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

Supplier Diversity Policies or Programs Points Earned: 0 of 0.51724

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

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

Supplier Ownership Diversity Points Earned: 0 of 1.03448

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

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

Economic Impact

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 at one place in Amsterdam; the self initiated co-working space Spring House (we are with roughly 20 people, we work with 200 radical innovators).

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 twelve months:

3

Job Growth Rate Points Earned: 2.6668 of 4.00000

How many of your company's full-time and part-time jobs were newly created over the last twelve months AND pay a living wage?

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

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

Non-accredited Investor Ownership Points Earned: 2 of 2.00000

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

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

Local Ownership Points Earned: 2 of 2.00000

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

Local Purchasing and Hiring Policies Points Earned: 1 of 1.00000

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

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

Spending on Local Suppliers Points Earned: 2 of 2.00000

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

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

Facilities in Low-Income Communities Points Earned: 0 of 2.00000

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

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

Impactful Banking Services Points Earned: 2 of 2.00000

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

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

Civic Engagement & Giving

Corporate Citizenship Program Points Earned: 0.82759 of 0.82759

How does your company take part in civic engagement?

Your answers determine which future questions in the assessment are applicable to your company. The answer to this question affects questions you'll encounter further on in your assessment.

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

Community Service Policies and Practices Points Earned: 0.6206925 of 0.82759

How does your company manage employee community service?

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

% of Employees Volunteer Service Points Earned: 0 of 1.65517

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

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

Volunteer Service Per Capita Points Earned: 0 of 1.65517

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

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

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

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.

Charitable Giving and Community Investment Policies and Practices Points Earned: 0.082759 of 0.82759

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

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

% of Revenue Donated Points Earned: 0 of 3.31034

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

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

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

Total Amount of Charitable Donations Points Earned: 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.

Advancing Social and Environmental Performance Points Earned: 0.41379 of 0.41379

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

- We have worked with other industry players on a cooperative initiative on relevant social and environmental standards for our industry
- We have provided data or contributed to academic research on social or environmental topics
- We participate in panel presentations or other public forums on social or environmental topics
- We provide public resources for other businesses or stakeholders on improving social or environmental performance
- Other - please describe
co-hosting several programs on water management and the foodtransition (Water Republic and Nieuwe Boeren Familie)
- None of the above

Supply Chain Management

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 and advertising
- Office Supplies
- Benefits Providers
- Technology
- Raw materials
- Farms
- Other - please describe

Webdevelopment and Print

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

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

This question determines the set of supplier-focused questions your company will respond to. The answer to this question affects questions you'll encounter further on in your assessment.

- Yes
- No

Supplier Screen Topics Points Earned: 0 of 1.00000

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

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

Supplier Evaluation Practices Points Earned: 0.5 of 1.00000

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

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

Subcontracted Services Points Earned: 0 of 0.00000

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

Your answers determine which future questions in the assessment are applicable to your company. The answer to this question affects questions you'll encounter further on in your assessment.

- Yes
- No

Subcontractor Screening Topics Points Earned: 0.2 of 0.50000

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

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

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

% of Subcontracted Services Accountable to Code of Conduct? Points Earned: 2 of 2.00000

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

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

Screening / Monitoring for Services Points Earned: 0.1 of 0.50000

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

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

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

% of Subcontracted Services Screened / Monitored Points Earned: 1.75 of 2.00000

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

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

Independent Contractor Practices Points Earned: 1 of 1.00000

What are your company's policies regarding independent contractors that do not work for the company greater than 20 hours per week for longer than a 6 month period?

Independent contractors that work for the company 20+ hours per week over a 6+ month period should be considered in the Workers section.

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

Environment

Environment Impact Area Introduction

Type of Facilities Points Earned: 0 of 0.00000

What kind of facilities does your business primarily operate in?

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

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?

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

Green Building Standards Points Earned: 0 of 1.40000

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

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

Facility Improvement with Landlord Points Earned: 1.4 of 1.40000

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

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

Virtual Office Stewardship Points Earned: 2.8 of 2.80000

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

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

Environmental Management Systems Points Earned: 0 of 1.40000

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

Please check all that apply.

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

Air & Climate

Monitoring Energy Usage Points Earned: 0 of 0.48276

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

Your answers determine which future questions in the assessment are applicable to your company. The answer to this question affects questions you'll encounter further on in your assessment.

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

Renewable Energy Usage Points Earned: 0 of 0.24138

What percentage of energy use is produced from renewable sources?

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

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

Low Impact Renewable Energy Use Points Earned: 0 of 0.96552

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

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

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

Facility Energy Efficiency Points Earned: 0.096552 of 0.48276

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

- Equipment: Energy Star appliances, automatic sleep modes, after-hour timers, etc.
 - Lighting: natural light, CFL bulbs, occupancy sensors, daylight dimmers, task lighting, etc.
 - HVAC: programmable thermostat, timers, occupancy sensors, shade sun-exposed walls, double-paned windows, etc.
 - Other - please describe
Solar chimney (to heat and cool the building), lots of plants, efficient use of the building (focus on outside office hours)
 - None of the above
 - N/A - We utilize virtual office
-

Monitoring Greenhouse Gas Emissions Points Earned: 0 of 0.48276

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

Your answers determine which future questions in the assessment are applicable to your company. The answer to this question affects questions you'll encounter further on in your assessment.

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

Greenhouse Gas Emissions Reduced Points Earned: 0.193104 of 0.96552

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

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

Reducing Impact of Travel/Commuting Points Earned: 0.48276 of 0.48276

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
-

% GHG Emissions Offset Points Earned: 0 of 0.48276

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
-

Water

Monitoring and Managing Water Use Points Earned: 0 of 1.00000

Does your company monitor and manage your water usage?

Your answers determine which future questions in the assessment are applicable to your company. The answer to this question affects questions you'll encounter further on in your assessment.

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

Water Conservation Practices Points Earned: 0 of 1.00000

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

Please check all that apply.

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

Land & Life

Monitoring and Reporting Non-hazardous Waste Points Earned: 0 of 1.00000

How does your company monitor and manage your waste production?

Your answers determine which future questions in the assessment are applicable to your company. The answer to this question affects questions you'll encounter further on in your assessment.

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

Recycling Programs Points Earned: 1 of 1.00000

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

Hazardous Waste Disposal Points Earned: 1 of 1.00000

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

This includes batteries, paint, electronic equipment, etc.

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

Chemical Reduction Methods Points Earned: 0.75 of 1.00000

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

Fruitfull office (buy 2nd hand fruit), Clipper tea, no plastic cups, Moyee coffee,

None of the above

Customers

Customers Impact Area 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?

Your answers determine which future questions in the assessment are applicable to your company. The answer to this question affects questions you'll encounter further on in your assessment.

- Yes
- No

Customer Focus of Product or Service Points Earned: 0 of 0.00000

Is this social or economic problem addressed for your customers and/or their beneficiaries?

If you answer "No" here, be sure to revisit the Environment and/or Community sections to ensure your business model impact is appropriately captured. The answer to this question affects questions you'll encounter further on in your assessment.

- Yes
- No, customers support in our ability to produce the impact we described but the primary beneficiaries are other stakeholders (i.e. we donate to charities based on sales to customers, or we use sales to buy fair trade ingredients)

Positive Impact of Product/Service Points Earned: of 0.00000

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

We make communication (optimistic branding) for companies and institutions that want to make a social impact (a.o. offer emerging cultural talent a stage, sustainable biofuels, lhbt rights, green protein transition).

Beneficial Product Type Points Earned: 0 of 0.00000

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

Only select the ONE most relevant option for each product line. This will guide you to a series of questions specific to the type of impact you indicate you are creating. The answer to this question affects questions you'll encounter further on in your assessment.

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

Flow of Capital Overview Points Earned: of 0.00000

Please tell us more about how your product or service increases the flow of capital and/or provide capacity building to purpose driven enterprises.

We write funds for parties we believe in and work with (a.o. We Are Public, IHLIA, Food Hub). We develop alternative business models (a.o. Foam Fund/Magazine).

Direct Impact on Supporting Purpose Driven / Underserved Businesses Points Earned: 0 of 0.00000

For your services that are focused on increasing the success of purpose driven or underserved enterprises, did you also select another specific outcome that is produced by your services?

Only one product or service type should be selected per product / service line. If you selected more than one, you may continue with the previous selected option or uncheck it and return to this question. The answer to this question affects questions you'll encounter further on in your assessment.

- Yes, I also selected a direct outcome that is produced through my service or the clients that I support
 - No
-

Impact on Underserved Populations Points Earned: 0 of 0.00000

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

Answering affirmatively will opt you into additional sections of the B Impact Assessment with more specific questions about this Impact Business Model. The answer to this question affects questions you'll encounter further on in your assessment.

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

Total Customer Individuals Points Earned: of 0.00000

Total Number of Customers
Individuals:

Total Customer Organizations Points Earned: 0 of 0.00000

Total Number of Customers
Organizations:

40

Customer Stewardship

Managing Customer Stewardship Points Earned: 0.625125 of 1.25000

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

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

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

Managing Product Impacts Points Earned: 0 of 1.25000

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

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

Data Usage and Privacy Points Earned: 0.75 of 1.25000

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

- Company has a formal publicly available data and privacy policy
- Company makes all users aware of information collected, length of time it is preserved, how it's used, and whether and how it is shared with other entities (public or private)
- All customers have option to decide how their data can be used
- Company's all email list building and email marketing strategies are GDPR compliant
- Other

NDA's are part of contracts of all employees (do not share data/insights of clients).

- None of the above
- N/A - Company does not collect sensitive data

Support for Underserved/Purpose Driven Enterprises

Flow of Capital Product Description Points Earned: 0 of 0.00000

Which of the following product or service descriptions best fit your company?

This question is used to calculate your base impact business model score. The answer to this question affects questions you'll encounter further on in your assessment.

- Products or services support the operations of purpose driven enterprises or organizations (e.g. accounting services for nonprofit organizations)
- Products or services support the operations of underserved enterprises, such as women/ minority owned or small to medium sized community businesses that lack access to services (e.g. incubators for urban businesses)
- Products or services that directly raise capital for purpose-driven enterprises or underserved businesses (e.g. fundraising campaigns for a social service agencies)
- These descriptions do not apply to our company's product/service (Skip the remainder of this section)

Revenue from Flow of Capital Points Earned: 0 of 0.00000

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

Your answer to this unscored question is combined with other answers to automatically calculate your score in this section of the assessment. The answer to this question affects questions you'll encounter further on in your assessment.

83%

Tracking Beneficiaries Points Available: 0.00000

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

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

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

Client Tracking Methods Points Available: 0.00000

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

Management of Support for Underserved/Purpose Driven Enterprises Points Available: 1.07143

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

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

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

Innovative Support for Underserved/Purpose Driven Enterprises Points Available: 0.00000

Is there something different or innovative about the company's product/service that supports flow of capital 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?

Serving Underserved Populations (Indirect)

Underserved Beneficiaries Overview Points Earned: 0 of 0.00000

Describe the beneficiaries or end-users of your products or services and how you characterize them as underserved.

Last year we made an app for women who do not have access to legal support on behalf of the Clara Wichman foundation, we made a book for poverty reduction among young people on behalf of Diversion.

Tracking Underserved Beneficiaries Points Earned: 0 of 0.00000

In what ways do you determine whether the organizations you serve directly support underserved populations?

- We collect demographic data about the beneficiaries of the organizations that we work with (e.g. income level) that might qualify them as traditionally underserved
- We review the mission of the organizations or projects that we work with to determine whether a core part of their mission specifically identifies underserved individuals
- Other - please describe

During the introduction with our customers, they explain their mission

- None of the above
-

Underserved Beneficiary Types Points Earned: 0 of 0.00000

Based on the results of how you track the demographics that you serve, which of the following best describe the populations that the organizations you serve work with?

Select the option that most accurately reflects the majority of underserved beneficiaries. Your answer to this question is combined with other answers to automatically calculate your score in this section of the assessment. The answer to this question affects questions you'll encounter further on in your assessment.

- Low-income, poor, or very poor individuals
 - Other individuals without access to positive outcomes delivered by the product or service
 - Individuals at the bottom of the pyramid
 - Don't know
 - N/A
-

Impact on Underserved Populations Description Points Earned: 0 of 0.00000

Which of the following best describes how your product or service benefits underserved populations described above?

Your answer to this unscored question is combined with other answers to automatically calculate your score in this section of the assessment. The answer to this question affects questions you'll encounter further on in your assessment.

- Our product or service directly helps purpose-driven enterprises improve positive impact for their underserved beneficiary and is specifically designed to benefit that underserved population (e.g. teacher training or curriculum specifically design to address challenges of teaching low income students)
- Our product or service directly helps purpose-driven enterprises improve positive impact for their underserved beneficiary but it is not designed specifically for that underserved population (e.g. general teaching curriculum sold to low income schools)
- Our product or service helps the financial viability of purpose-driven enterprises, which in turn allows them to continue to serve their underserved target population above (e.g. marketing or accounting services for a social service agency)
- None of the above

Underserved Group Demographics Points Earned: 0 of 0.00000

If relevant, which of the following beneficiary groups is your product/service targeting?

Not all beneficiary populations are themselves under-served groups.

- Young children (younger than 5 years old)
- Children and adolescents (5 years of age or older but younger than 18)
- Adults
- Elderly/older adults
- Persons with disabilities
- Minority/previously excluded populations
- Women
- Pregnant women
- Other at risk populations
- None of the above

Underserved Client Tracking Points Earned: 0 of 0.00000

Which of the following statements are true about your in-need customers/ clients?

- Most customers/clients continue with us year by year and latest figures for the year roughly reflect the total number of beneficiaries to date
- Customers/clients we reach each year are in addition to previous customers/clients and total number served should be calculated by adding together the numbers for each year
- Don't know - we don't sell direct to customers/clients

Revenue from Serving In Need Populations Points Earned: 0 of 0.00000

How much revenue is generated through sale to the previously selected beneficiary group(s) or nonprofit(s)?

161753.22

% of Customers In-need Points Earned: 0 of 0.00000

What percentage of your revenues were generated from services provided that benefited the previously selected underserved in the last fiscal year?

Your answer to this unscored question is combined with other answers to automatically calculate your score in this section of the assessment. The answer to this question affects questions you'll encounter further on in your assessment.

8

Client Tracking Methods Points Earned: 0 of 0.00000

If tracked, which unit of measure do you use to measure the amount of beneficiaries reached?

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

- Individuals
- Households
- Communities
- Businesses and nonprofits
- Governments
- Other - please describe
- None of the above

Increasing Accessibility for Underserved Groups Points Earned: 0.352942 of 1.76471

Does your company do any of the following to improve the access or impact of your product for the underserved populations that you serve?

- We use a cross-subsidization model whereby higher pricing for traditional organizations allows for lower or subsidized pricing for financially-constrained organizations serving the underserved
- We provide specific training or support to organizations on how to best serve underserved populations
- We engage with underserved beneficiaries who are served by client organizations in order to incorporate their perspective in product offerings and design
- None of the above

Innovative Practices to Increase Accessibility Points Earned: of 0.00000

Use the field below to describe any innovative technology, distribution or pricing models selected previously.

Last year we made a mobile exhibition about LGBTQ rights, which can be displayed in museums, libraries but also on squares (accessible for everyone).

Disclosure Questionnaire

Disclosure Industries

Gambling Points Earned: 0 of 0.00000

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

Disclosure Pornography Points Earned: 0 of 0.00000

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

Payday, Short Term, or High Interest Lending Points Earned: 0 of 0.00000

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

- Yes
- No

Illegal Products or Subject to Phase Out Points Earned: 0 of 0.00000

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply. Products or activities that are illegal under country laws or regulations where they have operated, banned in international conventions or agreements, or subject to international phase-out or regulation

- Yes
 No

Industries at Risk of Human Rights Violations Points Earned: 0 of 0.00000

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply. Industries reliant upon materials at high risk of human rights infringements (e.g. conflict minerals)

- Yes
 No

Other Points Earned: 0 of 0.00000

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply. Other industries that may cause social or environmental harm or are subject to stakeholder criticism or concern

- Yes
 No

Company Explanation Of Disclosure Item Flags Points Earned: of 0.00000

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.

Although we work for banks (if you consider them to be criticised by stakeholders), the project that we undertake with them are focussed on community building.

Disclosure Practices

No formal Registration Under Domestic Regulations Points Earned: 0 of 0.00000

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 all relevant regulations and requirements

- Yes
 No

Tax Reduction Through Corporate Shells Points Earned: 0 of 0.00000

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

- Yes
 No

Conduct Business in Conflict Zones Points Earned: 0 of 0.00000

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 operates in conflict zones

- Yes
 No

Sale of Data Points Earned: 0 of 0.00000

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 sells or provides access to consumer or user data

- Yes
 No

Facilities located in sensitive ecosystems Points Earned: 0 of 0.00000

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 prohibits freedom of association/collective bargaining Points Earned: 0 of 0.00000

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

Employs Individuals on Zero-Hour Contracts Points Earned: 0 of 0.00000

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 workers are prisoners Points Earned: 0 of 0.00000

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/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age) Points Earned: 0 of 0.00000

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 Points Earned: 0 of 0.00000

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 is compulsory and exceeds 48 hours in a week

- Yes
 No

Other Points Earned: 0 of 0.00000

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."

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

- Yes
- No

Company Explanation Of Disclosure Item Flags Points Earned: of 0.00000

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 & Penalties

Litigation or Arbitration Points Earned: 0 of 0.00000

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".

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

- Yes
- No

On-Site Fatality Points Earned: 0 of 0.00000

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

Company has filed for bankruptcy Points Earned: 0 of 0.00000

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

Bribery, Fraud, or Corruption Points Earned: 0 of 0.00000

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.

Company has committed, been penalized for, or been accused of bribery, fraud, or corruption

- Yes
- No

Anti-Competitive Behavior Points Earned: 0 of 0.00000

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.

Penalties or allegations of anti-competitive behaviour

- Yes
- No

Financial Reporting, Taxes, Investments, or Loans Points Earned: 0 of 0.00000

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.

Penalties regarding financial reporting, tax payments, investments, or loans

- Yes
 No

Political Contributions or International Affairs Points Earned: 0 of 0.00000

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.

Penalties regarding political contributions or international affairs

- Yes
 No

Labor Issues Points Earned: 0 of 0.00000

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 penalties, including safety and discrimination

- Yes
 No

Breaches of Confidential Information Points Earned: 0 of 0.00000

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".

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

- Yes
 No

Significant Layoffs Points Earned: 0 of 0.00000

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 layoffs of more than 20% of the workforce

- Yes
 No

Hazardous Discharges Into Air/Land/Water (Past 5 Yrs) Points Earned: 0 of 0.00000

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 Points Earned: 0 of 0.00000

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

- Yes
 No

Penalties Assessed For Environmental Issues Points Earned: 0 of 0.00000

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 management penalties, including animal welfare

- Yes
- No

Violation of Indigenous Peoples Rights Points Earned: 0 of 0.00000

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.

Company has had allegations or penalties for infringing on indigenous people's rights, for instance by utilizing lands owned or used by indigenous peoples without full documented consent of such peoples

- Yes
- No

Other Points Earned: 0 of 0.00000

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.

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

- Yes
- No

Company Explanation Of Disclosure Item Flags Points Earned: of 0.00000

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

Supply Chain Disclosure

Business in Conflict Zones Points Earned: 0 of 0.00000

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

Operation in conflict zones

- Yes
- No
- Don't Know

Negative Social Impact Points Earned: 0 of 0.00000

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

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

- Yes
- No
- Don't Know

Negative Environmental Impact Points Earned: 0 of 0.00000

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

Practices or outcomes that produced substantial negative environmental impact

- Yes
- No
- Don't Know