
Calagro

Manufacturing

10-49 Employees

2019-01-22

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

B Impact Assessment

Governance

Mission & Engagement

Level of Impact Focus Points Earned: 0 of 0.00000

Describe your company's approach to creating positive impact.

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

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

Mission Statement Characteristics Points Earned: 0.33333 of 0.33333

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

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

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

Mission Statement Points Earned: of 0.00000

Please share the text of your formal mission statement here.

MISION: Llegar a ser una empresa ambiental multinacional líder en economía circular VISION: Personas: ser una empresa que capture talentos y que provoca orgullo a sus colaboradores Empresa: ser una compañía con crecimiento sostenido y rentable Clientes: Manejar tecnológicamente los recursos residuales de las empresas para mitigar su impacto ambiental en el marco de una economía circular Planeta: mediante acciones concretas en el ámbito de la Economía circular, aportar a un planeta más sustentable Productividad: ser una empresa de alta eficiencia productiva Servicios: Innovar con tecnología en diferentes ámbitos de la sustentabilidad

Social and Environmental Decision-Making Points Earned: 0.400002 of 0.66667

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

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

- Employee training that includes social or environmental issues material to our company or its mission
 - Manager roles with job descriptions that explicitly incorporate social and environmental performance
 - Performance reviews that formally incorporate social and environmental issues
 - Compensation and job descriptions of executive team members that include social and environmental performance
 - Board of Directors review of social and environmental performance
 - We measure our externalities in monetary terms and incorporate them into our financial balances
 - Other - please describe
 - None of the above
-

Social and Environmental Performance Training Points Earned: 0.44400222 of 0.66667

How are social or environmental performance principles and practices incorporated into employee training programs?

Please check all that apply.

- Only included informally in orientation, training, or instruction
- Specific, formal training is integrated into new employee and new manager training
- Specific, formal training is integrated into ongoing employee and manager training
- Workers articulate goals and achievements related to social and environmental metrics as an individual or part of a workplace team
- All supervisors and managers receive training on how to communicate social and environmental goals to employees and implement accountability for results
- None of the above

Stakeholder Engagement Points Earned: 0.2499975 of 0.33333

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

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

Management of Material Social and Environmental Issues Points Earned: 0.3000015 of 0.66667

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

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

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

Identification of Material Issues Points Earned: of 0.00000

Based on the processes you have highlighted, what are the material issues that have been identified?

Olores producidos del proceso, producción de residuos y impacto significativo en el suelo por parte de la industria

Ethics & Transparency

Governance Structures Points Earned: 0.46154 of 0.46154

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

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

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

Internal Good Governance Points Earned: 0.46154 of 0.46154

How does your company support internal management and good governance?

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

Governing Body Characteristics Points Earned: 0.307754872 of 0.46154

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

Please check all that apply.

- Meets at least twice annually
 - Includes at least one independent member
 - Oversees executive compensation
 - Company is a cooperative and elects Board from membership
 - None of the Above
 - N/A - no Board of Directors or equivalent
-

Governing Body Stakeholder Representation Points Earned: 0 of 0.23077

Does your company's Board of Directors have voting seats representing:

Select all that apply.

- Executive employees
 - Non-executive employees
 - Community expertise (e.g. local university representative)
 - Environmental expertise (e.g. environmental nonprofits)
 - Customers
 - None of the above
 - N/A - no Board of Directors
-

Governing Body Responsibilities Points Earned: 0.46154 of 0.46154

Does your company's Board of Directors have written responsibility for:

Please check all that apply.

- Guiding corporate strategy, setting strategic goals, and creating major plans of action
 - Approving annual budgets, overseeing major capital expenditures, and general risk management
 - Other
 - None of the above
 - N/A - no Board of Directors or equivalent
-

Ethics Policies and Practices Points Earned: 0.23077 of 0.46154

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

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

Instruction on Code of Ethics Points Earned: 0.307754872 of 0.46154

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

Please check all that apply.

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

Financial Reporting Standards Points Earned: 0.92308 of 0.92308

Which financial reporting standards did your company comply with in the last fiscal year?

- IFRS, the International Financial Reporting Standards (via the International Accounting Standards Board)
- GAAP, the Generally Accepted Accounting Principles (via independent U.S. standards body)
- Local accounting standard (via local independent standard setting body)
- Other - please describe
- None of the above
- N/A - Our company is pre-revenue

Reviewed / Audited Financials Points Earned: 0.23077 of 0.23077

What type of individual or entity conducted the review of your company's financials?

- Locally-accredited auditing firm or CPA/CFA
- Internationally-accredited auditing firm or CPA/CFA
- None, finances were neither audited nor reviewed

Financial Controls Points Earned: 0.46154 of 0.46154

Does your company maintain any of the following financial controls?

Please check all that apply.

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

Company Transparency Points Earned: 0.46154 of 0.46154

What information does the company make publicly available and transparent?

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

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

Financial Transparency with Employees Points Earned: 0.346155 of 0.46154

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

Exclude compensation data. Please check all that apply.

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

Impact Reporting Points Earned: 0.069231 of 0.46154

Does your company publicly share information on your social or environmental performance on an annual basis?

- We provide descriptions of our social and environmental programs and performance
- We voluntarily share social or environmental performance scorecards
- Specific quantifiable social or environmental indicators or outcomes are made public
- We set public targets and share progress to those targets
- We present information in a formal report that allows comparison to previous time periods
- Reporting information / structure is based on a comprehensive third party standard (ex. GRI or B Impact Assessment)
- A third party has validated / assured the accuracy of the information reported
- Impact reporting is integrated with financial reporting
- We don't report publicly on social or environmental performance

Governance Metrics

Last Fiscal Year Points Earned: of 0.00000

On what date did your last fiscal year end?

2018-12-31

Reporting Currency Points Earned: 0 of 0.00000

Select your reporting currency

Chilean Peso - CLP

Revenue Last Year Points Earned: 0 of 0.00000

Total Earned Revenue
From the last fiscal year

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

Revenue Year Before Last Points Earned: 0 of 0.00000

Total Earned Revenue
From the fiscal year before last

Net Income Last Year Points Earned: 0 of 0.00000

Net Income
From the last fiscal year

Net Income Year Before Last Points Earned: 0 of 0.00000

Net Income
From the fiscal year before last

Payments to Government Points Earned: 0 of 0.00000

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

Mission Locked

Mission Lock Points Earned: 7.5 of 10.00000

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

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

Workers

Workers Impact Area Introduction

Use Of Contracted Labor Points Earned: 0 of 0.00000

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

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

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

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

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

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

- Fixed Salary
 - Daily or hourly wage
-

Workers Impact Business Model Introduction Points Earned: 0 of 0.00000

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

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

- Ownership structures that provide significant equity (>40%) and empowerment to all employees (e.g. employee-owned companies, cooperatives)
 - Providing high quality jobs or professional development for individuals with chronic barriers to employment (workforce development programs)
 - None of the above
-

of Full Time Workers Points Earned: 0 of 0.00000

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

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

15

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

Number of Total Full-Time Workers
Total full-time workers twelve months ago

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

22

of Part Time Workers Points Earned: 0 of 0.00000

Number of Total Part-Time Workers
Current Total Part-Time Workers

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

0

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

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

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

0

of Temporary Workers Points Earned: 0 of 0.00000

Number of Total Temporary Workers
Current Total Temporary Workers

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

0

of Temporary Workers Last Year Points Earned: 0 of 0.00000

Number of Total Temporary Workers
Total temporary workers twelve months ago

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

0

Financial Security

Lowest Paid Wage Points Earned: 0 of 0.00000

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

Please exclude students and interns in this calculation.

373920

% of Employees Paid Individual Living Wage Points Earned: 0 of 2.51852

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

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

% of Employees Paid Family Living Wage Points Earned: 0 of 2.51852

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

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

% Above the Minimum Wage Points Earned: 0 of 1.25926

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

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

Initiatives To Increase Wages and Benefits Points Earned: 0 of 1.25926

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

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

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

Compensation Policies and Practices Points Earned: 0.839674568 of 1.25926

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

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

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

Employees Receiving a Bonus Points Earned: 1.25926 of 1.25926

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

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

Significance of Bonuses Points Earned: 0 of 1.25926

What was the equivalent percentage of profits that were distributed as bonuses to non-executive employees in the previous fiscal year?

- No bonus payout, or no bonus plan
- <5%
- 5-10%
- 10-15%
- 15-20%
- >20%
- Bonuses were paid to non-executive employees, despite the company not earning a profit

% Participation in Employee Ownership Points Earned: 0 of 1.25926

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

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

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

Retirement Programs Points Earned: 0.944445 of 1.25926

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

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

Financial Services for Employees Points Earned: 0.2203705 of 0.62963

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

Check all that apply.

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

Health, Wellness, & Safety

Government Provision Of Healthcare Points Earned: 0 of 0.00000

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

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

Healthcare Coverage Points Earned: 1.66667 of 1.66667

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

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

Supplementary Health Benefits Points Earned: 1.66667 of 1.66667

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

- Disability coverage or accident insurance
 - Life insurance
 - Private dental insurance
 - Private supplemental health insurance
 - Extension of health benefits to spouse and children
 - Access to local medical services or clinic (on-site or subsidized)
 - Other - please describe
 - None of the above
-

Supplementary Benefits Eligibility for Part-Time Workers Points Earned: 0 of 1.66667

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

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

Worker Safety Practices Points Earned: 1.66667 of 1.66667

What are your company's occupational health and safety policies?

- We have written policies and practices to minimize on-the-job employee accidents and injuries
 - Data on injury, accident, lost, or absentee days are recorded and made transparent for all workers
 - A worker health and safety committee helps monitor and advise on health and safety programs
 - None of the above
-

Handling Hazardous Materials Points Earned: 1.66667 of 1.66667

What are your company policies around hazardous or dangerous materials on-site?

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

- All workers who are in contact with hazardous materials receive initial and on-going (at least twice yearly) training for proper storage, handling, and disposal of materials
- All workers who handle hazardous materials are required to wear protective gear, including clothing, eye and foot protect
- All workers are made aware of all health risks associated with handling hazardous materials
- We monitor the health of all workers who work with hazardous materials and provide them with annual health check-ups
- Other - please describe
- None of the above
- N/A - No hazardous or dangerous materials used on-site

Machinery Practices Points Earned: 1.66667 of 1.66667

What are your company practices regarding equipment or machinery used by workers?

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

- All workers who use equipment receive initial and ongoing training on proper operation and emergency shut-off of the machinery
- All workers are required to wear appropriate protective gear, including clothing, eye, and foot protection, when working w machinery
- We regularly inspect whether our workers are using appropriate protective gear and operating machinery correctly
- Our machinery is checked at least once per year for necessary maintenance issues
- Signs regarding hazards and proper use of equipment are posted on or near equipment in the local language
- Other - please describe
- None of the above
- N/A

Career Development

Formal Employment Points Earned: 0.5 of 0.50000

What percentage of individuals working for the company are formally employed on the payroll of the company?

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

Professional Development Policies and Practices Points Earned: 0.3 of 0.50000

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

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

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

Amount of Training for New Hires Points Earned: 0.33335 of 0.50000

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

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

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

Employee Review Process Points Earned: 0.8 of 1.00000

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

Check all that apply.

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

Internal Promotions Points Earned: 0 of 0.50000

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

Exclude material owners in your calculation.

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

Intern Hiring Practices Points Earned: 0 of 0.50000

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

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

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

Career Development (Hourly)

Skills-Based Training Participation Points Earned: 0.3 of 0.30000

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

Life Skills Training Participation Points Earned: 0.3 of 0.30000

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

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

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

Engagement & Satisfaction

Employee Handbook Information Points Earned: 0.25 of 0.25000

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

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

Non-Discrimination Policy Points Earned: 0.25 of 0.25000

What is covered in your company's written non-discrimination policy on hiring and the workplace?

Please check all that apply.

- Gender
- Race
- Color
- Disability
- Political opinion
- Sexual orientation
- Age
- Religion
- HIV status
- We have no written non-discrimination policy

Paid Secondary Caregiver Leave Points Earned: 0.4 of 0.50000

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

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

Supplementary Benefits Points Earned: 0.4 of 1.00000

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

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

- Free transportation or transit subsidy
- Free or subsidized meals
- On-site or subsidized childcare
- Free or subsidized housing
- Other - please describe
- None of the above

Worker Empowerment Points Earned: 0.375 of 0.50000

How does your company engage and empower workers?

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

Worker / Management Conflict Mediation Points Earned: 0.125 of 0.50000

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

- An informally-designated worker who passes information to other workers
- Union representative
- Human Resources-designated representative
- Employee Representative who has been mutually-designated by company management and employees
- Third-party ombudsman
- Other - please describe
Jefe Directo
- None of the above

Surveying and Benchmarking Engagement and Attrition Points Earned: 0.5 of 0.50000

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

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

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

Departed Employees Points Earned: 0 of 0.00000

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

Enter 0 if None.

Engagement & Satisfaction (Hourly)

Number of Paid Days Off Points Earned: 1 of 1.00000

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

- 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 1.00000

What primary parental leave policies apply to your hourly workers, either through your company or a government program?

Please check all that apply.

- Primary caregivers receive 4-12 weeks of time off for parental leave (including unpaid and paid leave)
- Primary caregivers receive 12 weeks to 6 months of time off for parental leave (including unpaid and paid leave)
- Primary caregivers receive 6 months or more of time off for parental leave (including unpaid and paid leave)
- 3-6 weeks of primary parental leave (or equivalent) is fully paid
- 6-12 weeks of primary parental leave (or equivalent) is fully paid
- 12-18 weeks of primary parental leave (or equivalent) is fully paid
- 18+ weeks of primary parental leave (or equivalent) is fully paid
- Primary caregivers receive no time off for parental leave

Collective Bargaining Points Earned: 0 of 0.50000

What percentage of your employees are covered by a collective bargaining agreement?

- <65%
- 65-80%
- 81-90%
- >90%
- N/A - company is a cooperative or has other self-management mechanisms for employees

Attrition Rate for Hourly Workers Points Earned: 0 of 1.00000

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

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

Community

Community Impact Area Introduction

Community Oriented Impact Business Model Points Earned: 0 of 0.00000

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

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

- Yes
 No

Diversity, Equity, & Inclusion

Diverse Ownership and Leadership Points Earned: 0 of 0.68966

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

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

Creating and Managing Inclusive Work Environments Points Earned: 0.206898 of 0.68966

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

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

Measurement of Diversity Points Earned: 0 of 0.68966

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

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

- Socioeconomic status (as determined by low income residence, education level, etc.)
- Race or ethnicity
- Gender
- Age
- Other - please describe
- None of the above

High to Low Pay Ratio Points Earned: 0.34483 of 0.68966

What multiple is the highest compensated individual paid, inclusive of bonus, as compared to the lowest paid full-time worker?

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

Female Management Points Earned: 0 of 0.68966

How many of your company managers identify as women?

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

Management from Underrepresented Populations Points Earned: 0 of 0.68966

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

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

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

Female Directors Points Earned: 0 of 0.68966

How many of your company Board Directors identify as women?

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

Directors from Underrepresented Populations Points Earned: 0 of 0.68966

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

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

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

Supplier Diversity Policies or Programs Points Earned: 0 of 0.34483

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

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

Supplier Ownership Diversity Points Earned: 0 of 0.68966

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

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

Economic Impact

Geographic Structure and Scope Points Earned: of 0.00000

We realize that for companies with more than one office, the definition of local involvement is a more complicated one to answer. Please tell us a bit about the structure of your company geographically.

New Jobs Added Last Year Points Earned: 0 of 0.00000

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

Last twelve months:

0

Job Growth Rate Points Earned: 0 of 2.85714

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

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

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

Non-accredited Investor Ownership Points Earned: 0 of 1.42857

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

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

Local Ownership Points Earned: 0 of 1.42857

Is the majority (over 50%) of the company's ownership located locally to at least two-thirds of the company's workforce?

- Yes
- No
- Don't know

National Sourcing Points Earned: 1.42857 of 1.42857

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

- 0%
- 1-19%
- 20-39%
- 40-59%
- 60-79%
- 80%+

Spending on Local Suppliers Points Earned: 0.952427619 of 1.42857

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

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

Focus on Local Customers Points Earned: 0 of 1.42857

Do a majority of your customers live locally to your company's headquarters or production facilities?

- Yes
 No

Civic Engagement & Giving

Corporate Citizenship Program Points Earned: 0.426664 of 0.53333

How does your company take part in civic engagement?

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

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

Civic Memberships and Partnerships Points Earned: 0 of 0.26667

Does your company have membership or a civic partnership with any of the following types of organizations?

Check all that apply.

- Business or trade association
 Chamber of Commerce
 Governmental institution
 Local academic institution
 Cooperative
 Other - please describe
 None

Charitable Giving and Community Investment Policies and Practices Points Earned: 0 of 0.53333

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

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

Relative Input for Community Investments Points Earned: 0.13333375 of 1.06667

If you use an independent methodology to measure total commitment to community investment, what is the equivalent % of revenue contributed in the form of community investment?

- None
- 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 Revenue Donated Points Earned: 0 of 2.13333

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

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

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

Total Amount of Charitable Donations Points Earned: of 0.00000

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

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

Advancing Social and Environmental Performance Points Earned: 0.26667 of 0.26667

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

- We have worked with other industry players on a cooperative initiative on relevant social and environmental standards for our industry
- We have provided data or contributed to academic research on social or environmental topics
- We participate in panel presentations or other public forums on social or environmental topics
- We provide public resources for other businesses or stakeholders on improving social or environmental performance
- Other - please describe
proveedores, uso de revalorización, privilegiando nosotros en vez de vertedero
- None of the above

Supply Chain Management

Significant Supplier Descriptions Points Earned: 0 of 0.00000

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

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

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

Transporte, gas, electricidad

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

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

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

- Yes
- No

Supplier Screen Topics Points Earned: 1.09091 of 1.09091

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

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

Supplier Evaluation Practices Points Earned: 0.545455 of 1.09091

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

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

Subcontracted Services Points Earned: 0 of 0.00000

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

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

- Yes
- No

Subcontractor Screening Topics Points Earned: 0.21818 of 0.54545

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

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

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

% of Subcontracted Services Accountable to Code of Conduct? Points Earned: 2.18182 of 2.18182

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

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

Screening / Monitoring for Services Points Earned: 0.1363625 of 0.54545

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

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

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

Supplier Code of Conduct Points Earned: 1.09091 of 1.09091

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

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

- Yes
- No

% of Subcontracted Services Screened / Monitored Points Earned: 2.18182 of 2.18182

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

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

Length of Supplier Relationships Points Earned: 0 of 1.09091

What is the average tenure of your company's relationships with suppliers?

- Average tenure of supplier relationships is less than 12 months.
- Average tenure of supplier relationships is greater than 12 months.
- Average tenure of supplier relationships is greater than 36 months.
- Average tenure of supplier relationships is greater than 60 months.
- Our company has had a relationship with a majority of our suppliers (on a currency basis) since our first year of operation
- Don't Know

Independent Contractor Practices Points Earned: 1.09091 of 1.09091

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

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

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

Supplier Certifications Points Earned: 0 of 1.09091

During the last fiscal year, what percentage of your Significant Suppliers (on currency basis) had internationally-recognized product certifications?

Select 0% if you do not know whether your Significant Suppliers are certified.

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

Environment

Environment Impact Area Introduction

Environmental Business Model Points Earned: 0 of 0.00000

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

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

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

Description of Positive Environmental Product / Service Impact Points Earned: of 0.00000

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

Producción de cal con desechos de conchas, evita que vayan al vertedero miles de m3 e indirectamente evita la excavación de minas de cal

Environmental Product or Service Impact Points Earned: 0 of 0.00000

Is the environmental impact you've described part of your products' or services' impact, or is it a part of the way that your company operates?

Companies should earn revenue from the product or service that has an environmental impact. Please do not include pro bono efforts within this section. The answer to this question affects questions you'll encounter further on in your assessment.

- The impact is created by a revenue-generating product/service line (e.g. selling non-toxic cleaning products, sustainability consultancy)
- The impact is created by the company's daily operations (e.g. using non-toxic cleaning products in the company's headquarters) and not the core product/service

Environmental Product Benefits Points Earned: 0 of 0.00000

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

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

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

Resource Conservation Overview Points Earned: of 0.00000

Tell us more about how your product or service reduces energy, GHG emissions, water and/or waste.

Toma residuos de empresas que venden mariscos y los revaloriza produciendo cal

Direct Impact on Resource Conservation Points Earned: 0 of 0.00000

Is resource conservation a direct positive environmental impact of your product or service?

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

- Yes
- No, it is indirect as a result of one of the other answers options selected

Environmental Management

Facility Environmental Efficiency Points Earned: 0.8 of 2.00000

What environmental efficiency practices are in place in a majority of your company's offices and plant facilities?

- Buildings employ energy saving strategies (e.g. energy use monitoring, efficient appliances and lighting, renewable energy use)
- Buildings use systems for increasing water efficiency (e.g. water efficient appliances, fixtures, and landscaping)
- Buildings use systems to monitor and improve air quality (e.g. increased ventilation)
- Building construction or operations make use of sustainable materials (e.g. reclaimed products)
- New building sites are chosen based on sustainability considerations (e.g. minimizing impact on ecosystems and waterways)
- Buildings are LEED certified or LEED equivalent certified
- Other - please describe
- None of the above
- N/A - No offices or plant facilities

Environmental Management Systems Points Earned: 0.6668 of 4.00000

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

Please check all that apply.

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

Environmentally Certified Products Points Earned: 0 of 2.00000

During the last fiscal year, what percentage of your products sold had a product certification that assesses the environmental impacts of the product or its production process?

Select N/A only if there is no physical product being sold.

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

Environmental Assessment and Product Design Points Earned: 0 of 2.00000

Has your company incorporated environmental considerations into product design by conducting any of the following during the last 24 months with regard to a majority of the products you manufacture or sell?

A majority of products represent at least 50% of revenues.

- Life Cycle Assessment
- Cradle-to-Cradle Certification
- Source reduction exercise
- Toxicity reduction exercise
- Review of product materials, design, reuse or recyclability
- Reclamation programs for used products or parts
- Other - please describe
- None of the above
- N/A - Our revenue is generated from a service

Monitoring Energy Usage Points Earned: 0.5000025 of 0.66667

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

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

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

Total Energy Use Points Earned: 0 of 0.00000

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

3322.91

Electricity Sources Points Earned: 0.5000025 of 0.66667

From what sources does your company get its electricity?

Please check all that apply.

- Diesel-generators
 - Municipal power grid (sources unknown or not renewable)
 - Municipal power grid (at least 10% of municipal power is generated from renewable sources such as solar, wind or small-scale hydropower)
 - Bio-fuel or other clean or renewable-based generators
 - Renewable energy sources (including on-site renewable)
 - Other - please describe
-

Total Renewable Energy Use Points Earned: 0 of 0.00000

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

1

Renewable Energy Usage Points Earned: 0.04166625 of 0.33333

What percentage of energy use is produced from renewable sources?

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

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

Low Impact Renewable Energy Use Points Earned: 0.266666 of 1.33333

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

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

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

Environmentally Efficient Equipment Points Earned: 0.222231111 of 0.33333

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

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

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

Energy Use Reductions Points Earned: 1.33333 of 1.33333

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

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

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

Monitoring Greenhouse Gas Emissions Points Earned: 0 of 0.66667

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

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

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

Greenhouse Gas Emissions Reduced Points Earned: 0 of 1.33333

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

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

Shipping Policies Points Earned: 0.33333 of 0.33333

Has your company implemented an environmentally-efficient shipping or distribution policy?

- Yes
- No

Supply Chain GHG Management Points Earned: 0 of 0.66667

Has your company taken action to track and manage the greenhouse emissions produced through your supply chain? (absolute reduction)

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

- We don't track or evaluate greenhouse emissions from our supply chain
- We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risk contributions of greenhouse gas emissions
- We have purchased certified carbon credits to offset some or all of the greenhouse gas emissions from our supply chain
- We set targets for reducing greenhouse gas emissions through our supply chain
- We have seen a reduction in GHG emissions in our supply chain in the last twelve months
- We have achieved a carbon-neutral supply chain

Supply Chain GHG Improvement Points Earned: 0 of 0.66667

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce the greenhouse gas emissions produced through your supply chain?

- We collaborate with or require suppliers to collect data and report on greenhouse gas emissions
- We screen suppliers to reduce greenhouse gas emissions (e.g. performance of suppliers, selection of materials, source locations)
- We provide support or resources for our supply chain in adopting greenhouse gas minimized operations (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- We audit and provide help to suppliers to complete corrective actions
- None of the above

Sourcing % of COGS from Local Suppliers Points Earned: 1.33333 of 1.33333

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?

Sourcing of COGS Local to Customers

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

Sourcing % raw materials from Local Suppliers Points Earned: 1.33333 of 1.33333

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

Raw materials (in currency terms) grown or harvested

By company or local independent suppliers.

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

Managing Impact of Transportation Points Earned: 0.388935278 of 0.66667

Has your company adopted any of the following techniques for minimizing the transportation-related environmental impact of its distribution and supply chain?

Please check all that apply.

- Utilize clean or low-emission vehicles (e.g. hybrid, LPG, electric) to transport and distribute product
- Utilize strategic planning software to minimize fuel usage and shipping footprint
- Train drivers and handlers in fuel efficient techniques
- Utilize freight or shipping methods with lower environmental impacts (e.g. avoiding air shipment)
- Other - please describe
Carga completa del camión
- None of the above

Water

Monitoring and Managing Water Use Points Earned: 0 of 1.06667

Does your company monitor and manage your water usage?

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

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

Water Conservation Practices Points Earned: 0 of 1.06667

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

Please check all that apply.

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

Water Harvested On-Site or From Recycled Sources Points Earned: 0 of 2.13333

What % of water used by the company is harvested on site or is from recycled sources?

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

Monitoring Toxic Wastewater Points Earned: 0.2666675 of 1.06667

Which of the following describes how the company monitors hazardous and toxic wastewater?

Monitoring hazardous and toxic wastewater may involve either monitoring the volume and/or the level of contamination.

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

Wastewater Disposal Points Earned: 0.3999975 of 0.53333

How does your company dispose of non-hazardous wastewater?

Please check all that apply.

- We have no water treatment system, or are unsure of disposal
- Through municipal/public sewer systems
- Off-site water treatment
- Through on-site partial-reclamation
- Through reuse or recycling of wastewater in company's own operations
- On-site watershed management
- Other - please describe

Pozo de acumulación

Supply Chain Water Management Points Earned: 0 of 1.06667

How does your company track and manage the water footprint of your supply chain?

- We do not track the water footprint of our supply chain
- We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material areas water usage
- We have targets for reducing water footprint through our supply chain
- We have seen a reduction of our water footprint in our supply chain in the past twelve months
- We have verified that all water use in supply chain is science-based and sustainable

Supply Chain Water Improvement Points Earned: 0 of 1.06667

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce the water footprint of your supply chain?

- We collaborate with or require suppliers to collect data and report on water footprint
- We screen suppliers to fit good water management practices (e.g. individual supplier practices, materials and ingredients locations in context of water scarcity)
- We provide support or resources for supply chain in adopting water management (e.g. online tools, applying questionnaire and surveys, collaborating in industrywide surveys)
- We audit and provide help to suppliers to complete corrective actions
- None of the above

Land & Life

Monitoring and Reporting Non-hazardous Waste Points Earned: 0.52941 of 0.70588

How does your company monitor and manage your waste production?

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

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

Waste Disposal Methods Points Earned: 0.70588 of 0.70588

How does your company dispose of a majority of non-hazardous waste or garbage?

- Incinerate, burn, or dispose on-site (uncertified)
- Third-party garbage collection with no certification for disposal
- Municipal garbage collection
- Composting garbage
- Private third-party disposal with certified responsible disposal that can be documented
- On-site disposal that is compliant with internationally-accepted methods (third-party reviewed or audited)
- Waste is separated and recycled or reused for company's own production or donated/provided to other facilities
- Other - please describe

Non-hazardous Waste Generated Points Earned: 0 of 0.00000

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

1

Total Waste Disposed Points Earned: 0 of 0.00000

Waste Disposed (metric tonnes) during the last 12 months

1.7

Total Waste Recycled Points Earned: 0 of 0.00000

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

0.992

Recycling Programs Points Earned: 0.35294 of 0.70588

Does your company have any of the following recycle/reduce/reuse programs in 80% of the facilities?

- We recycle and reuse materials on-site with clearly-marked bins for use
 - We have a written recycle/reduce/reuse policy that is posted at plant facilities with clearly-marked bins
 - Other - please describe
 - None of the above
-

Waste Reduction Programs Points Earned: 0.70588 of 0.70588

Does your company have a formal program to evaluate how to reduce its generation of hazardous, universal, and/or non-hazardous waste?

- Yes
 - No
 - Already maximized - we have achieved Zero Waste
-

Supply Chain Waste Management Points Earned: 0 of 0.70588

How does your company track and manage waste in your supply chain?

- We don't track the solid waste impacts of our supply chain
 - We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material areas waste production
 - We have set targets for reducing solid waste in the supply chain
 - We have seen a reduction of waste produced in our value chain in the past twelve months
 - We have achieved zero waste or a closed-loop supply chain
-

Supply Chain Waste Improvement Points Earned: 0 of 0.70588

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce waste in your supply chain?

- We collaborate with or require suppliers to collect data and report on waste production
 - We screen or require suppliers to meet standards related to solid waste production
 - We have implemented initiatives to reduce waste at the source or divert waste from landfills or incineration in the supply chain
 - We audit and provide help to suppliers to complete corrective actions
 - None of the above
-

Environment Impact Packaging Points Earned: 0.282352 of 0.70588

How does your company minimize the environmental impact of the packaging of your products?

- We have conducted a formal assessment of our packaging design and materials to identify opportunities to minimize environmental impact
 - We have source-reduced packaging within the last two years
 - Our packaging materials are certified to meet independent standards for environmental impact
 - Our packaging is recyclable and provides instructions on how to recycle it correctly
 - Our packaging is non-toxic
 - Our packaging materials are designed to have less overall environmental impact than common alternatives
 - None of the above
 - N/A - Our products do not have packaging materials
-

% of Reusable/ Recyclable Materials Points Earned: 0.70588 of 0.70588

What % of material (by volume) is made of recyclable (and labeled as such) or biodegradable materials in the areas where they are sold (product + packaging)?

- <20%
- 20-49%
- 50-74%
- 75-99%
- 100%
- Don't Know
- N/A

% of Environmentally Preferred Input Materials Points Earned: 1.41176 of 1.41176

What % of material (by volume) comes from recycled materials, reused components, and/or certified sustainably sourced materials?

- <20%
- 20-49%
- 50-74%
- 75-99%
- 100%
- Don't Know
- N/A - Company does not sell a physical product

Monitoring Hazardous Waste Points Earned: 0.17647 of 0.70588

How does your company monitor and manage your hazardous waste production?

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

- Company does not currently monitor and record emissions
- Company monitors and records emissions (no reduction targets)
- Company monitors emissions and has specific reduction targets
- We regularly monitor and record emissions and have set a zero hazardous waste target
- Company has met specific reduction targets during the reporting period
- Eliminated emissions of this by-product entirely

Total Hazardous Waste Produced Points Earned: 0 of 0.00000

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

1

Reducing Waste Points Earned: 0 of 0.00000

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

The past two years

1

Hazardous Waste Disposal Points Earned: 0.70588 of 0.70588

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

This includes batteries, paint, electronic equipment, etc.

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

Hazardous Materials On-Site Points Earned: 0.70588 of 0.70588

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

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

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

Supply Chain Chemical Management Points Earned: 0 of 0.70588

How does your company track and manage toxins or hazardous waste in your supply chain?

- We don't track toxins or hazardous waste in our supply chain
- We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risks from toxins and/or production of hazardous waste
- We have set targets for reducing toxins and hazardous waste in our supply chain
- We have verified that there are no harmful toxins or hazardous waste in our supply chain

Supply Chain Chemical Improvement Points Earned: 0 of 0.70588

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce toxins or hazardous waste in your supply chain?

- We collaborate with or require suppliers to collect data and report on chemicals
- We screen or require suppliers to meet standards related to toxins or hazardous waste
- We provide support or resources to reduce toxins in the supply chain (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- We audit and provide help to suppliers to complete corrective actions
- None of the above

Supply Chain Biodiversity Management Points Earned: 0 of 0.70588

How does your company track and manage your supply chain's impact on biodiversity?

- We don't evaluate our supply chain impact on biodiversity
- We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risks to biodiversity
- We set targets for reducing impact on biodiversity through our supply chain
- We have verified that our supply chain creates no (or positive) biodiversity impact

Supply Chain Biodiversity Improvement Points Earned: 0 of 0.70588

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce your supply chain's impact on biodiversity?

- We collaborate with or require suppliers to collect data and report on biodiversity impact
- We screen suppliers to fit good biodiversity practices
- We provide support or resources for our supply chain in adopting biodiversity-friendly operations (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- We audit and provide help to suppliers to complete corrective actions
- None of the above

Resource Conservation

Resource Conservation Description Points Earned: 0 of 0.00000

Which of the following most accurately describes how your product or service conserves or diverts resources?

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

- Product or service uses resources or minimizes carbon more efficiently than market alternatives (e.g. energy-efficient appliances, low-flow shower heads)
- Product or service uses recycled, used, or compostable input materials (e.g. recycled paper, used furniture, compostable bags)
- Product or service is designed to share resources efficiently in order to minimize overall resource consumption
- Product or service creates systems for resource conservation (e.g. recycling programs, composting services, energy or water assessment software, water recycling systems)
- These descriptions do not apply to our company's product/service

Tracking Environmental Metrics Points Earned: 0 of 0.00000

Which of the following environmental metrics does your company track regarding the environmental impact of your product or service?

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

- CO2 saved/offset by product/service (metric tons)
- Liters of water saved/offset by product/service
- The average % water reduction achieved by the product or service
- kWh saved/off-set
- The average % energy reduction achieved by the product or service
- Metric tons of waste saved from landfill or incineration
- None of the above

Waste Diverted Points Earned: 0 of 0.00000

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

Metric tons of waste saved from landfill or incineration

39926

Revenue from Resource Conservation Points Earned: 0 of 0.00000

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

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

100%

Management of Resource Conservation Points Earned: 1.07143 of 1.07143

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

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

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

Efficacy of Resource Conservation Points Earned: 1.07143 of 1.07143

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

- Yes
 No
 N/A - No direct research conducted

Outcome Measurement Points Earned: 0.2678575 of 1.07143

How has your company measured outcomes or determined whether your product or service contributes to the positive outcomes previously identified?

- We surveyed beneficiaries to understand outcomes created
 We used non-randomized control groups to compare performance
 We used randomized control groups to determine the level of causality of our product or service
 We used aggregated third-party data to benchmark and compare impact performance
 Our selected methods determined that the product or service contributed to the outcome
 Other - please describe
 None of the above

Innovative Resource Conservation Points Earned: of 0.00000

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

Customers

Customers Impact Area Introduction

Customer Impact Business Model Introduction Points Earned: 0 of 0.00000

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

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

- Yes
 No

Customer Stewardship

Managing Customer Stewardship Points Earned: 0.555664444 of 0.83333

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

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

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

Quality Assurance Points Earned: 0.83333 of 0.83333

Do you use an established third party methodology to manage quality assurance for your products or services?

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

- Yes
- No

Feedback and Complaint Channels Points Earned: 0.416665 of 0.83333

Are any of the following true regarding mechanisms for customers to provide feedback, ask questions, or file complaints?

- Products and/or websites feature customer service contact information
- Product / service reviews are made available in their entirety to public
- Company responds to all direct inquiries or complaints within a month of receipt
- Company offers live time support to customers
- Other
- None of the above

Managing Product Impacts Points Earned: 0 of 0.83333

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

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

Disclosure Questionnaire

Disclosure Industries

Disclosure Alcohol Points Earned: 0 of 0.00000

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

- Yes
- No

Disclosure Tobacco Points Earned: 0 of 0.00000

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

- Yes
- No

Disclosure Firearms Weapons Points Earned: 0 of 0.00000

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

- Yes
- No

Disclosure Pornography Points Earned: 0 of 0.00000

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

- Yes
 No
-

Fossil fuels Points Earned: 0 of 0.00000

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.
Fossil-fuel-based oil, natural gas, or coal extraction, distribution, sale, etc.

- Yes
 No
-

Disclosure Mining Points Earned: 0 of 0.00000

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

- Yes
 No
-

Nuclear Power or Hazardous Materials Points Earned: 0 of 0.00000

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.
Nuclear power, radioactive materials or hazardous waste

- Yes
 No
-

Animal Products or Services Points Earned: 0 of 0.00000

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.
Animal-based products or services

- Yes
 No
-

Monoculture Agriculture Points Earned: 0 of 0.00000

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

- Yes
 No
-

Genetically Modified Organisms Points Earned: 0 of 0.00000

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

- Yes
 No
-

Biodiversity Impacts Points Earned: 0 of 0.00000

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.
Industries with a large potential biodiversity impact (including logging or logging equipment, agriculture, etc.)

- Yes
 No
-

Energy and Emissions Intensive Industries Points Earned: 0 of 0.00000

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.
Energy- and emissions-intensive industries

- Yes
 No
-

Water Intensive Industries Points Earned: 0 of 0.00000

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

- Yes
 No
-

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

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

- Yes
 No
-

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

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

- Yes
 No
-

Other Points Earned: 0 of 0.00000

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

- Yes
 No
-

Company Explanation Of Disclosure Item Flags Points Earned: of 0.00000

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

No aplica

Disclosure Practices

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

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

- Yes
 No
-

Tax Reduction Through Corporate Shells Points Earned: 0 of 0.00000

Please indicate if the following statements are true regarding whether or not the company engages in the following practices.
Check all that apply. If the statement is true, select "Yes." If false, select "No."
Company uses corporate shells or other structural means, such as establishing multiple corporate entities, to minimize tax payments

- Yes
 No
-

Does not transparently report corporate financials to government Points Earned: 0 of 0.00000

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

Company withholds corporate financials from government

- Yes
 No

Conduct Business in Conflict Zones Points Earned: 0 of 0.00000

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

Company operates in conflict zones

- Yes
 No

Sale of Data Points Earned: 0 of 0.00000

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

Company sells or provides access to consumer or user data

- Yes
 No

Facilities located in sensitive ecosystems Points Earned: 0 of 0.00000

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

Company facilities are located adjacent to or in sensitive ecosystems

- Yes
 No

Animal Testing Points Earned: 0 of 0.00000

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

Animal testing is conducted

- Yes
 No

Workers not Provided Clean Drinking Water or Toilets Points Earned: 0 of 0.00000

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

Company does not provide clean drinking water and clean toilets to employees during shifts

- Yes
 No

Workers paid below minimum wage Points Earned: 0 of 0.00000

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

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

- Yes
 No

No signed employment contracts for all workers Points Earned: 0 of 0.00000

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

Company does not have a signed contract of employment with each worker in a language they understand

- Yes
 No

Payslips not provided to show wage calculation and deductions Points Earned: 0 of 0.00000

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

Company does not provide payslips or equivalent to all workers to show how wages are calculated and any deductions made

- Yes
 No

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

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

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

- Yes
 No

Workers cannot leave site during non-working hours Points Earned: 0 of 0.00000

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

Company prohibits workers from freely leaving the site during non-working hours or at the end of their shift

This includes workers who live on site.

- Yes
 No

ID Cards Withheld or Penalties for Resignation Points Earned: 0 of 0.00000

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

Company keeps workers' original ID cards or passports and/or does not allow workers to resign freely without penalty, even if advance notice is given

- Yes
 No

Workers Under Bond Points Earned: 0 of 0.00000

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

Company hires workers that are under bond, debt, or other obligation to the company or to labor brokers

- Yes
 No

Confirmation of Right to Work Points Earned: 0 of 0.00000

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

Company does not confirm that workers have the legal right to work in jurisdiction of operations, or company does not keep personnel records that include evidence of the date of birth of each

- Yes
 No

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

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

Company employs individuals on zero-hour contracts

- Yes
 No
-

Company workers are prisoners Points Earned: 0 of 0.00000

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

Company uses workers who are prisoners

- Yes
 No
-

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

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

Company employs workers under the age of 15 (or other minimum work age covered by the International Labour Organization Convention No. 138) and/or company does not keep personnel records that include evidence of the date of birth of each

- Yes
 No
-

Overtime For Hourly Workers Is Compulsory Points Earned: 0 of 0.00000

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

Overtime work is compulsory and exceeds 48 hours in a week

- Yes
 No
-

Other Points Earned: 0 of 0.00000

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

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

- Yes
 No
-

Company Explanation Of Disclosure Item Flags Points Earned: of 0.00000

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

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

No aplica

Disclosure Outcomes & Penalties

Litigation or Arbitration Points Earned: 0 of 0.00000

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

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

- Yes
 No
-

On-Site Fatality Points Earned: 0 of 0.00000

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

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

- Yes
 No
-

Company has filed for bankruptcy Points Earned: 0 of 0.00000

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

Company has filed for bankruptcy

- Yes
 No
-

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

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

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

- Yes
 No
-

Anti-Competitive Behavior Points Earned: 0 of 0.00000

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

Penalties or allegations of anti-competitive behaviour

- Yes
 No
-

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

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

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

- Yes
 No
-

Political Contributions or International Affairs Points Earned: 0 of 0.00000

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

Penalties regarding political contributions or international affairs

- Yes
 No
-

Labor Issues Points Earned: 0 of 0.00000

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

Labor penalties, including safety and discrimination

- Yes
 No
-

Recalls Points Earned: 0 of 0.00000

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

Recalls due to quality control issues

- Yes
 No
-

Breaches of Confidential Information Points Earned: 0 of 0.00000

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

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

- Yes
 No
-

Consumer Protection Points Earned: 0 of 0.00000

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

Penalties regarding consumer protection, including product safety and marketing claims

- Yes
 No
-

Significant Layoffs Points Earned: 0 of 0.00000

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

Company has had layoffs of more than 20% of the workforce

- Yes
 No
-

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

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

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

- Yes
 No
-

Large Scale Land Conversion, Acquisition, or Relocation Points Earned: 0 of 0.00000

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

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

- Yes
 No
-

Penalties Assessed For Environmental Issues Points Earned: 0 of 0.00000

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

Environmental management penalties, including animal welfare

- Yes
 No
-

Violation of Indigenous Peoples Rights Points Earned: 0 of 0.00000

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.
Company has had allegations or penalties for infringing on indigenous people's rights, for instance by utilizing lands owned or used by indigenous peoples without full documented consent of such peoples

- Yes
 No

Other Points Earned: 0 of 0.00000

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.
Other penalties, complaints, or grievances filed or levied against the company for negative impacts on local communities, human rights, or other stakeholder concerns

- Yes
 No

Company Explanation Of Disclosure Item Flags Points Earned: of 0.00000

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

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

No aplica

Supply Chain Disclosure

Child or Forced Labor Points Earned: 0 of 0.00000

Please indicate if any of the following statements are true regarding your company's significant suppliers.
Employment of workers under the age of 15, use of workers who are currently prisoners, or other practices that are relevant to risk of forced labor

- Yes
 No
 Don't Know

Business in Conflict Zones Points Earned: 0 of 0.00000

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

- Yes
 No
 Don't Know

Negative Social Impact Points Earned: 0 of 0.00000

Please indicate if any of the following statements are true regarding your company's significant suppliers.
Practices or outcomes that produced substantial negative impacts regarding human rights, labor conditions, or local communities

- Yes
 No
 Don't Know

Negative Environmental Impact Points Earned: 0 of 0.00000

Please indicate if any of the following statements are true regarding your company's significant suppliers.
Practices or outcomes that produced substantial negative environmental impact

- Yes
 No
 Don't Know