
Servioptica

Wholesale/Retail

1000+ Employees

2018-02-06

As a wholly-owned subsidiary of Essilor International S.A., Servioptica is required to make its full B Impact Assessment transparent. The PDF contains a completed B Impact Assessment that has been reviewed by B Lab with Servioptica for its 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

Select the description that best describes your business.

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

- Positive social/environmental impact is desirable but not a particular focus for our business.
 - Social and environmental impact is frequently considered but it isn't a high priority.
 - We consider social and environmental impact in some aspects of our business but infrequently.
 - We consistently incorporate social and environmental impact into decision-making because we consider it important to the success and profitability of our business.
 - We treat our social/environmental impact as a primary measure of success for our business and prioritize it even in cases where it may not drive profitability.
-

Mission Statement Points Earned: of 0.00000

Please type or paste your mission statement here.

We transform people lives through high quality and innovative visual care products.

Mission Statement Characteristics Points Earned: 0.15385 of 0.15385

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

Please check all that apply.

- No written statement
 - A written corporate mission statement that does not include a social or environmental commitment
 - A general commitment to social and/or environmental responsibility and stewardship
 - A commitment to a specific positive social impact (e.g. poverty alleviation, sustainable economic development)
 - A commitment to a specific positive environmental impact (e.g. reducing waste to landfill with upcycled products)
 - A commitment to serve a target in-need beneficiary group (e.g. low income customers, smallholder farmers)
-

Social & Environmental Internal Engagement Points Earned: 0.205167692 of 0.30769

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

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

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

Stakeholder Engagement Points Earned: 0 of 0.61538

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

Please check all that apply.

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

Social/Environmental Key Performance Indicators Points Earned: 0.153845 of 0.30769

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

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

Board Review of Social or Environmental Performance Points Earned: 0.153845 of 0.30769

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

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

Mission-driven Executive Compensation Points Earned: 0 of 0.30769

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

Please check all that apply.

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

Corporate Accountability

Governance Structures Points Earned: 0.25 of 0.25000

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

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

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

Governing Body Composition Points Earned: 0 of 0.50000

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

Please check all that apply.

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

Governing Body Characteristics Points Earned: 0.1667 of 0.50000

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

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

Governing Body Stakeholder Representation Points Earned: 0 of 0.25000

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

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

Audit Committee Characteristics Points Earned: 0 of 0.50000

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

Please check all that apply.

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

Ethics

Financial Controls Points Earned: 0.75 of 0.75000

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

Please check all that apply.

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

Code of Ethics Points Earned: 0.25005 of 0.75000

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

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

Breached Code of Ethics Breachment Policy Points Earned: 0.1875 of 0.75000

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

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

Anti-Corruption Practices Points Earned: 0.25005 of 0.75000

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

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

Transparency

Audited Financials Points Earned: 0.5 of 0.50000

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

- Yes
- No

Financial Transparency with Employees Points Earned: 0.5 of 1.00000

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

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

Impact Reporting Points Earned: 0 of 1.00000

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

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

Governing Body Transparency Points Earned: 0 of 0.50000

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

Please check all that apply.

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

Governance Metrics

Last Fiscal Year Points Earned: of 0.00000

On what date did your last fiscal year end?

2017-12-31

Reporting Currency Points Earned: 0 of 0.00000

Reporting currency

Colombian Peso - COP

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

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

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

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

EBIT (Earnings Before Interest & Taxes)
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

Payments to Government Points Earned: 0 of 0.00000

Payments to government in the last fiscal year.
Select N/A if company is pre-revenue.

Mission Locked

Mission Lock Points Earned: 7.5 of 10.00000

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

- Signed a contract or board resolution to amend or adopt a legal form that requires consideration of employees, community and the environment (i.e. Signed B Corp Term sheet but have not yet adopted stakeholder consideration)
 - Amended corporate governing documents to require the consideration of employees, community and the environment (e.g. Amended Articles of Incorporation)
 - Has a specific legal entity/governance structure that preserves mission (i.e. cooperative)
 - Legal entity/governance structure preserves mission and requires stakeholder consideration (i.e. Benefit Corp or cooperative that has amended governing documents to include stakeholder consideration)
 - Other - Please describe
 - None of the above
-

Workers

Worker Metrics

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

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

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

- Fixed Salary
- Daily/Hourly Wage

of Full Time Workers Points Earned: 0 of 0.00000

Number of Total Full-Time Workers
Current Total Full-Time Workers

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

1056

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

Number of Total Full-Time Workers
Total Full-Time Workers 12 months ago

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

1026

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.

7

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

Number of Total Part-Time Workers
Total Part-Time Workers 12 months ago

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

9

of Temporary Workers Points Earned: 0 of 0.00000

Number of Total Temporary Workers
Current Total Temporary Workers

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

0

of Temporary Workers Last Year Points Earned: 0 of 0.00000

Number of Total Temporary Workers
Total Temporary Workers 12 months ago

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

0

Compensation & Wages

Total Wages Points Earned: 0 of 0.00000

Total Wages (including bonuses)

Lowest Paid Wage Points Earned: 0 of 0.00000

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

Please exclude students and interns in this calculation.

3900

Paying Above the Minimum Wage Points Earned: 1.23 of 1.23000

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

- Yes
- No

% Above the Minimum Wage Points Earned: 0 of 2.46000

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

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

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

Inflation Rate Compensation Adjustments Points Earned: 1.23 of 1.23000

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

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

- Yes
- No

% Increase in Wages Points Earned: 0.409959 of 1.23000

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

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

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

Bonus Plan Characteristics Points Earned: 0 of 1.23000

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

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

Bonus Pool Distribution Points Earned: of 0.00000

Tell us how your bonus pool is distributed.

N/A

Non-Cash Bonus Points Earned: of 0.00000

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

N/A

Employees Receiving a Bonus Points Earned: 0 of 1.23000

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

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

High to Low Pay Ratio Points Earned: 0 of 2.46000

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

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

Compensation & Wages (Salaried)

Bonus Plan Characteristics Points Earned: 0 of 1.23000

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

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

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

Benefits

Supplementary Health Benefits Points Earned: 1.58 of 1.58000

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

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

Paid Secondary Caregiver Leave Points Earned: 0.526614 of 1.58000

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

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

Healthcare Eligibility for Part Time Workers Points Earned: 0.79 of 0.79000

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

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

Supplementary Benefits Points Earned: 1.58 of 1.58000

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

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

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

Workers Participating in Healthcare Plan Points Earned: 0.526693 of 0.79000

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

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

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

Part Time Worker Participation in Healthcare Plan Points Earned: 1.58 of 1.58000

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

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

Worker Benefits (Salaried)

Number of Paid Days Off Points Earned: 0.945 of 1.05000

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

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

Paid Primary Caregiver Leave for Salary Workers Points Earned: 0.7875 of 1.05000

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

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

Training & Education

Intern Hiring Practices Points Earned: 0.53333 of 0.53333

Which of the following is true of intern hiring practices?

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

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

Amount of Training for New Hires Points Earned: 0.177788889 of 0.26667

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

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

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

Training & Education (Salaried)

Skills-Based Training Participation Points Earned: 0.195 of 0.78000

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: 0.195 of 0.78000

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

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

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

Life Skill Training Participation Points Earned: 0.195 of 0.78000

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

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

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

External Professional Development Participation Points Earned: 0.39 of 1.56000

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

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

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

Worker Ownership

% Participation in Employee Ownership Points Earned: 2.625 of 3.50000

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

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

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

% of Company Owned by Non-Executive Employees Points Earned: 1.1669 of 3.50000

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

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

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

Management & Worker Communication

Employee Review Process Points Earned: 0.48 of 0.48000

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

Check all that apply.

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

Worker Satisfaction Surveys Points Earned: 0.48 of 0.48000

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

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

Employee Satisfaction Points Earned: 0.24 of 0.48000

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

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

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

Termination Policy Points Earned: 0.48 of 0.48000

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

Exclude situations requiring immediate dismissal / with cause.

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

Worker / Management Conflict Mediation Points Earned: 0.48 of 0.48000

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

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

Human Rights & Labor Policy

Employee Handbook Information Points Earned: 0.3 of 0.30000

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

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

Non-Discrimination Policy Points Earned: 0.3 of 0.30000

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

Please check all that apply.

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

Labor Practices Review Points Earned: 0 of 0.60000

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

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

Occupational Health & Safety

Worker Safety Practices Points Earned: 0.479952 of 0.48000

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

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

Health and Safety Program Points Earned: 0.96 of 0.96000

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

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

Handling Hazardous Materials Points Earned: 0.48 of 0.48000

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

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

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

Machinery Practices Points Earned: 0.384 of 0.48000

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

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

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

Worker Business Models Introduction

Workers Impact Business Model Introduction Points Earned: 0 of 0.00000

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

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

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

Community

Job Creation

New Jobs Added Last Year Points Earned: of 0.00000

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

Last 12 months:

New Jobs Added Year Before Last Points Earned: of 0.00000

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

Prior 12 months:

Job Growth Rate Points Earned: 0.888801111 of 2.66667

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

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

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

Promoting Employees Points Earned: 0.888801111 of 2.66667

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

Exclude material owners in your calculation.

- 0%
- 1-5%
- 6-15%
- >15%
-

Departed Employees Points Earned: 0 of 0.00000

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

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

Attrition Rate Points Earned: 0 of 2.66667

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

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

Female Employees Points Earned: 0 of 0.00000

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

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

668

Non-managerial Worker Diversity Points Earned: 0.88988 of 0.88988

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

Women

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

Non-managerial Worker Diversity Points Earned: 0 of 0.88988

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

Chronically-underemployed

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

Female Management Points Earned: 0.88988 of 0.88988

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

Women

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

Management from Underemployed Groups Points Earned: 0 of 0.88988

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

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

Executive Diversity Statistics Points Earned: 0.88988 of 0.88988

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

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

Female Executives Points Earned: 0 of 0.00000

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

60

Minority/Previously Excluded Executives Points Earned: 0 of 0.00000

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

0

Board of Directors Diversity Points Earned: 0.88988 of 0.88988

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

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

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

Supplier Ownership Diversity Points Earned: 0 of 0.88988

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

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

Managing Gender Pay Equity Executives Points Earned: 0.29366 of 0.29366

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

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

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

Managing Gender Pay Equity Managers Points Earned: 0.29366 of 0.29366

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

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

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

Manging Gender Pay Equity Non-Managers Points Earned: 0.29366 of 0.29366

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

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

Diversity and Inclusion Training Points Earned: 0.593371984 of 0.88988

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

Check all that apply.

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

Civic Engagement & Giving

Corporate Citizenship Program Points Earned: 0.7555565 of 0.88889

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

A corporate citizenship program should include allocated resources and oversight.

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

Volunteer Service Policies Points Earned: 0 of 0.88889

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

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

% of Employees Volunteer Service Points Earned: 0.2222225 of 0.88889

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

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

Tracking Volunteer Service Points Earned: 0.148131852 of 0.44444

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

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

Total Amount of Volunteer Service Hours Points Earned: 0 of 0.00000

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

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

1052

Volunteer Service Per Capita Points Earned: 0.296355926 of 0.88889

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

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

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

Total Amount of Charitable Donations Points Earned: 0 of 0.00000

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

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

% of Revenue Donated Points Earned: 0.711112 of 3.55556

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

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

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

Policy Advocacy for Social and Environmental Standards Points Earned: 0 of 0.44444

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

Check all that apply.

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

Local Involvement

Geographic Structure and Scope Points Earned: of 0.00000

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

Hay 36 agencias a nivel nacional en Colombia en diferentes ciudades del territorio.

Local Purchasing and Hiring Policies Points Earned: 0.6 of 1.20000

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

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

Spending on Local Suppliers Points Earned: 0.80004 of 1.20000

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

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

National Sourcing Points Earned: 1.2 of 1.20000

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

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

In Country Management Points Earned: 1.2 of 1.20000

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

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

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

Local Impact Assessments Points Earned: 0 of 1.20000

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

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

Suppliers, Distributors & Product

Significant Supplier Descriptions Points Earned: 0 of 0.00000

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

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

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

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

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

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

- Yes
- No

Number of Tier 1 Significant Suppliers Points Earned: 0 of 0.00000

Number of Significant Suppliers

Tier 1

32

Number of Tier 2 Significant Suppliers Points Earned: 0 of 0.00000

Number of Significant Suppliers

Tier 2

19

Purchases from Tier 1 Significant Suppliers Points Earned: 0 of 0.00000

Value of Purchases from Significant Suppliers

Tier 1

55481014369

Purchases from Tier 2 Significant Suppliers Points Earned: 0 of 0.00000

Value of Purchases from Significant Suppliers

Tier 2

3142117604

Supplier Screen Topics Points Earned: 0.8035725 of 1.07143

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

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

Supplier Evaluation Practices Points Earned: 0.535715 of 1.07143

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

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

Length of Supplier Relationships Points Earned: 1.07143 of 1.07143

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

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

Verified Fair Wages Points Earned: 0 of 1.07143

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

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

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

Supplier Code of Conduct Points Earned: 0 of 1.07143

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

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

- Yes
- No

Supplier Feedback Mechanisms Points Earned: 1.07143 of 1.07143

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

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

Tracking Supplier Information Points Earned: 0 of 1.07143

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

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

Support for In Need Suppliers Points Earned: 0 of 1.07143

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

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

Independent Contractor Practices Points Earned: 0 of 1.07143

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

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

Social or Environmental Purchases Points Earned: 0 of 1.07143

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

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

Product Accreditations and Certifications Points Earned: 0.714322381 of 1.07143

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

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

Community Business Models Introduction

Community Oriented Business Models Points Earned: 0 of 0.00000

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

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

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

Workforce Development

Barriers to Employment Addressed Points Earned: 0 of 0.00000

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

Check all that apply.

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

Job Status for Underemployed Points Earned: 0 of 0.00000

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

Select only one.

- Full-time and part-time
- Temporary

Benefits for Underemployed Workers Points Earned: 0 of 0.00000

Which of the following does your company provide to chronically-underemployed workers?

Check all that apply.

- Payment above the local minimum wage (if no minimum wage, wages are considered a fair or living wage by local standards) (See help text for local minimum wage list)
- Basic training in order to complete the required job functions
- If full and part-time workers were previously selected, the company's standard benefits apply to all chronically-underemployed workers
- If temporary workers were previously selected, the company hires a majority of these temporary workers on an on-going basis to ensure semi-stable job status and income. (i.e. rehiring seasonal workers annually, rehiring same day/contract workers, helping workers obtain employment elsewhere)

Workforce Development Summary Points Earned: 0 of 0.00000

Did you select three or more options for the previous question?

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

- No, I did not select three of the previous options . (Skip the remaining questions in this section)
- Yes - I selected three answer options from the previous question with regard to my FT and PT workers
- Yes - I selected three answer options from the previous question with regard to my Temporary workers

Underemployed Workers Hired Points Earned: 0 of 0.00000

How many individual workers from chronically-underemployed communities were employed by the company and receiving the previously mentioned benefits during the last 12 months?

30

Disabled Workers Hired Points Earned: 0 of 0.00000

If tracked, provide a detailed breakdown of the number of chronically underemployed individuals employed based on the primary factor that classified them as "chronically underemployed" during the last 12 months. Do not double count individuals. Physical or mental disability

25

Discriminated Workers Hired Points Earned: 0 of 0.00000

If tracked, provide a detailed breakdown of the number of chronically underemployed individuals employed based on the primary factor that classified them as "chronically underemployed" during the last 12 months. Do not double count individuals. Chronically discriminated against based on gender, race, color, disability, political opinion, sexual orientation, age, religion, social or ethnic origin

0

Homeless Workers Hired Points Earned: 0 of 0.00000

If tracked, provide a detailed breakdown of the number of chronically underemployed individuals employed based on the primary factor that classified them as "chronically underemployed" during the last 12 months. Do not double count individuals. Homelessness

0

Ex-Incarcerated Workers Hired Points Earned: 0 of 0.00000

If tracked, provide a detailed breakdown of the number of chronically underemployed individuals employed based on the primary factor that classified them as "chronically underemployed" during the last 12 months. Do not double count individuals. Incarceration or Criminal History

0

Drug/Alcohol Dependant Workers Hired Points Earned: 0 of 0.00000

If tracked, provide a detailed breakdown of the number of chronically underemployed individuals employed based on the primary factor that classified them as "chronically underemployed" during the last 12 months. Do not double count individuals. Drug or alcohol dependency

1

Workers with History of Violence Hired Points Earned: 0 of 0.00000

If tracked, provide a detailed breakdown of the number of chronically underemployed individuals employed based on the primary factor that classified them as "chronically underemployed" during the last 12 months. Do not double count individuals. Violence--including political, gang, or domestic

0

Low-Income Workers Hired Points Earned: 0 of 0.00000

If tracked, provide a detailed breakdown of the number of chronically underemployed individuals employed based on the primary factor that classified them as "chronically underemployed" during the last 12 months. Do not double count individuals. Low-income, poor or very poor

0

Immigrant Workers Hired Points Earned: 0 of 0.00000

If tracked, provide a detailed breakdown of the number of chronically underemployed individuals employed based on the primary factor that classified them as "chronically underemployed" during the last 12 months. Do not double count individuals. Immigrants, displaced persons or refugees

4

Other Underemployed Workers Hired Points Earned: 0 of 0.00000

If tracked, provide a detailed breakdown of the number of chronically underemployed individuals employed based on the primary factor that classified them as "chronically underemployed" during the last 12 months. Do not double count individuals. Other

0

Chronically-Underemployed Workers Points Earned: 0 of 0.00000

What % of your total workforce (including full-time, part-time, temporary) are from chronically-underemployed communities and receive the previous selections?

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

3

Training Program for Underemployed Workers Points Earned: 0 of 0.00000

Does your company have an intentional training program to improve career opportunities for chronically underemployed workers, leading either to permanent employment with your company or placement with other businesses?

- No - If No, skip the remaining questions in this section
- Yes - An on-going in-house skills-based training program
- Yes - Training/support services provided through a partnering organization

Workforce Development Program Characteristics Points Earned: 0 of 6.48649

Do any of the following apply to your workforce development program?

- Dedicated staff member(s) exclusively focused on coordinating onboarding, mentorship and professional development
- Onsite training facility established with professional certification and accredited program offerings
- An Open Hiring Program (see definition/example in Need Help) that is explicitly designed to hire workers regardless of barriers to employment
- None of the above

Training and Support for Underemployed Groups Points Earned: 0 of 0.00000

What types of training or activities are available to employees from chronically underemployed populations?

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

- Technical/professional training in the last year that extends beyond requirement for the job (e.g. Management skills, technical skills related to the trade but not essential to the job)
- Life or "soft" skills training programs that enhance personal and professional well-being (e.g. financial literacy, conflict management, etc.)
- Training programs or formal guidance on job searching / interviewing
- A personal coaching or mentorship program (guided by either another employee or dedicated social worker)
- None of the above

% Underemployed Workers in Training Points Earned: 0 of 0.00000

What % of your employees have barriers to employment and participated in the previously selected training or activities?

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

3

Number of Workers from Underemployed Groups Participating Points Earned: 0 of 0.00000

How many individual workers from chronically-underemployed communities participated in workforce development programs by the company during the last 12 months?

0

Average Hours of Training Provided Points Earned: 0 of 0.00000

During the last 12 months, on average how many total hours of training were provided to individuals that participated in the workforce development program?

0

Advancement of Chronically-Underemployed Workers Points Earned: 0 of 0.00000

During the last 12 months, what % of chronically-underemployed workers that went through your company's workforce development program "graduated", and have moved on to other gainful employment?

0

Tracking Post-Program Success Points Earned: 0 of 1.62162

Do you track workers that have completed your workforce development program to gauge their "success" post-program/intervention?

- No
- Yes - for less than 12 months
- Yes - for 1-2 years
- Yes - for 3-5 years
- Yes - for more than 5 years

Employment Three Years After Program Points Earned: 0 of 0.00000

What % of workers are gainfully employed in full-time permanent positions 3 years after completing the program?

This includes employment within and outside of your company.

0

Innovative Workforce Development Points Earned: of 0.00000

Is there something different or innovative about the company's workforce development or job creation model that has changed the industry? Is this something replicable, unique at the time that it was created, and that has been emulated by other organizations?

Please explain.

N/a

Environment

Land, Office, Plant

Facility Environmental Efficiency Points Earned: 0.246154 of 1.23077

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

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

Recycling Programs Points Earned: 1.23077 of 1.23077

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

See Explain this for definition.

- Yes
- No

Environmentally Efficient Equipment Points Earned: 0.410273846 of 0.61538

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

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

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

Environmental Management Systems Points Earned: 1.23077 of 1.23077

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

Please check all that apply.

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

Context-Based Environmental Management Points Earned: 0.615385 of 1.23077

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

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

Product Design for the Environment Points Earned: 0 of 1.23077

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

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

Natural Habitat Conservation Procedures Points Earned: 0 of 1.23077

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

Procedures include a Conservation Strategic Plan.

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

Inputs

Life Cycle Assessments Points Earned: 0.566666 of 2.83333

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

- 100%
- 25-49%
- 75-99%
- 1-24%
- 50-74%
- 0
- No formal life cycle study, but life cycle considerations taken into materials selection
- N/A: My revenue is generated from a service and a LCA can not be conducted

% of Environmentally Preferred Input Materials Points Earned: 0 of 2.83333

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

- 0%
- 1-9%
- 10-24%
- 25-49%
- 50-74%
- 75-94%
- 95%+
- Don't know
- N/A - Company does not sell a physical product

Monitoring Energy Use Relative to Revenue Points Earned: 1.888981111 of 2.83333

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

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

Monitoring Water Use Relative to Revenue Points Earned: 1.888981111 of 2.83333

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

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

Total Energy Use Points Earned: 0 of 0.00000

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

12573.31

Total Renewable Energy Use Points Earned: 0 of 0.00000

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

7543.98

Total Water Use Points Earned: 0 of 0.00000

Total water use (liters) during the last 12 months

17421408.09

Low Impact Renewable Energy Use Points Earned: 0.7083325 of 2.83333

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

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

- 0%
 - 1-9%
 - 10-24%
 - 25-49%
 - 50%+
-

Energy Use Reductions Points Earned: 0 of 2.83333

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

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

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

Outputs

Monitoring Greenhouse Gas Emissions Points Earned: 0.909271818 of 2.72727

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

Scopes 1 and 2 greenhouse gas (GHG) emissions

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

Hazardous Waste Disposal Points Earned: 2.72727 of 2.72727

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

Hazardous waste includes batteries, paint, electronic equipment, etc. Select N/A if your company does not generate any hazardous waste.

- <90%
- 90-99%
- 100%
- N/A
- Don't know

Hazardous Materials On-Site Points Earned: 2.72727 of 2.72727

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

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

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

Total Scope 1 GHGs Points Earned: 0 of 0.00000

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

Scope 1

157.53

Total Scope 2 GHGs Points Earned: 0 of 0.00000

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

Scope 2

657.44

Total Scope 3 GHGs Points Earned: 0 of 0.00000

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

Scope 3

408.57

Non-hazardous Waste Generated Points Earned: 0 of 0.00000

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

298.58

Total Hazardous Waste Produced Points Earned: 0 of 0.00000

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

20.5

Types of Carbon Credits Purchased Points Earned: 0 of 1.36364

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

- Voluntary Carbon Credits
 - Certified Carbon Credits
 - None
-

Greenhouse Gas Reduction Strategies Points Earned: 0 of 2.72727

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

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

Waste Generation Points Earned: 0 of 2.72727

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

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

Transportation, Distribution & Suppliers

Sourcing % of COGS from Local Suppliers Points Earned: 0.172415 of 0.68966

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

Cost of Goods Sold (excluding labor)

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

Sourcing % raw materials from Local Suppliers Points Earned: 0.172415 of 0.68966

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

Raw materials (in currency terms) grown or harvested

By company or local independent suppliers.

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

Reducing Carbon Emissions from Transportation Points Earned: 0 of 0.68966

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

Please check all that apply.

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

Suppliers Tracking Energy Use Points Earned: 0 of 0.34483

What % of Significant Suppliers track and report the following?

Energy usage

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

Suppliers Tracking Water Use Points Earned: 0 of 0.34483

What % of Significant Suppliers track and report the following?

Water usage

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

Suppliers Tracking Air and Water Emissions Points Earned: 0 of 0.34483

What % of Significant Suppliers track and report the following?
Any hazardous or toxic air or water emissions

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

Suppliers Tracking Waste and Recycling Points Earned: 0 of 0.34483

What % of Significant Suppliers track and report the following?
Generation/recycling/reduction of solid waste

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

Suppliers Tracking Hazardous Waste Points Earned: 0 of 0.34483

What % of Significant Suppliers track and report the following?
Generation/recycling/reduction of hazardous waste

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

Suppliers Tracking Greenhouse Gases Points Earned: 0 of 0.34483

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

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

Suppliers Using Renewable Energy Points Earned: 0 of 0.17241

What % of Significant Suppliers have achieved the following?
Used at least 10% renewable energy at their facilities

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

Suppliers Reducing Greenhouse Gases Points Earned: 0 of 0.17241

What % of Significant Suppliers have achieved the following?

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

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

Suppliers Reducing Waste Points Earned: 0 of 0.17241

What % of Significant Suppliers have achieved the following?

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

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

Suppliers Reducing Water Use Points Earned: 0 of 0.17241

What % of Significant Suppliers have achieved the following?

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

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

Suppliers Responsibly Disposing Hazardous Waste Points Earned: 0 of 0.17241

What % of Significant Suppliers have achieved the following?

Responsibly disposed of all hazardous waste generated from production

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

Environmental Models Introduction

Environmental Business Model Points Earned: 0 of 0.00000

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

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

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

Customers

Customer Models Introduction

Customer Impact Business Model Introduction Points Earned: 0 of 0.00000

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

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

- Yes
 No
-

Customer Products & Services Introduction

Positive Impact of Product/Service Points Earned: of 0.00000

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

Se transforma la vida de las personas a través de la entrega de soluciones visuales para que mejoren su calidad de vida, su desempeño personal y profesional y en adultos mayores, reduzcan la dependencia de otras personas.

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/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, educational 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, non-profit 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
-

Total Customer Individuals Points Earned: 0 of 0.00000

Total Number of Customers
Individuals:

3342

Total Customer Organizations Points Earned: 0 of 0.00000

Total Number of Customers
Organizations:

705

Health & Wellness Improvement

Health Product Description Points Earned: 0 of 0.00000

Which of the following best describes your health related product or service?

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

- Our product reduces health risk, such as by producing healthy alternatives to products that are traditionally unhealthy or toxic to consumers (healthy food alternatives that meet rigorous government standards, BPA free, etc.)
- Our product/service contributes to the positive development of individual health and well-being (wellness programs, sporting equipment)
- Our product/service supports healthcare through improving the efficiency or access to healthcare systems (health insurance, drug tracking, hospital equipment, etc.)
- Our product/service directly provides healthcare that cures or prevents illness/disability
- None of the above

Severity Of Health Issue Addressed Points Earned: 0 of 0.00000

What is the severity of the health issue or issues addressed by your product/service?

Please click on the Help Text icon for instructions The answer to this question affects questions you'll encounter further on in your assessment.

- Low
- Mid
- High
- My product/service enables healthcare that cures or prevents illnesses/disabilities of all kinds
- My product/service does not address a particular ailment, it contributes to overall positive health outcomes
- Don't know

Extent of Positive Health Outcomes Points Earned: 0 of 0.00000

Which of the following best describes the extent to which your product/service contributes to the positive health outcome?

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

- My product/service has been demonstrated to effectively and substantially address the stated health problem, independent of other factors
- My product contributes to the stated positive health outcome, but does so dependent upon other resources/circumstance outside of our control

Revenue from Health Product/Service Points Earned: 0 of 0.00000

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

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

100%

Individuals Served Points Earned: 0 of 0.00000

How many customers/clients/beneficiaries were served through the provision of the previous products or services during the last 12 months? Please provide figures that are as accurate as possible. Estimates within +/- 5% acceptable. Do not double count. Individuals

1452297

Households Served Points Earned: 0 of 0.00000

How many customers/clients/beneficiaries were served through the provision of the previous products or services during the last 12 months? Please provide figures that are as accurate as possible. Estimates within +/- 5% acceptable. Do not double count. Households

0

Communities Served Points Earned: 0 of 0.00000

How many customers/clients/beneficiaries were served through the provision of the previous products or services during the last 12 months? Please provide figures that are as accurate as possible. Estimates within +/- 5% acceptable. Do not double count. Communities

0

Organizations Served Points Earned: 0 of 0.00000

How many customers/clients/beneficiaries were served through the provision of the previous products or services during the last 12 months? Please provide figures that are as accurate as possible. Estimates within +/- 5% acceptable. Do not double count. Businesses/Non-Profits

0

Governments Served Points Earned: 0 of 0.00000

How many customers/clients/beneficiaries were served through the provision of the previous products or services during the last 12 months? Please provide figures that are as accurate as possible. Estimates within +/- 5% acceptable. Do not double count. Governments

0

Client Tracking Methods Points Earned: of 0.00000

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

Para nuestros clientes realizamos un monitoreo del número de trabajos vendidos.

Verification of Health Outcomes Points Earned: 1.66667 of 1.66667

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

Select all that apply.

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

Efficacy of Health Product/Service Points Earned: 1.66667 of 1.66667

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

- Yes
- No
- NA

Innovative Health Products Points Earned: of 0.00000

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

N/a

Negative Impact Management Points Earned: 0 of 1.66667

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

- Yes
- No

Serving In Need Populations

Impact on Underserved Populations Points Earned: 0 of 0.00000

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

- Yes
- No

Underserved Beneficiaries Overview Points Earned: of 0.00000

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

Personas con problemas de salud visual y poblaciones de escasos recursos con problemas de salud visual.

Underserved Beneficiary Types Points Earned: 0 of 0.00000

If your beneficiaries are underserved individuals, which of the following underserved populations do they belong to? If you serve organizations that serve the underserved, which of the following populations are your client's beneficiaries?

Select the option that most accurately reflects the majority of underserved beneficiaries. The answer to this question affects questions you'll encounter further on in your assessment.

- Low income, poor, or very poor
- Other populations underserved in your product/service category, which can include minorities, veterans, disabled individuals
- Individuals who are not underserved in your product/service category (do not continue)

Impact on Underserved Populations Description Points Earned: 0 of 0.00000

Which of the following best describes how your product/service benefits underserved populations previously described?

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

- My product/service helps the financial viability of purpose-driven enterprises, which in turn allows them to continue to serve their underserved target population (ex. marketing or accounting services for a social service agency)
- My product/service directly helps purpose driven enterprises improve positive impact for their underserved beneficiaries, but is not designed specifically for that underserved population (e.g. teaching curriculum sold to low income schools)
- My product/service directly helps purpose driven enterprises improve positive impact for their underserved beneficiaries, and is specifically designed to benefit that underserved population (e.g. teacher training/curriculum specifically designed to address challenges of teaching low income students)
- My product/service is directly used by the previous underserved populations (e.g. products marketed to or designed for the underserved)

Low-Income Communities Served Points Earned: 0 of 0.00000

If relevant, select which of the following impoverished communities your company serves:

Low Income

- Urban
- Rural
- Peri-urban
- N/A

Poor Communities Served Points Earned: 0 of 0.00000

If relevant, select which of the following impoverished communities your company serves:

Poor

- Urban
- Rural
- Peri-urban
- N/A

Very Poor Communities Served Points Earned: 0 of 0.00000

If relevant, select which of the following impoverished communities your company serves:

Very poor

- Urban
- Rural
- Peri-urban
- N/A

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)?

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

What % of customers/end beneficiaries of your product or service are from an underserved population identified previously? If you serve purpose driven enterprises, please respond with the % of your revenues generated from services provided that benefited the previously selected underserved in the last fiscal year.

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

3

In-Need Individuals Served Points Earned: of 0.00000

How many customers/clients served qualify in the previously selected underserved populations during the last 12 months? Do not duplicate individuals and households. Estimates within +/- 5% are acceptable.
Individuals

Underserved Households Points Earned: of 0.00000

How many customers/clients served qualify in the previously selected underserved populations during the last 12 months? Do not duplicate individuals and households. Estimates within +/- 5% are acceptable.
Households

In-Need Communities Served Points Earned: of 0.00000

How many customers/clients served qualify in the previously selected underserved populations during the last 12 months? Do not duplicate individuals and households. Estimates within +/- 5% are acceptable.
Communities

In-need Organizations Served Points Earned: of 0.00000

How many customers/clients served qualify in the previously selected underserved populations during the last 12 months? Do not duplicate individuals and households. Estimates within +/- 5% are acceptable.
Businesses/Non-Profits

Underserved Government Entities Points Earned: of 0.00000

How many customers/clients served qualify in the previously selected underserved populations during the last 12 months? Do not duplicate individuals and households. Estimates within +/- 5% are acceptable.
Governments

Client Tracking Methods Points Earned: of 0.00000

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

N/A

Increasing Accessibility for Underserved Groups Points Earned: 1.8 of 1.80000

Which of the following products/services attributes assist in targeting the previously selected underserved communities:

- Product/service is accompanied by a zero-interest or below-market financing option (directly from company or through finance partner) with small repayment amounts to provide the poor access to purchase
- Company utilizes a cross-subsidization model whereby higher pricing for middle and high-income clients facilitates offering lower/subsidized pricing for low income clients/customers
- Product/service pricing model includes transparent pricing for all customers
- Vendor provides training on safe use and/or maintenance of the product/service
- These product/service attributes do not apply to our company (Skip the remainder of this section)

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.

N/a

Poor Clients Served Points Earned: of 0.00000

If relevant, how many customers/clients served in the last 12 months qualify as poor or very poor, with incomes below \$2/day? Do not double-count (e.g. if you report 5 households, do not also report the number of individuals in those 5 households). Estimates within +/- 5% acceptable.
Individuals

Low-Income Households Served Points Earned: of 0.00000

If relevant, how many customers/clients served in the last 12 months qualify as poor or very poor, with incomes below \$2/day? Do not double-count (e.g. if you report 5 households, do not also report the number of individuals in those 5 households). Estimates within +/- 5% acceptable.
Households

Percent of BoP Beneficiaries Points Earned: of 14.40000

What % of customers/beneficiaries qualify as poor or very poor with incomes below \$2.00 per day?
Estimates within +/- 5% are acceptable. See currency converter in help text to get local currency terms.

Revenue Products Benefiting Bottom of Pyramid Points Earned: of 0.00000

How much revenue is generated through sale to clients/customers that live on less than \$2/day?

Disclosure Questionnaire

Disclosure Industries

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

- Yes
- No

Disclosure Alcohol 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.
Alcohol (excluding beer and wine)

- Yes
 No
-

Commercial Logging 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.
Commercial logging and logging equipment

- Yes
 No
-

Disclosure Firearms Weapons 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.
Firearms, weapons or munitions

- Yes
 No
-

Genetically Modified Organisms 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.
Genetically modified organisms

- Yes
 No
-

Fossil fuels 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.
Fossil fuel-based oil or coal utility

- Yes
 No
-

Banned Ozone Depleting Substances 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.
Ozone depleting substances subject to international phase-out

- Yes
 No
-

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

- Yes
 No
-

Internationally Banned Pesticides/Herbicides 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.
Pesticides/herbicides subject to international phase-out or bans

- Yes
 No
-

Internationally Banned Pharmaceuticals 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. Pharmaceuticals subject to international phase-outs or bans

- Yes
- No

Radioactive Materials 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. Radioactive materials

- Yes
- No

Disclosure Tobacco 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. Tobacco

- Yes
- No

Unbonded Asbestos Fibers 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. Unbonded asbestos fibers

- Yes
- No

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

- Yes
- No

Company Explanation Of Disclosure Item Flags Points Earned: of 0.00000

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.

n/a

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 domestic regulations

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

- Yes
- No

Does not transparently report corporate financials to government 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 does not transparently report corporate financials to government

- 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

Workers not Provided Clean Drinking Water or Toilets 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 does not provide clean drinking water to employees at all times

- Yes
 No

Workers paid below minimum wage 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."

A portion of workers, contractors, subcontractors or day-workers are paid below minimum wage

- Yes
 No

No signed employment contracts for all workers 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 does not have a signed contract of employment with each worker

- 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 for hourly workers is compulsory

- Yes
 No

Payslips not provided to show wage calculation and deductions 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 does not provide payslips or equivalent to all workers to show how wages are calculated and any deductions made

- 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 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

Workers cannot leave site during non-working hours 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 leaving the site during non-working hours or at the end of their shift

This includes workers who live on site.

- Yes
 No

ID Cards Withheld or Penalties for Resignation 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 keeps workers' original Id Cards/Passports

- Yes
 No

Animal Testing 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."

Animal testing is conducted

- 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 exploitatively operates in conflict zones

- 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 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.

n/a

Disclosure Outcomes

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

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

- Yes
 No

Recalls 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".

Material recalls due to quality control issues

- Yes
 No

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".

Material litigation or arbitration against company

- 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

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".

Company has had material breaches of individual's confidential information

- 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.

Se han tenido devoluciones de producto por cuestiones de garantías y en su mayoría por problemas cosméticos como rayas que no constituyen un efecto adverso en la salud visual del paciente y estas constituyen menos del 1% de la producción general.

Disclosure Penalties

Penalties Assessed Regarding Diversity/Equal Opportunity 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.
Diversity and equal opportunity

- Yes
 No

Penalties Assessed Regarding Company's Employee Safety 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.
Employee safety or workplace conditions

- 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 issues

- 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.
Financial reporting

- Yes
 No

International Affairs Penalties 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.

Geographic operations or international affairs

- Yes
 No

Penalties Assessed Regarding 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.

Investments or Loans

- 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 issues (internal and supply chain)

- Yes
 No

Penalties Assessed Regarding Company's Marketing 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.

Marketing

- 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.

Political contributions

- Yes
 No

Consumer Protection 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.

Product safety

- Yes
 No

Penalties Assessed Pertaining To Company Taxes 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.

Taxes

- Yes
 No

Animal Welfare Penalties Assessed 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.

Animal welfare

- 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.

Bribery, fraud or corruption

- 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 complaint/fine/sanction here.

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

n/a

Supplier Disclosure

Workers Under the Age of 15 Points Earned: 0 of 0.00000

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

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

- Yes
- No
- Don't Know

Workers Who are Prisoners Points Earned: 0 of 0.00000

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

Significant suppliers use any workers who are prisoners

- Yes
- No
- Don't Know

Operational Fatality Points Earned: 0 of 0.00000

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

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

- Yes
- No
- Don't Know

Accidental Hazardous Substances Points Earned: 0 of 0.00000

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

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

- Yes
- No
- Don't Know

Resettlement or Economic Displacement Points Earned: 0 of 0.00000

Please indicate if any of the following statements are true regarding your company's significant suppliers.
Construction or operation of Significant Suppliers' facilities resulted in physical resettlement or economic displacement involving 5,000 or more people near their facility

- Yes
- No
- Don't Know

Land Acquisition Points Earned: 0 of 0.00000

Please indicate if any of the following statements are true regarding your company's significant suppliers.
Construction or operation of Significant Suppliers involved large scale land acquisition

- Yes
- No
- Don't Know

Land Conversion or Degradation Points Earned: 0 of 0.00000

Please indicate if any of the following statements are true regarding your company's significant suppliers.
Construction or operation of Significant Suppliers involved large scale land conversion and/or degradation

- Yes
- No
- Don't Know

Construction or Refurbishment of Dams Points Earned: 0 of 0.00000

Please indicate if any of the following statements are true regarding your company's significant suppliers.
Construction or operation of Significant Suppliers involved the construction or refurbishment of dams

- Yes
- No
- Don't Know

Material Fines or Sanctions Points Earned: 0 of 0.00000

Please indicate if any of the following statements are true regarding your company's significant suppliers.
Significant Suppliers have had material fines or sanctions in the last five years regarding the issues indicated in the goal Disclosure Penalties.

- Yes
- No
- Don't Know

Business in Conflict Zones Points Earned: 0 of 0.00000

Please indicate if any of the following statements are true regarding your company's significant suppliers.
Significant Suppliers exploitatively operate in conflict zones

- True
- False
- Don't Know

Other Disclosures

Other Disclosures Points Earned: of 0.00000

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

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

n/a