
Alpro

Manufacturing

1000+ Employees

2017-09-20

As a wholly-owned subsidiary of Danone S.A., Alpro is required to make it's full B Impact Assessment transparent. The PDF contains a completed B Impact Assessment that has been reviewed by B Lab with Alpro 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:

Governance

Mission & Engagement

Level of Impact Focus Points Earned: 0 of 0

Select the description that best describes your business.

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

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

Mission Statement Characteristics Points Earned: 0.2 of 0.2

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

Please check all that apply.

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

Mission Statement Points Earned: 0 of 0

Please type or paste your mission statement here.

Bring health through food to as many people as possible

Mission Training Points Earned: 0.4 of 0.4

Do your employee training programs include instruction on sustainability principles and practices?

Check all that apply.

- ☒ Yes, sustainability principles and practices are integrated into new employee and new manager training
- ☒ Yes, sustainability principles and practices are integrated into ongoing employee and management training
- ☐ Yes, majority of workplace teams articulate goals and achievements on sustainability metrics
- ☐ Yes, all supervisors and managers receive training on how to communicate sustainability issues to employees and implement accountability for results
- ☐ No, sustainability is seldom, if ever, used in training

Board Review of Social/Environmental Performance Points Earned: 0.2 of 0.4

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

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

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

Please check all that apply.

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

Mission-driven Executive Job Descriptions Points Earned: 0.4 of 0.4

Does the CEO and his/her direct reports have the following social or environmental mission-related responsibilities or expectations outlined in their job description?

- ☒ Human rights & labor performance (including supply chain)
- ☒ Community engagement (including volunteering/charitable giving)
- ☐ Serving consumers in need
- ☒ Environmental performance
- ☐ Other social or environmental innovation (please describe)
- ☐ None of the above

Social/Environmental Key Performance Indicators Points Earned: 0.2 of 0.4

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

- ☐ We don't track key social or environmental performance indicators
- ☒ We measure KPIs/metrics or outputs that we have identified and defined in order to determine if we are achieving our social and environmental objectives
- ☐ We measure social and environmental outcomes over time (examples: 3rd-party impact assessments, progress out of poverty indexing, beneficiary outcome surveys, etc.)

Mission-driven Executive Compensation Points Earned: 0.8 of 0.8

If the CEO and direct reports have mission-related responsibilities, what % of them have compensation tied to the social and environmental performance areas previously selected?

- ☐ 0%
- ☐ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75-99%
- ☒ 100%
- ☐ N/A - No mission related responsibilities

Corporate Accountability

Governance Codes Points Available: 0

Please specify any governance Codes by which the company abides or on which stock exchanges it is listed, if applicable.

Governing Body Composition Points Earned: 0.4 of 0.5

63

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

Check all that apply.

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

Governing Body Characteristics Points Earned: 0.2 of 0.3

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

Check all that apply.

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

Governing Body Stakeholder Representation Points Earned: 0.1 of 0.1

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

Select all that apply.

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

Audit Committee Characteristics Points Earned: 0.3 of 0.3

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

Please check all that apply.

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

Which of the following apply to your shareholder engagement practices?

- ☒ Company permits proxy voting by means of paper ballot, electronic voting, proxy voting services or other remote mechanism
- ☒ Mechanisms are put in place for shareholders to cast confidential votes
- ☒ Company's ownership structure follows one-share, one-vote standard
- ☒ Shareholders have formal rights to vote on changes in corporate articles, by-laws, governance structures and change-in-control provisions
- ☒ Shareholders have the right to nominate Board members
- ☒ Shareholder communications include company's financial and ESG performance
- ☐ None of the above

Ethics

Financial Controls

 Points Earned: 0.2 of 0.3

Does the company maintain any of the following financial controls?

Please check all that apply.

- ☐ Fraud risk assessment is conducted at least annually and any internal control deficiencies identified are communicated to Board of Directors and senior management
- ☐ Formal internal audit department has direct access to the Board of Directors 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
- ☒ Financial control activities are documented, and at a minimum, cover controls around cash disbursement, accounts receivable, accounts payable, and inventory management
- ☒ Majority of financial controls are automated
- ☐ None of the above

Anti-Corruption Practices

 Points Earned: 0.2 of 0.2

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

- ☒ Helpline or anonymous mechanism to report grievances/concerns
- ☐ Individual or department oversight with direct access to Board of Directors
- ☒ Written employee whistle-blowing policy with strict confidentiality policy
- ☒ Whistle-blowing policy easily accessible and circulated to all employees and business partners
- ☐ Other (please describe)
- ☐ None of the above

Code of Ethics

 Points Earned: 0.2 of 0.3

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

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

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

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

Code of Ethics Training Points Earned: 0.3 of 0.3

Which of the following stakeholder groups are required to participate in regular training on your company's Code of Ethics?

Please check all that apply.

- ☒ Board members
- ☒ Executives and senior managers
- ☒ All managers
- ☒ All employees
- ☐ Business partners, contractors and suppliers
- ☐ Subsidiaries
- ☐ Joint ventures
- ☐ None of the above

Transparency

Financial Transparency with Employees Points Earned: 0.4 of 0.9

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

- ☐ No
- ☒ Yes - Company discloses all financial information (except salary info) at least quarterly
- ☐ Yes - The company has complete transparency of financial information and formally empowers all employees and departments to actively participate in financial planning (i.e. Open Book Management)
- ☐ Yes- In addition to sharing financials the company also has an intentional education program around shared financials
- ☐ N/A - Company is required to publicly report financial statements

Ownership Transparency with Employees Points Earned: 0.9 of 0.9

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

- ☒ Yes
- ☐ No

Executive Compensation Disclosure Points Earned: 0.4 of 0.4

Does your company have a public statement or policy to provide disclosure of executive compensation?

- ☒ Yes
- ☐ No

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

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

Governing Body Transparency Points Earned: 0.9 of 0.9

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: 0 of 0

On what date did your last fiscal year end?

2016-12-31

Reporting Currency Points Earned: 0 of 0

Reporting currency

US Dollar - USD

Revenue Last Year Points Earned: 0 of 0

Total Earned Revenue

From the last fiscal year

This question will be used for scored calculation questions later in the assessment. Please complete for accurate scoring. The answer to this question affects questions you'll encounter further on in your assessment.

Revenue Year Before Last Points Earned: 0 of 0

Total Earned Revenue

From the fiscal year before last

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

EBIT (Earnings Before Interest & Taxes)

From the last fiscal year

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

Net Income Last Year Points Earned: 0 of 0

Net Income
From the last fiscal year

Net Income Year Before Last Points Earned: 0 of 0

Net Income
From the fiscal year before last

Mission Locked

Mission Lock Points Earned: 10 of 10

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

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

Workers

Worker Metrics

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

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

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

- ☐ Fixed Salary
- ☒ Daily/Hourly Wage

of Full Time Workers Points Earned: 0 of 0

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

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

1222

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

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

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

1184

of Part Time Workers Points Earned: 0 of 0

68

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.

100

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

Number of Total Part-Time Workers

Total Part-Time Workers 12 months ago

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

87

of Temporary Workers Points Earned: 0 of 0

Number of Total Temporary Workers

Current Total Temporary Workers

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

148

of Temporary Workers Last Year Points Earned: 0 of 0

Number of Total Temporary Workers

Total Temporary Workers 12 months ago

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

123

Compensation & Wages

Total Wages Points Earned: 0 of 0

Total Wages (including bonuses)

Lowest Paid Wage Points Earned: 0 of 0

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

Please exclude students and interns in this calculation.

Paying Above the Minimum Wage Points Earned: 0.5 of 0.5

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

- ☒ Yes
- ☐ No
- ☐ N/A - No minimum wage in my country and/or industry

% of Employees Paid Living Wage Points Earned: 0 of 1.9

What % of total full-time, part-time, and temporary workers (excluding interns) employed in company facilities are paid a living wage or above?

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

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

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

Average Compensation Increases Points Earned: 1 of 1

How did the the average percentage increase of executive compensation compare to that of non-executive compensation?

- ☐ Higher percentage increase
- ☒ Same percentage increase
- ☐ Lower percentage increase

Market Compensation Comparison Points Earned: 0.6 of 1

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

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

Bonus Plan Characteristics Points Earned: 0.2 of 0.5

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

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

Employees Receiving a Bonus Points Earned: 0.2 of 1

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

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

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

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

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

Compensation & Wages (Hourly)

% Above the Minimum Wage Points Earned: 0.3 of 1.2

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

- ☐ 0%
- ☒ 1-9%
- ☐ 10-19%
- ☐ 20-25%
- ☐ >25%

Paying a Living Wage Points Earned: 0 of 1.2

What % of hourly workers are paid a living wage?

Select N/A if there is no living wage data available for where the country where the majority of your employees work.

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

Bonus Plan Characteristics Points Earned: 0.8 of 1.2

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

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

- ☐ No bonus payout, or no bonus plan
- ☐ <1%
- ☐ 1-3%
- ☒ 3-6%
- ☐ >6%

Benefits

Government Provision Of Healthcare Points Earned: 0 of 0

Which of the following best describes the provision of healthcare in the country where the majority of employees reside?

- ☒ Universal Provision of Basic Healthcare Services (e.g. United Kingdom)
- ☐ Government Mandated or Provided Health Insurance Programs (e.g. Switzerland)
- ☐ None of the Above

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

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

Additional Supplementary Benefits Points Earned: 1.2 of 1.6

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)

Domestic Partner, civil union, and/or same-sex marriage spousal benefits

- ☐ None of the above

Paid Secondary Caregiver Leave Points Earned: 0.5 of 1.6

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

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

Healthcare Eligibility for Part Time Workers Points Earned: 0.8 of 0.8

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

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

Retirement Programs Points Earned: 1.6 of 1.6

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

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

Worker Benefits (Hourly)

What is the minimum tenure required to be eligible for health care benefits for hourly workers?

- ☐ No benefits beyond what is provided under national law
- ☐ 91+ days / 450+ hours
- ☐ 61-90 days / 300-450 hours
- ☐ 31-60 days / 150-300 hours
- ☐ 1-30 days / 1-150 hours
- ☒ No tenure required, benefits available upon hire

Number of Paid Days Off Points Earned: 1 of 1

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

- ☐ 0-8 work days
- ☐ 9-15 work days
- ☐ 16-20 work days
- ☐ 21-25 work days
- ☒ >25 work days

Number of Paid Days Off Points Earned: 1 of 1

What is the minimum number of paid days off provided annually to hourly tenured workers?

Calculate on pro rata basis, including holidays.

- ☐ 0-8 work days
- ☐ 9-15 work days
- ☐ 16-20 work days
- ☐ 21-25 work days
- ☒ >25 work days

Paid Primary Caregiver Leave for Hourly Workers Points Earned: 0.5 of 1

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

- ☐ 0-5 weeks
- ☒ 6-11 weeks
- ☐ 12-17 weeks
- ☐ 18 weeks or more

Training & Education

Intern Hiring Practices Points Earned: 0.1 of 0.2

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

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

Exclude material owners in your calculation.

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

Internal Promotions Points Earned: 0.1 of 0.2

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

Exclude material owners in your calculation.

- ☐ 0%
- ☐ 1-5%
- ☒ 6-15%
- ☐ >15%

External Professional Development Participation Points Earned: 0 of 0.2

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

Count only professional development that is paid for in advance, reimbursed or subsidized by the Company.

- ☒ 0%
- ☐ 1-5%
- ☐ 6-15%
- ☐ >15%

Paid Professional Development Days Points Earned: 0.1 of 0.2

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

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

Management Training Points Earned: 0.2 of 0.2

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

Check all that apply.

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

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

Exclude employees terminated with cause.

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

Training & Education (Hourly)

Skills-Based Training Participation Points Earned: 0.1 of 0.2

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

Skills-based training to advance core job responsibilities

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

Cross-Job Skills Training Participation Points Earned: 0.1 of 0.2

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

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

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

Life Skills Training Participation Points Earned: 0 of 0.2

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

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

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

External Professional Development Participation Points Earned: 0 of 0.4

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

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

- ☒ 0%
- ☐ 1-24%
- ☐ 25-49%
- ☐ 50%+

Approximately how many hours did each worker (on average) spend on dedicated, job-related training/education time in the past 12 months?

Please do not include on-the-job training as a part of this particular question.

- ☒ Don't know
 - ☐ 1-5 hrs
 - ☐ 6-10 hrs
 - ☐ 11-20 hrs
 - ☐ 21 hrs+
-

Worker Ownership

% Participation in Employee Ownership Points Earned: 0.4 of 1.7

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

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

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

% of Company Owned by Non-Management Employees Points Earned: 0 of 1.7

What % of your company is owned by non-executive, non-management level workers through an ownership vehicle paid for by the company, not requiring employee contributions?

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

- ☒ 0%
 - ☐ 1-4%
 - ☐ 5-24%
 - ☐ 25-50%
 - ☐ >50%
 - ☐ N/A
-

% of Company Owned by Non-Executive Employees Points Earned: 0.9 of 3.5

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

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

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

Management & Worker Communication

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

Check all that apply.

- ☒ Is conducted on at least an annual basis
- ☐ Includes peer and subordinate input
- ☒ Provides written guidance for career development
- ☒ Includes social and environmental goals
- ☒ Clearly identifies achievable goals
- ☐ Follows a 360-degree feedback process
- ☐ None of the above

Employee Satisfaction Points Earned: 0 of 0.8

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

Select N/A if your company has not conducted an employee engagement survey in the past 2 years.

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

Management & Worker Communication (Hourly)

Average Tenure Points Earned: 0.3 of 0.4

What is the average tenure of your current workforce?

- ☐ <6 months
- ☐ 6-12 months
- ☐ 1-2 years
- ☒ 2-3 years
- ☐ >3 years

Job Flexibility/Corporate Culture

Health and Wellness Initiatives Points Earned: 0.6 of 0.7

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

Check all that apply.

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

Job Flexibility/Corporate Culture (Hourly)

Which of the following supplementary benefits are offered to employees?

Please check all that apply.

- ☐ Onsite childcare
- ☐ Offsite subsidized childcare
- ☒ Counseling services
- ☒ Free or subsidized meal
- ☐ Policy to support breastfeeding mothers
- ☐ Other (please describe)
- ☐ None

Human Rights & Labor Policy

Human Rights Reviews/Certifications Points Earned: 0 of 0.3

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

- ☐ No
- ☐ Yes, 50%+ of company's operations have been reviewed or certified
- ☐ Yes, company conducted human rights reviews beyond what is required by law
- ☐ Yes, compliance reports are shared with stakeholders (workers, suppliers, NGOs, government)
- ☒ N/A - Company only has operations in developed markets

Human Rights Training Points Earned: 0.7 of 0.7

What % of employees have received specialized training on policies and procedures concerning aspects of labor/human rights that are relevant to the company's operations?

- ☐ None
- ☐ 0-24%
- ☐ 25-49%
- ☐ 50-74%
- ☒ 75%+

Occupational Health & Safety

Management Commitment to Health and Safety Points Earned: 0.2 of 0.2

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

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

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

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

Evaluating Health and Safety Practices Points Earned: 0.2 of 0.2

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

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

Worksite Characteristics Points Earned: 0.2 of 0.2

Check all of the worksite characteristics below that apply:

- ☒ At the beginning of every shift, a briefing with front-line workers is held to share information and/or discuss the work for the day
 - ☒ Results of a hazard analysis or routine activities are documented
 - ☒ Potential hazards are identified, analyzed and managed when new materials or equipment are purchased or new process implemented
 - ☒ Workers are permitted in written communication to shut down an unsafe process
 - ☐ None of the above
-

Tracking Hazards Points Earned: 0.2 of 0.2

Which of the following does your company do regarding hazard elimination and tracking:

- ☒ Follow the preferred hierarchy (first engineering, then administrative, then work practices, and finally PPE) to eliminate or control hazard
 - ☒ Regularly assesses Personal Protective Equipment (PPE) use
 - ☒ Conduct follow-up studies to ensure that hazard controls are adequate
 - ☒ Documents and addresses hazard controls in appropriate procedures, safety and health rules, inspections, training, etc.
 - ☐ None of the above
-

Worker Business Models Introduction

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

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

☐

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

☒

No

Community

Job Creation

New Jobs Added Last Year Points Earned: 0 of 0

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

Last 12 months:

151

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

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

Prior 12 months:

102

Job Growth Rate Points Earned: 1.8 of 2.7

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

☐

0% (Has not grown on a net basis)

☐

1-5%

☒

6-15%

☐

>15%

Departed Employees Points Earned: 0 of 0

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 for Salaried Workers Points Earned: 0 of 1.3

What was the attrition rate for tenured full and part-time salaried and hourly workers (excluding workers terminated with cause) for the last 12 months?

Salaried workers

Attrition Rate for Hourly Workers Points Earned: 0.4 of 1.3

What was the attrition rate for tenured full and part-time salaried and hourly workers (excluding workers terminated with cause) for the last 12 months?

Hourly workers

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

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

Living Wages for Workers from Low-Income Communities Points Earned: 0 of 1.3

What % of workers reside in low-income communities AND are paid a living wage by the company?

Include full-time and part-time workers.

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

Diversity & Inclusion

Female Employees Points Earned: 0 of 0

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

Enter 0 if None.

530

Managing Gender Pay Equity Executives Points Earned: 0.3 of 0.3

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

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

- ☒ Yes
- ☐ No
- ☐ Don't Know

Manager Women to Men Salary Ratio Points Earned: 0.3 of 0.3

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

- ☒ Yes
- ☐ No
- ☐ Don't Know

Manging Gender Pay Equity Non-Managers Points Earned: 0.3 of 0.3

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

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

- ☒ Yes
- ☐ No
- ☐ Don't Know

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

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

Female Directors Points Earned: 0 of 0

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

Women

46

Directors from Low-income Communities Points Available: 0

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

Low income communities

Minority Directors Points Available: 0

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

Minority/previously excluded populations

Directors from Underrepresented Populations Points Available: 0

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

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

Ethnic Diversity Compared to Area Points Earned: 0 of 0.9

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

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

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

Supplier Ownership Diversity Points Earned: 0 of 0.9

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

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

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

Executive Diversity Statistics Points Earned: 0.6 of 0.9

What % of the following employment categories are women or individuals from minority or underrepresented populations?
Executives

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

Manager Diversity Statistics Points Earned: 0.9 of 0.9

What % of the following employment categories are women or individuals from minority or underrepresented populations?
Managers

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

Full-Time Workers from Underrepresented Groups Points Earned: 0.2 of 0.5

What % of the following employment categories are women or individuals from minority or underrepresented populations?
Non-managerial full-time workers

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

What % of the following employment categories are women or individuals from minority or underrepresented populations?

Non-managerial part-time workers

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

Female Executives Points Earned: 0 of 0

Optional unweighted metrics: Please provide approximate % of Executives that are from the following groups.

Women

37

Minority/Previously Excluded Executives Points Available: 0

Optional unweighted metrics: Please provide approximate % of Executives that are from the following groups.

Minority/previously excluded populations

Executives from Underrepresented Populations Points Available: 0

Optional unweighted metrics: Please provide approximate % of Executives that are from the following groups.

Other underrepresented populations (e.g. individuals in LGBT community; individuals with disabilities; and those from low-income communities)

Female Management Points Available: 0

Optional unweighted metrics: Please provide approximate % of Managers that are from the following groups.

Women

Minority Managers Points Available: 0

Optional unweighted metrics: Please provide approximate % of Managers that are from the following groups.

Minority/previously excluded populations

Managers from Underrepresented Groups Points Available: 0

Optional unweighted metrics: Please provide approximate % of Managers that are from the following groups.

Other underrepresented populations (e.g. individuals in LGBT community; individuals with disabilities; and those from low-income communities)

Female Full-Time Workers Points Earned: 0 of 0

Optional unweighted metrics: Please provide approximate % of Non-Managerial Full-Time Workers are from the following groups.

Women

29

Minority Full-Time Workers Points Available: 0

Optional unweighted metrics: Please provide approximate % of Non-Managerial Full-Time Workers are from the following groups.

Minority/previously excluded populations

Full-Time Workers from Underrepresented Groups Points Available: 0

Optional unweighted metrics: Please provide approximate % of Non-Managerial Full-Time Workers are from the following groups.

Other underrepresented populations (e.g. individuals in LGBT community; individuals with disabilities; and those from low-income communities)

Optional unweighted metrics: Please provide approximate % of non-managerial part-time workers are from the following groups.
Women

72

Minority Part-time Workers Points Available: 0

Optional unweighted metrics: Please provide approximate % of non-managerial part-time workers are from the following groups.
Minority/previously excluded populations

Part-time Workers from Underrepresented Groups Points Available: 0

Optional unweighted metrics: Please provide approximate % of non-managerial part-time workers are from the following groups.
Other underrepresented populations (e.g. individuals in LGBT community; individuals with disabilities; and those from low-income communities)

Diversity and Inclusion Training Points Earned: 0 of 0.9

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: 0.7 of 1

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: 0.7 of 1

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

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

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

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

Tracking Volunteer Service Points Earned: 0 of 0.5

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

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

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

Volunteer Service Per Capita Points Earned: 0 of 1

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

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: 0.8 of 3.8

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

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

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

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

Check all that apply.

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

Advocacy for Social and Environmental Standards Points Earned: 1 of 1

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

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

Local Involvement

Geographic Structure and Scope Points Earned: 0 of 0

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.

Belgium: 2 sites 901 employees UK: 2 sites - 211 employees France: 1 site - 140 employees Germany: 1 site - 49 employees Netherlands: 1 site - 18 employees

Local Purchasing and Hiring Policies Points Earned: 1.3 of 1.3

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

- ☐ No written local purchasing or hiring policy in place
- ☒ Written preference at each facility to purchase from local suppliers
- ☒ Ready-to-use lists of preferred local suppliers/vendors for specific facilities
- ☐ Written preference for hiring and recruiting local managers
- ☐ Incentives for staff to live within 20 miles of local company facility
- ☐ Other (please describe)

Spending on Local Suppliers Points Earned: 0 of 1.3

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

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

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

Local Employee Statistics Points Earned: 0.4 of 0.4

What % of the following worker groups were hired from communities within 500 miles of company facilities?
Executives

- ☐ 0%
- ☐ 1-9%
- ☐ 10-24%
- ☐ 25-49%
- ☐ 50-74%
- ☒ 75%+
- ☐ Don't know

% of Managers Hired Locally Points Earned: 0.4 of 0.4

What % of the following worker groups were hired from communities within 500 miles of company facilities?
Managers

- ☐ 0%
- ☐ 1-9%
- ☐ 10-24%
- ☐ 25-49%
- ☐ 50-74%
- ☒ 75%+
- ☐ Don't know

% of Non-Managers Hired Locally Points Earned: 0.4 of 0.4

What % of the following worker groups were hired from communities within 500 miles of company facilities?
Non-managerial full-time workers

- ☐ 0%
- ☐ 1-9%
- ☐ 10-24%
- ☐ 25-49%
- ☐ 50-74%
- ☒ 75%+
- ☐ Don't know

Does the company provide its procurement staff/departments with any of the following?

- ☒ Written requirement to consider suppliers within the same geographic area among other social or environmental factors beyond pure competitive bid
- ☐ Written requirement to post RFPs with local suppliers
- ☐ Training or resources for how to source from local or independent suppliers
- ☐ Incentives to source from local suppliers
- ☐ None of the above

Local Impact Assessments Points Earned: 0.4 of 1.3

Has the company conducted any of the following local community impact assessment activities for communities where you do business?

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

Suppliers, Distributors & Product

Significant Supplier Descriptions Points Earned: 0 of 0

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

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

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

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

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

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

- ☒ Yes
- ☐ No

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

Number of Significant Suppliers

Tier 1

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

Number of Significant Suppliers

Tier 2

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

89

Value of purchases from Significant Suppliers
Tier 1

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

Value of purchases from Significant Suppliers
Tier 2

Purchases from Local Suppliers Points Earned: 0 of 0

Value of purchases from Supplier Organizations: Local (within 500 miles/ 805km)

Supplier Evaluation Practices Points Earned: 1.8 of 1.8

When evaluating the social and environmental performance of Significant Suppliers, which of the following apply:

- ☒ Specific environmental criteria required
- ☒ Specific social criteria required
- ☐ Documented policy to visit majority of suppliers every year to review social and environmental performance
- ☐ Other (please describe)
- ☐ None of the above

Length of Supplier Relationships Points Earned: 0.6 of 0.9

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

- ☐ Less than 3 years
- ☐ 3-5 years
- ☒ 6-9 years
- ☐ 10+ years
- ☐ Don't know

Supplier Code of Conduct Points Earned: 0.9 of 0.9

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

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

- ☒ Yes
- ☐ No

Supplier Code of Conduct Topics Points Earned: 0.9 of 0.9

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

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

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

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

Supplier Code of Conduct Self-Audits Points Earned: 0 of 0.2

What % of your suppliers are verified for compliance with the Supplier Code of Conduct at least annually?
Tier 1 Suppliers with self-audit

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

Supplier Code of Conduct Third Party Verification Points Earned: 0 of 0.2

What % of your suppliers are verified for compliance with the Supplier Code of Conduct at least annually?
Tier 1 Suppliers with third party verification

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

Supplier Code of Conduct Self-Audits Points Earned: 0 of 0.2

What % of your suppliers are verified for compliance with the Supplier Code of Conduct at least annually?
Tier 2 Suppliers with self-audit

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

What % of your suppliers are verified for compliance with the Supplier Code of Conduct at least annually?
Tier 2 Suppliers with third party verification

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

Support for In Need Suppliers Points Earned: 0.9 of 0.9

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

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

Supplier Feedback Mechanisms Points Earned: 0 of 0.9

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

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

Tracking Supplier Information Points Earned: 0.3 of 0.9

Does the company have a tracking system in place to map information from Significant Suppliers on any of the following:

- ☐ Major product and service categories
- ☐ Flow of materials and information
- ☐ Potential human rights issues/violations
- ☐ Labor issues/violations
- ☐ Environmental issues/violations
- ☒ All of the above, but only for Tier 1 suppliers
- ☐ None of the above

Independent Contractor Practices Points Earned: 0.2 of 0.9

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

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

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

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

Community Business Models Introduction

Community Oriented Business Models

 Points Earned: 0 of 0

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

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

- ☐ A producer-owned cooperative structure in which suppliers share control and benefits of company operations (e.g. farmer cooperative, artisanal cooperative)
- ☐ Purchasing fair/direct trade to improve livelihoods for underserved groups in your supply chain
- ☐ A micro-distribution or micro-franchising model that provides economic opportunities to underserved groups
- ☐ A formal standing commitment to donate a significant portion of sales/profits/ownership to charitable causes (>2% sales, >20% profits/ownership)
- ☐ Providing high quality jobs and/or professional development for individuals with chronic barriers to employment (workforce development programs)
- ☐ A community-focused business model that supports and builds the economic vitality of local communities
- ☒ None of the above

Environment

Land, Office, Plant

Facilities Size

 Points Earned: 0 of 0

Total square footage of all company facilities

237883

Green Building Standards

 Points Earned: 0 of 0.7

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

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

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

See Explain This for definition.

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

Environmental Management Systems Points Earned: 1.5 of 1.5

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

Please check all that apply.

- ☒ Policy statement documenting the organization's commitment to the environment
- ☒ Assessment undertaken of the environmental impact of the organization's business activities
- ☒ Stated objectives and targets for environmental aspects of the organization's operations
- ☒ Programming designed, with allocated resources, to achieve these targets
- ☒ Periodic compliance and auditing to evaluate programs conducted
- ☒ 3rd party auditing & certification of EMS
- ☐ Do not have any of the above

Environmental Design Considerations Points Earned: 0.1 of 0.7

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

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

- ☐ Source reduction employed in reducing materials use in both products and packaging
- ☐ Standardized product components/parts to maximize useful life via disassembly/reprocessing
- ☐ Identifies resource content on manufactured items to enable eventual recycling
- ☐ Program that facilitates maintenance, servicing and reassembly of company's own products
- ☐ Company takes back similar products from other manufacturers for disassembly/reprocessing
- ☐ Company participates in a product reclamation program established by another party
- ☒ Other (please describe)

Environmental considerations taken into account in the packaging decisions (e.g. recyclability) Environmental considerations taken into account when launching a new product (e.g. sustainability screening of a new ingredient)

- ☐ None of the above

Natural Habitat Conservation Procedures Points Earned: 0.4 of 0.7

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

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

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

Facility Improvement with Landlord Points Earned: 0 of 0.7

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

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

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

Context-Based Water Management Points Earned: 0.7 of 0.7

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

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

- ☒ Yes
- ☐ No
- ☐ Don't Know

Context-Based GHG Management Points Earned: 0.7 of 0.7

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

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

- ☒ Yes
- ☐ No
- ☐ Don't Know

Context-Based Waste Management Points Earned: 0.7 of 0.7

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

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

- ☒ Yes
- ☐ No
- ☐ Don't Know

Inputs

Monitoring Energy Use Relative to Revenue Points Earned: 1.4 of 1.9

95

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

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

Monitoring Water Use Relative to Revenue Points Earned: 1.4 of 1.9

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

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

Total Energy Use Points Earned: 0 of 0

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

707.274

Total Renewable Energy Use Points Earned: 0 of 0

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

114.361

Total Water Use Points Earned: 0 of 0

Total water use (liters) during the last 12 months

1825477000

Energy Use Reductions Points Earned: 0.8 of 3.8

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

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

- ☐ 0%
- ☒ 1-4%
- ☐ 5-9%
- ☐ 10-14%
- ☐ 15-20%
- ☐ >20%
- ☐ Don't know

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

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

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

Life Cycle Assessment Program Points Earned: 1.9 of 1.9

Does the company have a demonstrable program that incorporates life cycle assessment (LCA) thinking and practices into company strategy and decisions-making via policies, reports and/or certifications?

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

- ☐ Strategic decision regarding product or services design and development utilize either life cycle inventories, assessments Product Environmental Profiles (PEPs) or key performance indicators based on LCA studies
- ☒ Incorporates in its life cycle program air, water emissions and solid and hazardous waste
- ☒ Incorporates energy and fossil fuel resources
- ☒ Includes non-renewable resource depletion (including materials inputs)
- ☒ Includes Scope 3 GHG emissions for activities associated with the production and transportation of final products
- ☐ Possess LCA Program Certification
- ☐ None of the above
- ☐ N/A: My revenue is generated from a service and a LCA can not be conducted

Public Disclosure of Chemicals Points Earned: 0 of 1.9

Does your company publicly disclose any use of chemicals of concern in products or processes in any of the following ways?

- ☐ Company provides information on website that publicly discloses any use(s) of chemicals of concern
- ☐ Company completes and publicly provides Health Product Declarations (HPD) for any chemicals of concern utilized
- ☐ Company publicly provides information on use of any chemicals of concern via the Cradle 2 Cradle Products Innovation certification process
- ☐ Other third-party disclosure mechanism (please state)
- ☐ N/A
- ☒ None of the above

Environmentally Preferred Materials Points Earned: 0.4 of 1.9

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

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

Outputs

Does your company monitor, record and report the following outputs relative to company revenues?
Greenhouse gas emissions

- ☐ Company does not currently monitor and record emissions
- ☐ Company monitors and records emissions (no reduction targets)
- ☐ Company monitors and records emissions and has specific reduction targets
- ☒ Company monitors and records, sets reduction targets and reports progress publicly on an annual basis
- ☐ Company monitors emissions and has met or exceeded those targets in the last FY
- ☐ Eliminated emissions of this by-product entirely

Monitoring and Reporting Hazardous Waste Points Earned: 0.2 of 0.7

Does your company monitor, record and report the following outputs relative to company revenues?
Hazardous waste (including universal waste) generation

- ☐ Company does not currently monitor and record waste generation
- ☒ Company monitors and records waste generation (no reduction targets)
- ☐ Company monitors and records waste generation and has specific reduction targets
- ☐ Company monitors and records, sets reduction targets and reports progress publicly on an annual basis
- ☐ Company monitors waste generation and has met or exceeded those targets in the last FY
- ☐ Eliminated emissions of this by-product entirely

Monitoring Air Emissions Points Earned: 0.2 of 0.7

Does your company monitor, record and report the following outputs relative to company revenues?
Significant air emissions

- ☐ Company does not currently monitor and record emissions
- ☒ Company monitors and records emissions (no reduction targets)
- ☐ Company monitors and records emissions and has specific reduction targets
- ☐ Company monitors and records, sets reduction targets and reports progress publicly on an annual basis
- ☐ Company monitors emissions and has met or exceeded those targets in the last FY
- ☐ Eliminated emissions of this by-product entirely

Monitoring Non-hazardous Waste Points Earned: 0.2 of 0.7

Does your company monitor, record and report the following outputs relative to company revenues?
Non-hazardous waste

- ☐ Company does not currently monitor and record emissions
- ☒ Company monitors and records emissions (no reduction targets)
- ☐ Company monitors and records emissions and has specific reduction targets
- ☐ Company monitors and records, sets reduction targets and reports progress publicly on an annual basis
- ☐ Company monitors emissions and has met or exceeded those targets in the last FY
- ☐ Eliminated emissions of this by-product entirely

Monitoring Toxic Wastewater Points Earned: 0 of 0.7

Does your company monitor, record and report the following outputs relative to company revenues?
Hazardous and toxic water

- ☒ Company does not currently monitor and record emissions
- ☐ Company monitors and records emissions (no reduction targets)
- ☐ Company monitors and records emissions and has specific reduction targets
- ☐ Company monitors and records, sets reduction targets and reports progress publicly on an annual basis
- ☐ Company monitors emissions and has met or exceeded those targets in the last FY
- ☐ Eliminated emissions of this by-product entirely

Non-hazardous Waste Generated Points Earned: 0 of 0

98

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

63588

Total Hazardous Waste Produced Points Earned: 0 of 0

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

35

Total Waste Disposed Points Earned: 0 of 0

Waste Disposed (metric tonnes) during the last 12 months

89956

Total Waste Recycled Points Earned: 0 of 0

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

90066

Total Scope 1 GHGs Points Earned: 0 of 0

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

28390

Total Scope 2 GHGs Points Earned: 0 of 0

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

11810

Total Scope 3 GHGs Points Earned: 0 of 0

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

89662

Greenhouse Gas Reduction Strategies Points Earned: 0.7 of 0.7

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

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

What is your current Carbon Intensity for Scopes 1 and 2, not including the use of carbon credits or offsets?

Measure intensity in metric tons of CO2/\$million of revenue. Calculate in USD to allow for standardized comparison.

- ☐ Manufacturing: >950 / Utilities: >6,000
- ☐ Manufacturing: 751-950 / Utilities: 5,001-6,000
- ☐ Manufacturing: 601-750 / Utilities: 4,001-5,000
- ☐ Manufacturing: 451-600 / Utilities: 3,001-4,000
- ☐ Manufacturing: 301-450 / Utilities: 2,001-3,000
- ☐ Manufacturing: 151-300 / Utilities: 1,001-2,000
- ☒ Manufacturing: 0-150 / Utilities: 0-1,000
- ☐ Don't know

Carbon Intensity Points Earned: 0.7 of 0.7

What is your current Carbon Intensity for Scopes 1 and 2, measured in tons of CO2/\$million of revenue, including the use of carbon credits or offsets?

Use USD for to allow for standardized comparisons.

- ☐ Manufacturing: >950 / Utilities: >6,000
- ☐ Manufacturing: 751-950 / Utilities: 5,001-6,000
- ☐ Manufacturing: 601-750 / Utilities: 4,001-5,000
- ☐ Manufacturing: 451-600 / Utilities: 3,001-4,000
- ☐ Manufacturing: 301-450 / Utilities: 2,001-3,000
- ☐ Manufacturing: 151-300 / Utilities: 1,001-2,000
- ☒ Manufacturing: 1-150 / Utilities: 1-1,000
- ☐ Manufacturing: 0 / Utilities: 0
- ☐ Don't know

% GHG Emissions Offset Points Earned: 0.1 of 0.4

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

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

Waste Generation vs Revenue Points Earned: 0.7 of 0.7

What is your company's non-hazardous waste generation measured against revenue (i.e. metric tons per \$million of revenue) in the last fiscal year?

i.e. metric tons per \$million of revenue.

- ☐ >950
- ☐ 751-950
- ☐ 601-750
- ☐ 451-600
- ☐ 301-450
- ☐ 151-300
- ☒ 0-150
- ☐ Don't know

Optional unweighted metrics: Approximately by what % has your company reduced solid and hazardous waste generation (normalized for revenue changes) over the following periods?

The past two years

Waste Reduction Points Available: 0

Optional unweighted metrics: Approximately by what % has your company reduced solid and hazardous waste generation (normalized for revenue changes) over the following periods?

The past five years

Waste Generation Points Earned: 1.5 of 1.5

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

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

End-of-life Product Reclamation Points Earned: 0.2 of 0.7

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

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

End-of-life Product Reclamation Points Earned: 0 of 0.7

What % of the company's products sold and their packaging materials are reclaimed (i.e. recycled or reused) at the end of their useful life within the last fiscal year?

- ☐ <20%
- ☐ 20-49%
- ☐ 50-74%
- ☐ 75-99%
- ☐ 100%
- ☒ N/A

Transportation, Distribution & Suppliers

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

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

Ton Miles Reduction Points Earned: 0 of 0.8

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

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

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

Sourcing % of COGS from Local Suppliers Points Earned: 0 of 0.8

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

Cost of Goods Sold (excluding labor)

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

Sourcing % raw materials from Local Suppliers Points Earned: 0 of 0.8

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

Raw materials (in currency terms) grown or harvested

By company or local independent suppliers.

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

Does your company do any of the following to manage chemicals in the supply chain?

Please check all that apply.

- ☒ Require suppliers to disclose specified chemicals of concern
 - ☐ Ask suppliers if they know all the chemical ingredients intentionally added to their product and all residuals of high concern present in the product (asking if they know only, not to provide the data to you)
 - ☒ Require suppliers to provide chemical information to a third party
 - ☒ Ensure that suppliers are kept up to date on banned chemicals in different markets by providing them with a Restricted Substances List and monitoring their compliance with this List.
 - ☐ Incentivize suppliers for participating in chemical management program
 - ☐ None of the Above
-

Suppliers Tracking Energy Use Points Earned: 0.1 of 0.4

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: 0.1 of 0.4

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 0.4

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: 0.1 of 0.4

103

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 0.4

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

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

Suppliers Using Renewable Energy Points Earned: 0 of 0.8

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 0.8

What % of Significant Suppliers have achieved the following?
Reduced GHG emissions or use of ozone-depleting substances by at least 10% in the past two years

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

What % of Significant Suppliers have achieved the following?

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

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

Suppliers Reducing Water Use Points Earned: 0 of 0.8

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 0.4

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

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

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

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

Environment Products & Services Introduction

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

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

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

Environmental Product/Service Certifications Points Available: 0

Does your product or service have any third-party certifications? If so, please list certifications.

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

Toxin Reduction / Remediation

Toxin / Pollution Reduction Overview Points Available: 0

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

Toxin / Pollution Reduction Description Points Earned: 0 of 0

Which of the following product or service descriptions apply?

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

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

% Toxin Reduction Points Earned: 0 of 0

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

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

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.

11%

Tons of Carbon Offset Points Earned: 0 of 0

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

Metric tons of GHG/CO2 equivalent

kWh Saved Points Earned: 0 of 0

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

kWh saved/off-set

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

Metric tons of waste saved from landfill or incineration

Water Saved Points Earned: 0 of 0

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

Liters of water saved/off-set

Verification of Toxin Reduction Points Earned: 1.1 of 1.1

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

Select all that apply.

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

Efficacy of Toxin Reduction / Remediation Points Earned: 1.1 of 1.1

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

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

Negative Impact Management Points Earned: 0 of 1.1

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

- ☐ Yes
- ☒ No

Innovative Toxin Reduction / Remediation Points Available: 0

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

Customers

Customer Models Introduction

Customer Impact Business Model Introduction Points Earned: 0 of 0

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

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

- ☐ Yes
- ☒ No

Disclosure Questionnaire

Disclosure Industries

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

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

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

Large Drift Fishing Nets (>2.5Km) Points Earned: 0 of 0

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply. Drift net fishing in the marine environment using nets in excess of 2.5 km in length

- ☐ Yes
☒ No

Disclosure Firearms Weapons Points Earned: 0 of 0

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

- ☐ Yes
☒ No

Genetically Modified Organisms Points Earned: 0 of 0

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

- ☐ Yes
☒ No

Disclosure Mining Points Earned: 0 of 0

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

- ☐ Yes
☒ No

Nuclear Power Points Earned: 0 of 0

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

- ☐ Yes
☒ No

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

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

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

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

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

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

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

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

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

Reliant On Substances Of Very High Concern Points Earned: 0 of 0

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply. Chemical-intensive industries reliant on chemicals that meet the Substances of Very High Concern (SVHC) criteria under REACH. REACH is the European Union's chemical regulation, currently the world's most stringent chemical regulation. See help text for list of industries.

- ☐ Yes
☒ No

Company Explanation Of Disclosure Item Flags Points Available: 0

If you selected "Yes" previously, please provide a detailed explanation of the company's involvement here.
If this does not apply to you, please enter "Does not apply" in the text area below.

Disclosure Practices

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

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."
Company is not formally registered in accordance with domestic regulations

- ☐ Yes
☒ No

Tax Reduction Through Corporate Shells Points Earned: 0 of 0

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."
Company has reduced or minimized taxes through the use of corporate shells or structural means

- ☐ Yes
☒ No

Facilities located in sensitive ecosystems Points Earned: 0 of 0

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."
Company facilities are located adjacent to or in sensitive ecosystems

- ☐ Yes
☒ No

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

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."
Company employs 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

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Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."

Overtime work for hourly workers is compulsory

- ☐ Yes
☒ No

Company workers are prisoners Points Earned: 0 of 0

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."

Company uses workers who are prisoners

- ☐ Yes
☒ No

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

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."

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

- ☐ Yes
☒ No

Animal Testing Points Earned: 0 of 0

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."

Animal testing is conducted

- ☐ Yes
☒ No

Conduct Business in Conflict Zones Points Earned: 0 of 0

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."

Company exploitatively operates in conflict zones

- ☐ Yes
☒ No

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

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."

Company employs individuals on zero-hour contracts

- ☐ Yes
☒ No

Company Explanation Of Disclosure Item Flags Points Available: 0

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

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

Disclosure Outcomes

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No".

Company has had an operational or on-the-job fatality

- ☐ Yes
☒ No

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

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No".

Company sites have experienced accidental discharges to air, land or water of hazardous substances

- ☐ Yes
☒ No

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

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No".

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

- ☐ Yes
☒ No

Material Recalls Points Earned: 0 of 0

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No".

Material recalls due to quality control issues

- ☐ Yes
☒ No

Material Litigation Points Earned: 0 of 0

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No".

Material litigation or arbitration against company

- ☐ Yes
☒ No

Company has filed for bankruptcy Points Earned: 0 of 0

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No".

Company has filed for bankruptcy

- ☐ Yes
☒ No

Company/Suppliers Involved In Large Scale Land Acquisition Points Earned: 0 of 0

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No".

Construction or operation of company involved large scale land acquisition

- ☐ Yes
☒ No

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No".

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

- ☐ Yes
☒ No

Company/Suppliers Do Build/Refurbish Dams Points Earned: 0 of 0

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No".

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

- ☐ Yes
☒ No

Material Breaches of Confidential Information Points Earned: 0 of 0

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No".

Company has had material breaches of individual's confidential information

- ☐ Yes
☒ No

Company Explanation Of Disclosure Item Flags Points Available: 0

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

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

Disclosure Penalties

Penalties Assessed Regarding Diversity/Equal Opportunity Points Earned: 0 of 0

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Diversity and equal opportunity

- ☐ Yes
☒ No

Penalties Assessed Regarding Company's Employee Safety Points Earned: 0 of 0

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Employee safety or workplace conditions

- ☐ Yes
☒ No

Penalties Assessed For Environmental Issues Points Earned: 0 of 0

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Environmental issues

- ☐ Yes
☒ No

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Financial reporting

- ☐ Yes
☒ No

International Affairs Penalties Points Earned: 0 of 0

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Geographic operations or international affairs

- ☐ Yes
☒ No

Penalties Assessed Regarding Investments Or Loans Points Earned: 0 of 0

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Investments or Loans

- ☐ Yes
☒ No

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

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Labor issues (internal and supply chain)

- ☐ Yes
☒ No

Penalties Assessed Regarding Company's Marketing Points Earned: 0 of 0

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Marketing

- ☐ Yes
☒ No

Penalties Assessed Regarding Political Contributions Points Earned: 0 of 0

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Political contributions

- ☐ Yes
☒ No

Penalties Assessed Regarding Company's Product Safety Points Earned: 0 of 0

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Product safety

- ☐ Yes
☒ No

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

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 Penalties Assessed Points Earned: 0 of 0

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Bribery, fraud or corruption

- ☐ Yes
☒ No

Company Explanation Of Disclosure Item Flags Points Available: 0

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

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

Supplier Disclosure**Workers Under the Age of 15** Points Earned: 0 of 0

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

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

- ☐ Yes
☐ No
☒ Don't Know

Workers Who are Prisoners Points Earned: 0 of 0

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

Significant suppliers use any workers who are prisoners

- ☐ Yes
☐ No
☒ Don't Know

Operational Fatality Points Earned: 0 of 0

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

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

- ☐ Yes
☐ No
☒ Don't Know

Please indicate if any of the following statements are true regarding your company's significant suppliers.
Significant Suppliers' sites have experienced accidental discharges to air, land or water of hazardous substances

- ☐ Yes
☐ No
☒ Don't Know

Resettlement or Economic Displacement Points Earned: 0 of 0

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

- ☐ Yes
☐ No
☒ Don't Know

Land Acquisition Points Earned: 0 of 0

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

- ☐ Yes
☐ No
☒ Don't Know

Land Conversion or Degradation Points Earned: 0 of 0

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

- ☐ Yes
☐ No
☒ Don't Know

Construction or Refurbishment of Dams Points Earned: 0 of 0

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

- ☐ Yes
☐ No
☒ Don't Know

Material Fines or Sanctions Points Earned: 0 of 0

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

- ☐ Yes
☐ No
☒ Don't Know

Business in Conflict Zones Points Earned: 0 of 0

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

- ☐ True
☐ False
☒ Don't Know

Other Disclosures Points Available: 0

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

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

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