

**Danone North America
2018 Full B Impact Assessment**

Transparency Requirement for Wholly-Owned Subsidiaries

Danone North America is a wholly-owned subsidiary of Danone S.A. A wholly-owned subsidiary that is a Certified B Corporation is required to make transparent its answers to all non-sensitive questions on the B Impact Assessment.

All answers reported refer to Danone North America's practices and performance except for topics managed at Corporate level (i.e. Danone S.A). In those cases, Corporate answers have been reported in Danone North America's Assessments having made sure that they fully implemented as such at Danone North America.

Answers to questions that would reveal sensitive information (e.g. that would advantage competitors or prejudice litigation) are covered as such:

Full B Impact Assessments for all Assessments with scores of 80 points or more are provided in this document, and Assessments with scores <80 points are required to disclose answers to the top 25 questions for which they are earning credit.

To learn about the scoring methodology, see "2018 Aggregated Scoring Methodology, Summary and Brand List".

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Full B Impact Impact Assessments
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Danone North America

Manufacturing

1000+ Employees



Impact Area Scores

| | | | |
|---|-------------|------|---|
|  | Governance | 16.8 | + |
|  | Workers | 23.8 | + |
|  | Community | 22.3 | + |
|  | Environment | 21.4 | + |
|  | Customers | N/A | |

Governance

Mission & Engagement

Level of Impact Focus Points Earned: 0 of 0

Select the description that best describes your business.

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

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

Mission Statement Characteristics Points Earned: 0.1 of 0.2

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

Please check all that apply.

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

Mission Statement Points Earned: 0 of 0

Please type or paste your mission statement here.

Bring health through food to as many people as possible.

Mission Training Points Earned: 0.3 of 0.4

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

Check all that apply.

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

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

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

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

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

Please check all that apply.

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

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

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

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

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

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

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

Mission-driven Executive Compensation Points Earned: 0.8 of 0.8

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

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

Corporate Accountability

Governance Codes Points Earned: 0 of 0

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

CAC 40 / AFEP MEDEF

Governing Body Composition Points Earned: 0.4 of 0.5

6

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

Check all that apply.

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

Governing Body Characteristics Points Earned: 0.2 of 0.3

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

Check all that apply.

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

Governing Body Stakeholder Representation Points Earned: 0.1 of 0.1

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

Select all that apply.

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

Audit Committee Characteristics Points Earned: 0.3 of 0.3

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

Please check all that apply.

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

Which of the following apply to your shareholder engagement practices?

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

Ethics

Financial Controls

 Points Earned: 0.1 of 0.3

Does the company maintain any of the following financial controls?

Please check all that apply.

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

Anti-Corruption Practices

 Points Earned: 0.2 of 0.2

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

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

Code of Ethics

 Points Earned: 0.2 of 0.3

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

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

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

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

Code of Ethics Training Points Earned: 0.3 of 0.3

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

Please check all that apply.

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

Transparency

Financial Transparency with Employees Points Earned: 0.4 of 0.9

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

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

Ownership Transparency with Employees Points Earned: 0.9 of 0.9

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

- ☒ Yes
- ☐ No

Executive Compensation Disclosure Points Earned: 0 of 0.4

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

- ☐ Yes
- ☒ No

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

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

Governing Body Transparency Points Earned: 0.9 of 0.9

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

Please check all that apply.

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

Governance Metrics

Last Fiscal Year Points Earned: 0 of 0

On what date did your last fiscal year end?

2016-12-31

Reporting Currency Points Earned: 0 of 0

Reporting currency

US Dollar - USD

Revenue Last Year Points Earned: 0 of 0

Total Earned Revenue

From the last fiscal year

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

Revenue Year Before Last Points Earned: 0 of 0

Total Earned Revenue

From the fiscal year before last

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

EBIT (Earnings Before Interest & Taxes)

From the last fiscal year

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

Net Income Last Year Points Earned: 0 of

0 Net Income
From the last fiscal year

Net Income Year Before Last Points Earned: 0 of 0

Net Income
From the fiscal year before last

Mission Locked

Mission Lock Points Earned: 10 of 10

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

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

Workers

Worker Metrics

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

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

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

- ☐ Fixed Salary
- ☒ Daily/Hourly Wage

of Full Time Workers Points Earned: 0 of 0

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

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

3009

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

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

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

2710

of Part Time Workers Points Earned: 0 of 0

11

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.

15

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

Number of Total Part-Time Workers

Total Part-Time Workers 12 months ago

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

17

of Temporary Workers Points Earned: 0 of 0

Number of Total Temporary Workers

Current Total Temporary Workers

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

0

of Temporary Workers Last Year Points Earned: 0 of 0

Number of Total Temporary Workers

Total Temporary Workers 12 months ago

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

0

Compensation & Wages

Total Wages Points Earned: 0 of 0

Total Wages (including bonuses)

Lowest Paid Wage Points Earned: 0 of 0

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

Please exclude students and interns in this calculation.

Paying Above the Minimum Wage Points Earned: 0.5 of 0.5

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



Yes



No



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

% of Employees Paid Living Wage Points Earned: 1.6 of 2.2

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



<75%



75-89%



90-99%



100%



N/A

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

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

Average Compensation Increases Points Earned: 1.1 of 1.1

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

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

Market Compensation Comparison Points Earned: 0.7 of 1.1

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

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

Bonus Plan Characteristics Points Earned: 0.3 of 0.5

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

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

Employees Receiving a Bonus Points Earned: 0.8 of 1.1

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

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

Compensation & Wages (Hourly)

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

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

Paying a Living Wage Points Earned: 0.9 of 1.2

What % of hourly workers are paid a living wage?

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

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

Bonus Plan Characteristics Points Earned: 1.2 of 1.2

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

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

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

Benefits

Healthcare Plan Points Earned: 0.9 of 2.3

Does the company's healthcare plan available to all full-time workers include any of the following?

Select all that apply.

- ☒ Coinsurance of 80%+ covered by health care plan
- ☐ Company pays 80%+ of individual premium
- ☐ Company pays 80%+ of family coverage premium
- ☐ Out-of-pocket maximum for individual coverage of \$2000 or less (net of company HSA or equivalent contribution)
- ☐ Annual deductible for individual coverage of \$1000 or less (net of company HSA or equivalent contribution)
- ☐ Co-payment of \$20 or less per primary care visit paid for by worker
- ☐ Prescription drug coverage where workers pay \$10 or less for generic drugs, \$30 or less for brand name drugs and \$50 or less for non-formulary drugs
- ☒ Explicit policy of transgender inclusive healthcare coverage
- ☐ None of the above

Workers Participating in Healthcare Plan Points Earned: 0.4 of 0.6

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

Please only include workers who do not have health insurance elsewhere.

- ☐ <50%
- ☐ 50-75%
- ☒ 76-99%
- ☐ 100%

At what juncture do your part time employees qualify for health care benefits?

- ☒ No additional health insurance benefits provided by the company to part time workers
- ☐ 30+ hours per week
- ☐ 25-30 hours per week
- ☐ 20-24 hours per week
- ☐ 15-19 hours per week
- ☐ <15 hours per week
- ☐ N/A - Company has no part-time employees

Part Time Worker Participation in Healthcare Plan Points Earned: 0 of 1.2

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

- ☐ No additional health insurance benefits provided by the company to part time workers
- ☐ 0%
- ☐ 1-39%
- ☐ 40-59%
- ☐ 60-79%
- ☐ 80%+
- ☒ N/A - No part-time workers working more than 20 hours per week

Employee Retirement Plan Points Earned: 0.8 of 1.2

Does your company have an Employee Retirement Plan available for workers? If so, which of the following apply?

Retirement plans may include Pensions, Profit sharing, 401(k), etc.

- ☐ Retirement plan is not available for all tenured workers
- ☐ Retirement plan is available with no company match
- ☐ Partially matched of 4% or less
- ☐ Partially matched greater than 4%
- ☒ Full match of 4% or less
- ☐ Full match greater than 4%
- ☐ Plan includes Socially-Responsible Investing option

Supplementary Benefits Points Earned: 2.3 of 2.3

What additional benefits are offered to full-time tenured workers?

Tenured employees defined as with the company for 1+ years or life of the company.

- ☐ No additional benefits
- ☒ Dental insurance
- ☒ Short-term disability
- ☒ Long-term disability
- ☒ Structured account mechanism for qualified medical expenses (e.g. HSA, HRA, FSA)
- ☒ Domestic partner, civil union, and/or same-sex marriage spousal benefits
- ☒ Life insurance
- ☒ Other benefits (please describe)

Vision benefits

Worker Benefits (Hourly)

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

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

Number of Paid Days Off Points Earned: 1.2 of 1.2

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

Calculate on pro rata basis, including holidays.

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

Paid Primary Caregiver Leave for Hourly Workers Points Earned: 0 of 1.2

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

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

Training & Education

Intern Hiring Practices Points Earned: 0.2 of 0.2

Which of the following is true of intern hiring practices?

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

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

Internal Promotions Points Earned: 0 of 0.2

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

Exclude material owners in your calculation.

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

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

Exclude material owners in your calculation.

- ☒ 0%
- ☐ 1-5%
- ☐ 6-15%
- ☐ >15%

External Professional Development Participation Points Earned: 0.1 of 0.2

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

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

- ☐ 0%
- ☒ 1-5%
- ☐ 6-15%
- ☐ >15%

Paid Professional Development Days Points Earned: 0.1 of 0.2

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

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

Management Training Points Earned: 0.2 of 0.2

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

Check all that apply.

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

Outplacement Services Points Earned: 0.1 of 0.1

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

Exclude employees terminated with cause.

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

Training & Education (Hourly)

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

Skills-based training to advance core job responsibilities

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

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

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

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

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

Life Skills Training Participation Points Earned: 0.2 of 0.2

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

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

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

External Professional Development Participation Points Earned: 0.4 of 0.4

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

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

- ☐ 0%
- ☐ 1-24%
- ☐ 25-49%
- ☒ 50%+

Hours Spent on Training Points Earned: 0.3 of 0.4

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

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

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

Worker Ownership

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

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

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

% of Company Owned by Non-Management Employees Points Earned: 0.4 of 1.7

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

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

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

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

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

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

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

Management & Worker Communication

Employee Review Process Points Earned: 0.8 of 0.8

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

Check all that apply.

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

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

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

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

Management & Worker Communication (Hourly)

Average Tenure Points Earned: 0.4 of 0.4

What is the average tenure of your current workforce?

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

Job Flexibility/Corporate Culture

Health and Wellness Initiatives Points Earned: 0.7 of 0.7

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

Check all that apply.

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

Job Flexibility/Corporate Culture (Hourly)

Supplementary Benefits Points Earned: 1.3 of 1.3

Which of the following supplementary benefits are offered to employees?

Please check all that apply.

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

Human Rights & Labor Policy

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

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

Human Rights Training Points Earned: 0.7 of 0.7

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

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

Occupational Health & Safety

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

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

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

Health and Safety Audit Practices Points Earned: 0.2 of 0.2

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

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

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

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

Worksite Characteristics Points Earned: 0.2 of 0.2

Check all of the worksite characteristics below that apply:

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

Tracking Hazards Points Earned: 0.2 of 0.2

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

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

Worker Business Models Introduction

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

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

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

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

Community

Job Creation

New Jobs Added Last Year Points Earned: 0 of 0

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

Last 12 months:

299

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

Prior 12 months:

385

Job Growth Rate Points Earned: 1.8 of 2.7

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

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

Departed Employees Points Earned: 0 of 0

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

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

Attrition Rate for Salaried Workers Points Earned: 0 of 1.3

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

Salaried workers

Attrition Rate for Hourly Workers Points Earned: 0.4 of 1.3

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

Hourly workers

Facilities in Low-Income Communities Points Earned: 0 of 1.3

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

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

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

Include full-time and part-time workers.

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

Diversity & Inclusion

Female Employees

 Points Earned: 0 of 0

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

Enter 0 if None.

1257

Managing Gender Pay Equity Executives

 Points Earned: 0 of 0.3

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

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

- ☐ Yes
- ☐ No
- ☒ Don't Know

Manager Women to Men Salary Ratio

 Points Earned: 0.3 of 0.3

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

- ☒ Yes
- ☐ No
- ☐ Don't Know

Manging Gender Pay Equity Non-Managers

 Points Earned: 0.3 of 0.3

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

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

- ☒ Yes
- ☐ No
- ☐ Don't Know

Board of Directors Diversity

 Points Earned: 0.6 of 0.9

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

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

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

Women

46

Directors from Low-income Communities Points Earned: 0 of 0

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

Low income communities

Minority Directors Points Earned: 0 of 0

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

Minority/previously excluded populations

Directors from Underrepresented Populations Points Earned: 0 of 0

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

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

Ethnic Diversity Compared to Area Points Earned: 0 of 0.9

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

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

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

Supplier Ownership Diversity Points Earned: 0 of 0.9

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

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

Supplier Diversity Policy Points Earned: 0 of 0.5

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

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

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

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

Manager Diversity Statistics Points Earned: 0.9 of 0.9

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

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

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

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

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

Part-time Workers from Underrepresented Populations Points Earned: 0.5 of 0.5

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

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

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

57

Minority/Previously Excluded Executives Points Earned: 0 of 0

Optional unweighted metrics: Please provide approximate % of Executives that are from the following groups.
Minority/previously excluded populations

10

Executives from Underrepresented Populations Points Earned: 0 of 0

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

Female Management Points Earned: 0 of 0

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

40

Minority Managers Points Earned: 0 of 0

Optional unweighted metrics: Please provide approximate % of Managers that are from the following groups.
Minority/previously excluded populations

13

Managers from Underrepresented Groups Points Earned: 0 of 0

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

Female Full-Time Workers Points Earned: 0 of 0

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

Minority Full-Time Workers Points Earned: 0 of 0

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

Full-Time Workers from Underrepresented Groups Points Earned: 0 of 0

Optional unweighted metrics: Please provide approximate % of Non-Managerial Full-Time Workers are from the following groups.
Other underrepresented populations (e.g. individuals in LGBT community; individuals with disabilities; and those from low-income communities)

Female Part-time Workers Points Earned: 0 of 0

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

Minority Part-time Workers Points Earned: 0 of 0

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

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

Diversity and Inclusion Training Points Earned: 0.9 of 0.9

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

Check all that apply.

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

Civic Engagement & Giving

Corporate Citizenship Program Points Earned: 1 of 1

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

A corporate citizenship program should include allocated resources and oversight.

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

Volunteer Service Policies Points Earned: 0 of 1

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

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

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

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

Tracking Volunteer Service Points Earned: 0 of 0.5

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

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

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

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

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

Volunteer Service Per Capita Points Earned: 0.3 of 1

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

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

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

Total Amount of Charitable Donations Points Earned: 0 of 0

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

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

% of Revenue Donated Points Earned: 1.5 of 3.8

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

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

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

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

Check all that apply.

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

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

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

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

Local Involvement

Geographic Structure and Scope Points Available: 0

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

Local Purchasing and Hiring Policies Points Earned: 0.7 of 1.3

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

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

Spending on Local Suppliers Points Earned: 0 of 1.3

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

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

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

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

Local Employee Statistics Points Earned: 0 of 0.4

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

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

% of Managers Hired Locally Points Earned: 0.3 of 0.4

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

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

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

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

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

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

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

Local Impact Assessments Points Earned: 0 of 1.3

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

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

Suppliers, Distributors & Product

Significant Supplier Descriptions Points Earned: 0 of 0

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

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

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

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

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

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

- ☒ Yes
- ☐ No

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

Tier 1

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

Tier 2

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

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

Purchases from Local Suppliers Points Earned: 0 of 0
Value of purchases from Supplier Organizations: Local (within 500 miles/ 805km)

Supplier Evaluation Practices Points Earned: 1.8 of 1.8

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

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

Length of Supplier Relationships Points Earned: 0.3 of 0.9

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

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

Supplier Code of Conduct Points Earned: 0.9 of 0.9

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

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

- ☒ Yes
- ☐ No

Supplier Code of Conduct Topics Points Earned: 0.9 of 0.9

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

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

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

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

Supplier Code of Conduct Self-Audits Points Earned: 0.1 of 0.2

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

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

Supplier Code of Conduct Third Party Verification Points Earned: 0.1 of 0.2

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

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

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

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

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

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

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

Support for In Need Suppliers Points Earned: 0.5 of 0.9

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

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

Supplier Feedback Mechanisms Points Earned: 0.2 of 0.9

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

- ☐ Formal mechanism in place for suppliers to provide feedback (e.g. supplier satisfaction surveys)
- ☐ Company has a formal grievance mechanism to methodically address complaints and resolve disputes along its supply chain
- ☒ Other (please describe)
Supplier Newsletter has a contact address where feedback is solicited. And Annual Supplier Summit where can address feedback. Supplier evaluation tool and Vega system.
- ☐ None of the above

Tracking Supplier Information Points Earned: 0.3 of 0.9

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

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

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

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

Social or Environmental Purchases Points Earned: 0.5 of 0.9

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

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

Community Business Models Introduction

Community Oriented Business Models Points Earned: 0 of 0

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

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

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

Environment

Land, Office, Plant

Facilities Size Points Earned: 0 of 0

Total square footage of all company facilities

Green Building Standards Points Earned: 0 of 0.7

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

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

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

See Explain This for definition.

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

Environmental Management Systems Points Earned: 0.6 of 1.5

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

Please check all that apply.

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

Environmental Design Considerations Points Earned: 0.2 of 0.7

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

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

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

Natural Habitat Conservation Procedures Points Earned: 0 of 0.7

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

Procedures include a Conservation Strategic Plan.

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

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

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

Facility Improvement with Landlord Points Earned: 0 of 0.7

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

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

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

Context-Based Water Management Points Earned: 0 of 0.7

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

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

- ☐ Yes
- ☒ No
- ☐ Don't Know

Context-Based GHG Management Points Earned: 0 of 0.7

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

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

- ☐ Yes
- ☒ No
- ☐ Don't Know

Context-Based Waste Management Points Earned: 0 of 0.7

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

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

- ☐ Yes
- ☒ No
- ☐ Don't Know

Inputs

Monitoring Energy Use Relative to Revenue Points Earned: 0.9 of 1.9

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

Energy:

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

Monitoring Water Use Relative to Revenue Points Earned: 0.9 of 1.9

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

Water:

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

Total Energy Use Points Earned: 0 of 0

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

3676070

Total Renewable Energy Use Points Earned: 0 of 0

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

Total Water Use Points Earned: 0 of 0

Total water use (liters) during the last 12 months

18856946780

Energy Use Reductions Points Earned: 0 of 3.8

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

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

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

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

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

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

Life Cycle Assessment Program Points Earned: 1.9 of 1.9

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

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

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

Public Disclosure of Chemicals Points Earned: 0 of 1.9

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

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

Environmentally Preferred Materials Points Earned: 0.4 of 1.9

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

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

Outputs

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

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

Monitoring and Reporting Hazardous Waste Points Earned: 0.4 of 0.7

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

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

Monitoring Air Emissions Points Earned: 0.2 of 0.7

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

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

Monitoring Non-hazardous Waste Points Earned: 0.2 of 0.7

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

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

Monitoring Toxic Wastewater Points Earned: 0.2 of 0.7

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

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

Non-hazardous Waste Generated Points Earned: 0 of 0

41

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

112452

Total Hazardous Waste Produced Points Earned: 0 of 0

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

5.597

Total Waste Disposed Points Earned: 0 of 0

Waste Disposed (metric tonnes) during the last 12 months

19845

Total Waste Recycled Points Earned: 0 of 0

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

97115

Total Scope 1 GHGs Points Earned: 0 of 0

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

191108

Total Scope 2 GHGs Points Earned: 0 of 0

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

184184

Total Scope 3 GHGs Points Earned: 0 of 0

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

2568534

Greenhouse Gas Reduction Strategies Points Earned: 0.7 of 0.7

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

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

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

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

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

Carbon Intensity Points Earned: 0.7 of 0.7

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

Use USD for to allow for standardized comparisons.

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

% GHG Emissions Offset Points Earned: 0.2 of 0.4

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

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

Waste Generation vs Revenue Points Earned: 0.7 of 0.7

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

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

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

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

The past two years

Waste Reduction Points Earned: 0 of 0

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

The past five years

Waste Generation Points Earned: 0 of 1.5

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

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

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

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

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

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

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

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

Transportation, Distribution & Suppliers

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

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

Ton Miles Reduction Points Earned: 0.2 of 0.8

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

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

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

Sourcing % of COGS from Local Suppliers Points Earned: 0.2 of 0.8

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

Cost of Goods Sold (excluding labor)

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

Sourcing % raw materials from Local Suppliers Points Earned: 0.2 of 0.8

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

Raw materials (in currency terms) grown or harvested

By company or local independent suppliers.

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

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

Please check all that apply.

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

Suppliers Tracking Energy Use Points Earned: 0.1 of 0.4

What % of Significant Suppliers track and report the following:
Energy usage

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

Suppliers Tracking Water Use Points Earned: 0.1 of 0.4

What % of Significant Suppliers track and report the following:
Water usage

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

Suppliers Tracking Air and Water Emissions Points Earned: 0.1 of 0.4

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

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

Suppliers Tracking Waste and Recycling Points Earned: 0.1 of 0.4

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

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

Suppliers Tracking Hazardous Waste Points Earned: 0.1 of 0.4

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

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

Suppliers Using Renewable Energy Points Earned: 0 of 0.8

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

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

Suppliers Reducing Greenhouse Gases Points Earned: 0 of 0.8

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

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

What % of Significant Suppliers have achieved the following?

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

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

Suppliers Reducing Water Use Points Earned: 0.2 of 0.8

What % of Significant Suppliers have achieved the following?

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

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

Suppliers Responsibly Disposing Hazardous Waste Points Earned: 0.1 of 0.4

What % of Significant Suppliers have achieved the following?

Responsibly disposed of all hazardous waste generated from production

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

Environmental Models Introduction

Environmental Business Model Points Earned: 0 of 0

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

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

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

Designed to Conserve Manufacturing Process

Designed to Conserve Manufacturing Introduction Points Earned: 0 of 0

Is your business model designed to benefit the environment in the way your product is manufactured?

- ☐ Yes
- ☒ No

Which of the following product or service descriptions apply?

Take note of the number of statements that are true as you will be prompted to provide it in the following question.

- ☒ Company annually measures and publicly reports energy usage, water usage, carbon emissions and waste output
- ☒ Company has reviewed life cycle impact of 50%+ of products in terms of dollar volume
- ☐ At least 25% of manufacturing facilities (by square feet) are LEED (or equivalent) certified or meet comprehensive green building standards
- ☐ At least 15% of energy is from onsite renewables or 75% of energy is derived from purchased renewable sources (including RECs)
- ☐ Core manufacturing process substitutes a critical energy intensive manufacturing step that is of concern in your industry (i.e. steam recycling, sun drying vs. gas oven heating, etc.)
- ☐ The core manufacturing process of the product substitutes a critical water-intensive manufacturing step that is of concern in the industry (i.e. water recycling, water reuse, and water substitution)
- ☐ Core manufacturing process substitutes a critical chemical intensive manufacturing step that is of concern in the industry (i.e. toxic chemical elimination)
- ☐ Efficiencies from a core manufacturing process can demonstrate a significant source-reduction in inputs (per unit basis) compared to industry average
- ☒ >50% of solid wastes from the manufacturing process are recycled, reused or composted
- ☐ Majority of liquid wastes from manufacturing process are treated and returned to water table at same quality diverted (confirmed by testing on temperature, pH levels, biochemical oxygen demands, etc)

Designed to Conserve Manufacturing Summary Points Earned: 0 of 30

How many of the previous statements are true about your environmental manufacturing practices?

- ☒ 3 or fewer of the 10 statements
- ☐ 4 of the 10 statements
- ☐ 5 of the 10 statements
- ☐ 6 of the 10 statements
- ☐ 7 of the 10 statements
- ☐ 8 or more of the 10 statements

Tons of Carbon Offset Points Earned: 0 of 0

If tracked, what was the number of metric tons of carbon (CO2) off-set by your environmental practices?

Revenues from Designed to Conserve Manufacturing Methods Points Earned: 0 of 0

What were your total revenues last fiscal year from products grown using the previously selected environmental manufacturing practices?

Environment Products & Services Introduction

Environmental Product Benefits Points Earned: 0 of 0

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 attributes. 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

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

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

Toxin Reduction / Remediation

Toxin / Pollution Reduction Overview Points Available: 0

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

Toxin / Pollution Reduction Description Points Earned: 0 of 0

Which of the following product or service descriptions apply?

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

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

% Toxin Reduction Points Available: 0

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

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

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

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

Organic %= 21% Non GMO %= 24%"

Tons of Carbon Offset Points Available: 0

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

Metric tons of GHG/CO2 equivalent

kWh Saved Points Available: 0

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

kWh saved/off-set

Waste Diverted Points Available: 0

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

Metric tons of waste saved from landfill or incineration

Water Saved Points Available: 0

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

Liters of water saved/off-set

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

Select all that apply.

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

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

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

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

Negative Impact Management Points Earned: 1.1 of 1.1

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

- ☒ Yes
- ☐ No

Innovative Toxin Reduction / Remediation Points Available: 0

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

Customers

Customer Models Introduction

Customer Impact Business Model Introduction Points Earned: 0 of 0

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

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

- ☐ Yes
- ☒ No

Disclosure Questionnaire

Disclosure Industries

Illegal Product/Activity Points Available: 0

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply. Any product or activity deemed illegal under host country laws or regulations or international conventions and agreements

- ☐ Yes
- ☒ No

Disclosure Alcohol Points Available: 0

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Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.
Alcohol (excluding beer and wine)

- ☐ Yes
☒ No
-

Commercial Logging Points Available: 0

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

- ☐ Yes
☒ No
-

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

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

- ☐ Yes
☒ No
-

Disclosure Firearms Weapons Points Available: 0

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

- ☐ Yes
☒ No
-

Genetically Modified Organisms Points Available: 0

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

- ☐ Yes
☒ No
-

Disclosure Mining Points Available: 0

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

- ☐ Yes
☒ No
-

Nuclear Power Points Available: 0

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

- ☐ Yes
☒ No
-

Petroleum Or Coal Utility Points Available: 0

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.
Fossil fuel-based oil or coal utility

- ☐ Yes
☒ No
-

Banned Ozone Depleting Substances Points Available: 0

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Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.
Ozone depleting substances subject to international phase-out

- ☐ Yes
☒ No
-

Banned Persistent Organic Pollutants Points Available: 0

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.
Persistent organic pollutants (POPs) that are banned or scheduled to be phased out of production

- ☐ Yes
☒ No
-

Internationally Banned Pesticides/Herbicides Points Available: 0

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.
Pesticides/herbicides subject to international phase-out or bans

- ☐ Yes
☒ No
-

Internationally Banned Pharmaceuticals Points Available: 0

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.
Pharmaceuticals subject to international phase-outs or bans

- ☐ Yes
☒ No
-

Radioactive Materials Points Available: 0

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

- ☐ Yes
☒ No
-

Disclosure Tobacco Points Available: 0

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

- ☐ Yes
☒ No
-

Unbonded Asbestos Fibers Points Available: 0

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

- ☐ Yes
☒ No
-

Disclosure Wildlife Regulated Under CITES Points Available: 0

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.
Wildlife or wildlife products regulated under the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES)

- ☐ Yes
☒ No
-

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply. Chemical-intensive industries reliant on chemicals that meet the Substances of Very High Concern (SVHC) criteria under REACH

REACH is the European Union's chemical regulation, currently the world's most stringent chemical regulation. See help text for list of industries.

- ☐ Yes
- ☒ No

Company Explanation Of Disclosure Item Flags Points Available: 0

If you selected "Yes" previously, please provide a detailed explanation of the company's involvement here.

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

Disclosure Practices

No formal Registration Under Domestic Regulations Points Available: 0

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

- ☐ Yes
- ☒ No

Tax Reduction Through Corporate Shells Points Available: 0

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

- ☐ Yes
- ☒ No

Facilities located in sensitive ecosystems Points Available: 0

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

- ☐ Yes
- ☒ No

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

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."
Company employs workers under the age of 15 (or other minimum work age covered by the International Labour Organization Convention No. 138) and/or company does not keep personnel records that include evidence of the date of birth of each

- ☐ Yes
- ☒ No

Overtime For Hourly Workers Is Compulsory Points Available: 0

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

- ☐ Yes
- ☒ No

Company workers are prisoners Points Available: 0

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

Company uses workers who are prisoners

- ☐ Yes
☒ No

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

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

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

- ☐ Yes
☒ No

Animal Testing Points Available: 0

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

Animal testing is conducted

- ☐ Yes
☒ No

Conduct Business in Conflict Zones Points Available: 0

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

Company exploitatively operates in conflict zones

- ☐ Yes
☒ No

Employs Individuals on Zero-Hour Contracts Points Available: 0

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

Company employs individuals on zero-hour contracts

- ☐ Yes
☒ No

Company Explanation Of Disclosure Item Flags Points Available: 0

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

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

Disclosure Outcomes

On-Site Fatality Points Available: 0

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

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

- ☐ Yes
☒ No

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

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

- ☐ Yes
☒ No

Forced Relocation Of People Due To Company Operations Points Available: 0

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

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

- ☐ Yes
☒ No

Material Recalls Points Available: 0

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

Material recalls due to quality control issues

- ☒ Yes
☐ No

Material Litigation Points Available: 0

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

Material litigation or arbitration against company

- ☒ Yes
☐ No

Company has filed for bankruptcy Points Available: 0

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

Company has filed for bankruptcy

- ☐ Yes
☒ No

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

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

Construction or operation of company involved large scale land acquisition

- ☐ Yes
☒ No

Company/Suppliers Involved In Large Scale Land Conversion Points Available: 0

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

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

- ☐ Yes
☒ No

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

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

- ☐ Yes
- ☒ No

Material Breaches of Confidential Information Points Available: 0

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

Company has had material breaches of individual's confidential information

- ☐ Yes
- ☒ No

Company Explanation Of Disclosure Item Flags Points Available: 0

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

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

Disclosure Penalties

Penalties Assessed Regarding Diversity/Equal Opportunity Points Available: 0

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

Diversity and equal opportunity

- ☐ Yes
- ☒ No

Penalties Assessed Regarding Company's Employee Safety Points Available: 0

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

Employee safety or workplace conditions

- ☐ Yes
- ☒ No

Penalties Assessed For Environmental Issues Points Available: 0

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

Environmental issues

- ☐ Yes
- ☒ No

Penalties Assessed Regarding Financial Reporting Points Available: 0

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

Financial reporting

- ☐ Yes
- ☒ No

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

Geographic operations or international affairs

- ☐ Yes
☒ No

Penalties Assessed Regarding Investments Or Loans Points Available: 0

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

Investments or Loans

- ☐ Yes
☒ No

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

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

Labor issues (internal and supply chain)

- ☐ Yes
☒ No

Penalties Assessed Regarding Company's Marketing Points Available: 0

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

Marketing

- ☐ Yes
☒ No

Penalties Assessed Regarding Political Contributions Points Available: 0

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

Political contributions

- ☐ Yes
☒ No

Penalties Assessed Regarding Company's Product Safety Points Available: 0

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

Product safety

- ☐ Yes
☒ No

Penalties Assessed Pertaining To Company Taxes Points Available: 0

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

Taxes

- ☐ Yes
☒ No

Animal Welfare Penalties Assessed Points Available: 0

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

Animal welfare

- ☐ Yes
☒ No

Bribery, Fraud Or Corruption Penalties Assessed Points Available: 0

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

Bribery, fraud or corruption

- ☐ Yes
☒ No

Company Explanation Of Disclosure Item Flags Points Available: 0

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

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

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

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

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

- ☐ Yes
☒ No
☐ Don't Know

Workers Who are Prisoners Points Available: 0

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

Significant suppliers use any workers who are prisoners

- ☐ Yes
☒ No
☐ Don't Know

Operational Fatality Points Available: 0

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

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

- ☐ Yes
☒ No
☐ Don't Know

Accidental Hazardous Substances Points Available: 0

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

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

- ☐ Yes
☒ No
☐ Don't Know

Resettlement or Economic Displacement Points Available: 0

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

- ☐ Yes
☒ No
☐ Don't Know
-

Land Acquisition Points Available: 0

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

- ☐ Yes
☒ No
☐ Don't Know
-

Land Conversion or Degradation Points Available: 0

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

- ☐ Yes
☒ No
☐ Don't Know
-

Construction or Refurbishment of Dams Points Available: 0

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

- ☐ Yes
☒ No
☐ Don't Know
-

Material Fines or Sanctions Points Available: 0

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

- ☐ Yes
☒ No
☐ Don't Know
-

Business in Conflict Zones Points Available: 0

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

- ☐ True
☒ False
☐ Don't Know
-

Other Disclosures

Other Disclosures Points Available: 0

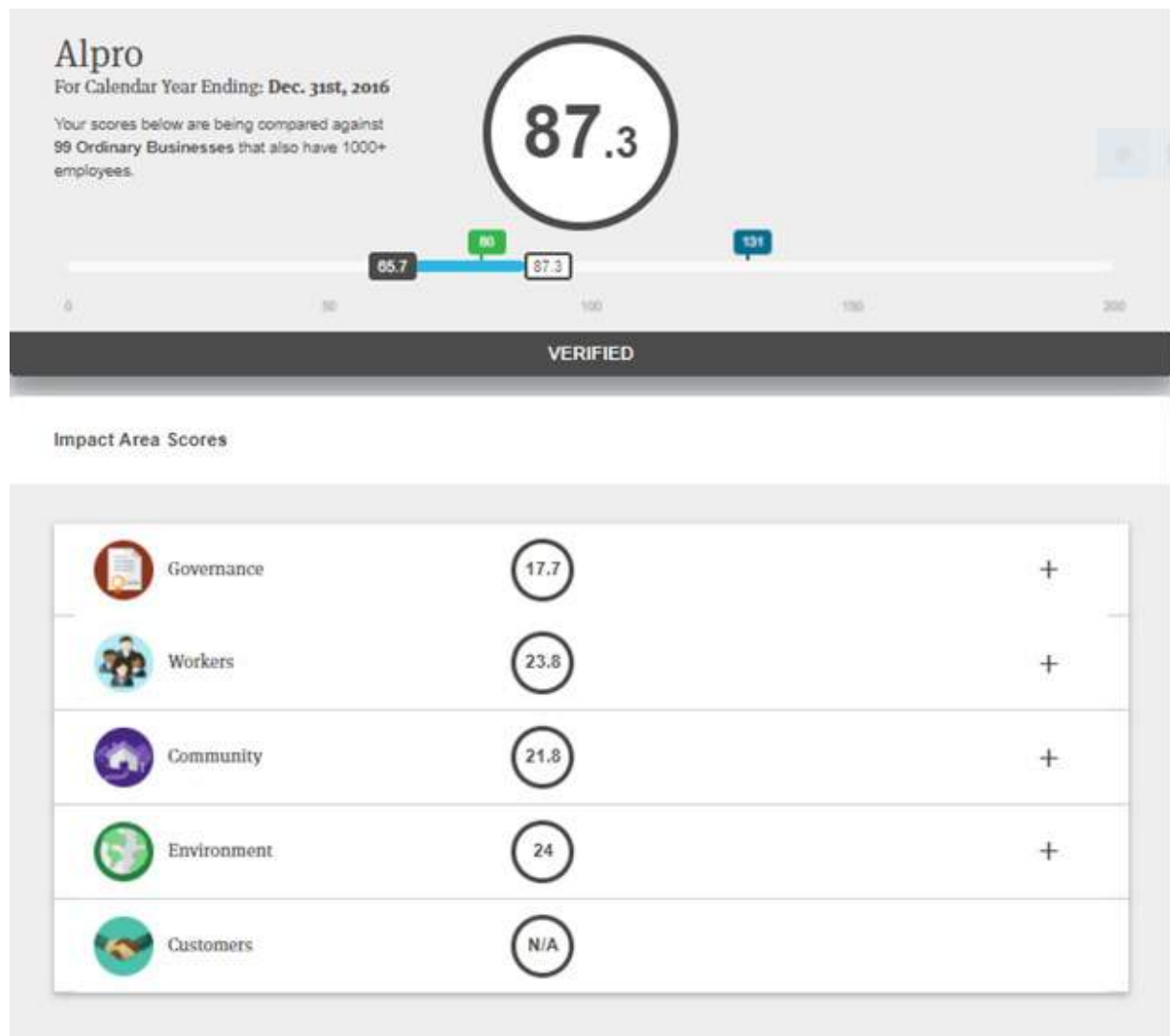
Are there any other sensitive aspects of the business that are necessary to disclose?

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

Alpro B Impact Report

Manufacturing

1000+ Employees



Governance

Mission & Engagement

Level of Impact Focus Points Earned: 0 of 0

Select the description that best describes your business.

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

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

Mission Statement Characteristics Points Earned: 0.2 of 0.2

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

Please check all that apply.

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

Mission Statement Points Earned: 0 of 0

Please type or paste your mission statement here.

Bring health through food to as many people as possible

Mission Training Points Earned: 0.4 of 0.4

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

Check all that apply.

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

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

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

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

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

Please check all that apply.

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

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

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

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

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

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

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

Mission-driven Executive Compensation Points Earned: 0.8 of 0.8

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

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

Corporate Accountability

Governance Codes Points Available: 0

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

Governing Body Composition

Points Earned: 0.4 of 0.5

63

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

Check all that apply.

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

Governing Body Characteristics

Points Earned: 0.2 of 0.3

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

Check all that apply.

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

Governing Body Stakeholder Representation

Points Earned: 0.1 of 0.1

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

Select all that apply.

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

Audit Committee Characteristics

Points Earned: 0.3 of 0.3

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

Please check all that apply.

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

Which of the following apply to your shareholder engagement practices?

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

Ethics

Financial Controls Points Earned: 0.2 of 0.3

Does the company maintain any of the following financial controls?

Please check all that apply.

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

Anti-Corruption Practices Points Earned: 0.2 of 0.2

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

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

Code of Ethics Points Earned: 0.2 of 0.3

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

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

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

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

Code of Ethics Training Points Earned: 0.3 of 0.3

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

Please check all that apply.

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

Transparency

Financial Transparency with Employees Points Earned: 0.4 of 0.9

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

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

Ownership Transparency with Employees Points Earned: 0.9 of 0.9

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

- ☒ Yes
- ☐ No

Executive Compensation Disclosure Points Earned: 0.4 of 0.4

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

- ☒ Yes
- ☐ No

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

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

Governing Body Transparency Points Earned: 0.9 of 0.9

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

Please check all that apply.

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

Governance Metrics

Last Fiscal Year Points Earned: 0 of 0

On what date did your last fiscal year end?

2016-12-31

Reporting Currency Points Earned: 0 of 0

Reporting currency

US Dollar - USD

Revenue Last Year Points Earned: 0 of 0

Total Earned Revenue

From the last fiscal year

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

Revenue Year Before Last Points Earned: 0 of 0

Total Earned Revenue

From the fiscal year before last

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

EBIT (Earnings Before Interest & Taxes)

From the last fiscal year

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

Net Income Last Year Points Earned: 0 of 0

Net Income
From the last fiscal year

Net Income Year Before Last Points Earned: 0 of 0

Net Income
From the fiscal year before last

Mission Locked

Mission Lock Points Earned: 10 of 10

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

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

Workers

Worker Metrics

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

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

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

- ☐ Fixed Salary
- ☒ Daily/Hourly Wage

of Full Time Workers Points Earned: 0 of 0

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

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

1222

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

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

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

1184

of Part Time Workers Points Earned: 0 of 0

68

Number of Total Part-Time Workers

Current Total Part-Time Workers

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

100

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

Number of Total Part-Time Workers

Total Part-Time Workers 12 months ago

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

87

of Temporary Workers Points Earned: 0 of 0

Number of Total Temporary Workers

Current Total Temporary Workers

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

148

of Temporary Workers Last Year Points Earned: 0 of 0

Number of Total Temporary Workers

Total Temporary Workers 12 months ago

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

123

Compensation & Wages

Total Wages Points Earned: 0 of 0

Total Wages (including bonuses)

Lowest Paid Wage Points Earned: 0 of 0

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

Please exclude students and interns in this calculation.

Paying Above the Minimum Wage Points Earned: 0.5 of 0.5

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

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

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

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

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

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

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

Average Compensation Increases Points Earned: 1 of 1

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

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

Market Compensation Comparison Points Earned: 0.6 of 1

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

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

Bonus Plan Characteristics Points Earned: 0.2 of 0.5

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

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

Employees Receiving a Bonus Points Earned: 0.2 of 1

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

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

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

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

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

Compensation & Wages (Hourly)

% Above the Minimum Wage Points Earned: 0.3 of 1.2

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

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

Paying a Living Wage Points Earned: 0 of 1.2

What % of hourly workers are paid a living wage?

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

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

Bonus Plan Characteristics Points Earned: 0.8 of 1.2

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

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

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

Benefits

Government Provision Of Healthcare Points Earned: 0 of 0

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

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

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

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

Additional Supplementary Benefits Points Earned: 1.2 of 1.6

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

- ☒ Disability coverage/ accident insurance
- ☒ Life insurance
- ☐ Financial services (credit or savings programs)
- ☐ Private dental insurance
- ☐ Private supplemental health insurance
- ☒ Other (describe)

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

- ☐ None of the above

Paid Secondary Caregiver Leave Points Earned: 0.5 of 1.6

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

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

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

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

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

Retirement Programs Points Earned: 1.6 of 1.6

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

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

Worker Benefits (Hourly)

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

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

Number of Paid Days Off Points Earned: 1 of 1

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

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

Number of Paid Days Off Points Earned: 1 of 1

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

Calculate on pro rata basis, including holidays.

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

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

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

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

Training & Education

Intern Hiring Practices Points Earned: 0.1 of 0.2

Which of the following is true of intern hiring practices?

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

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

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

Exclude material owners in your calculation.

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

Internal Promotions Points Earned: 0.1 of 0.2

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

Exclude material owners in your calculation.

- ☐ 0%
- ☐ 1-5%
- ☒ 6-15%
- ☐ >15%

External Professional Development Participation Points Earned: 0 of 0.2

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

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

- ☒ 0%
- ☐ 1-5%
- ☐ 6-15%
- ☐ >15%

Paid Professional Development Days Points Earned: 0.1 of 0.2

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

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

Management Training Points Earned: 0.2 of 0.2

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

Check all that apply.

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

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

Exclude employees terminated with cause.

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

Training & Education (Hourly)

Skills-Based Training Participation Points Earned: 0.1 of 0.2

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

Skills-based training to advance core job responsibilities

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

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

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

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

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

Life Skills Training Participation Points Earned: 0 of 0.2

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

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

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

External Professional Development Participation Points Earned: 0 of 0.4

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

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

- ☒ 0%
- ☐ 1-24%
- ☐ 25-49%
- ☐ 50%+

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

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

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

Worker Ownership

% Participation in Employee Ownership Points Earned: 0.4 of 1.7

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

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

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

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

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

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

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

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

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

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

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

Management & Worker Communication

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

Check all that apply.

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

Employee Satisfaction Points Earned: 0 of 0.8

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

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

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

Management & Worker Communication (Hourly)

Average Tenure Points Earned: 0.3 of 0.4

What is the average tenure of your current workforce?

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

Job Flexibility/Corporate Culture

Health and Wellness Initiatives Points Earned: 0.6 of 0.7

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

Check all that apply.

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

Job Flexibility/Corporate Culture (Hourly)

Which of the following supplementary benefits are offered to employees?

Please check all that apply.

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

Human Rights & Labor Policy

Human Rights Reviews/Certifications Points Earned: 0 of 0.3

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

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

Human Rights Training Points Earned: 0.7 of 0.7

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

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

Occupational Health & Safety

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

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

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

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

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

Evaluating Health and Safety Practices Points Earned: 0.2 of 0.2

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

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

Worksite Characteristics Points Earned: 0.2 of 0.2

Check all of the worksite characteristics below that apply:

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

Tracking Hazards Points Earned: 0.2 of 0.2

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

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

Worker Business Models Introduction

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

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

☐

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

☒

No

Community

Job Creation

New Jobs Added Last Year Points Earned: 0 of 0

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

Last 12 months:

151

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

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

Prior 12 months:

102

Job Growth Rate Points Earned: 1.8 of 2.7

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

☐

0% (Has not grown on a net basis)

☐

1-5%

☒

6-15%

☐

>15%

Departed Employees Points Earned: 0 of 0

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

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

Attrition Rate for Salaried Workers Points Earned: 0 of 1.3

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

Salaried workers

Attrition Rate for Hourly Workers Points Earned: 0.4 of 1.3

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

Hourly workers

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

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

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

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

Include full-time and part-time workers.

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

Diversity & Inclusion

Female Employees Points Earned: 0 of 0

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

Enter 0 if None.

530

Managing Gender Pay Equity Executives Points Earned: 0.3 of 0.3

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

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

- ☒ Yes
- ☐ No
- ☐ Don't Know

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

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

- ☒ Yes
- ☐ No
- ☐ Don't Know

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

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

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

- ☒ Yes
- ☐ No
- ☐ Don't Know

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

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

Female Directors Points Earned: 0 of 0

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

Women

46

Directors from Low-income Communities Points Available: 0

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

Low income communities

Minority Directors Points Available: 0

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

Minority/previously excluded populations

Directors from Underrepresented Populations Points Available: 0

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

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

Ethnic Diversity Compared to Area Points Earned: 0 of 0.9

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

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

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

Supplier Ownership Diversity Points Earned: 0 of 0.9

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

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

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

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

Executive Diversity Statistics Points Earned: 0.6 of 0.9

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

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

Manager Diversity Statistics Points Earned: 0.9 of 0.9

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

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

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

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

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

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

Non-managerial part-time workers

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

Female Executives Points Earned: 0 of 0

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

Women

37

Minority/Previously Excluded Executives Points Available: 0

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

Minority/previously excluded populations

Executives from Underrepresented Populations Points Available: 0

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

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

Female Management Points Available: 0

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

Women

Minority Managers Points Available: 0

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

Minority/previously excluded populations

Managers from Underrepresented Groups Points Available: 0

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

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

Female Full-Time Workers Points Earned: 0 of 0

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

Women

29

Minority Full-Time Workers Points Available: 0

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

Minority/previously excluded populations

Full-Time Workers from Underrepresented Groups Points Available: 0

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

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

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

72

Minority Part-time Workers Points Available: 0

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

Part-time Workers from Underrepresented Groups Points Available: 0

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

Diversity and Inclusion Training Points Earned: 0 of 0.9

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

Check all that apply.

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

Civic Engagement & Giving

Corporate Citizenship Program Points Earned: 0.7 of 1

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

A corporate citizenship program should include allocated resources and oversight.

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

Volunteer Service Policies Points Earned: 0.7 of 1

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

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

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

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

Tracking Volunteer Service Points Earned: 0 of 0.5

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

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

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

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

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

Volunteer Service Per Capita Points Earned: 0 of 1

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

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

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

Total Amount of Charitable Donations Points Earned: 0 of 0

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

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

% of Revenue Donated Points Earned: 0.8 of 3.8

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

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

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

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

Check all that apply.

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

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

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

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

Local Involvement

Geographic Structure and Scope Points Earned: 0 of 0

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

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

Local Purchasing and Hiring Policies Points Earned: 1.3 of 1.3

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

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

Spending on Local Suppliers Points Earned: 0 of 1.3

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

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

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

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

Local Employee Statistics Points Earned: 0.4 of 0.4

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

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

% of Managers Hired Locally Points Earned: 0.4 of 0.4

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

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

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

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

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

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

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

Local Impact Assessments Points Earned: 0.4 of 1.3

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

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

Suppliers, Distributors & Product

Significant Supplier Descriptions Points Earned: 0 of 0

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

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

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

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

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

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

- ☒ Yes
- ☐ No

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

Number of Significant Suppliers

Tier 1

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

Number of Significant Suppliers

Tier 2

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

89

Value of purchases from Significant Suppliers
Tier 1

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

Value of purchases from Significant Suppliers
Tier 2

Purchases from Local Suppliers Points Earned: 0 of 0

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

Supplier Evaluation Practices Points Earned: 1.8 of 1.8

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

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

Length of Supplier Relationships Points Earned: 0.6 of 0.9

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

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

Supplier Code of Conduct Points Earned: 0.9 of 0.9

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

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

- ☒ Yes
- ☐ No

Supplier Code of Conduct Topics Points Earned: 0.9 of 0.9

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

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

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

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

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

What % of your suppliers are verified for compliance with the Supplier Code of Conduct at least annually?
Tier 1 Suppliers with self-audit

- ☒ 0%
- ☐ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75-99%
- ☐ 100%
- ☐ Don't know

Supplier Code of Conduct Third Party Verification Points Earned: 0 of 0.2

What % of your suppliers are verified for compliance with the Supplier Code of Conduct at least annually?
Tier 1 Suppliers with third party verification

- ☒ 0%
- ☐ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75-99%
- ☐ 100%
- ☐ Don't know

Supplier Code of Conduct Self-Audits Points Earned: 0 of 0.2

What % of your suppliers are verified for compliance with the Supplier Code of Conduct at least annually?
Tier 2 Suppliers with self-audit

- ☐ 0%
- ☐ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75-99%
- ☐ 100%
- ☒ Don't know

What % of your suppliers are verified for compliance with the Supplier Code of Conduct at least annually?
Tier 2 Suppliers with third party verification

- ☐ 0%
- ☐ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75-99%
- ☐ 100%
- ☒ Don't know

Support for In Need Suppliers Points Earned: 0.9 of 0.9

Do you have a program that identifies suppliers in need of support, education and/or training? If so, which of the following characteristics apply to your program?

- ☒ Company reviews all Significant Suppliers for potential training needs
- ☒ Company has a formal education and support program for selected Significant Suppliers
- ☒ Company sets goals and expectations with suppliers to improve their social and environmental performance
- ☐ Company provides incentives for suppliers with strong social and environmental performance
- ☐ Other (describe)
- ☐ No formal supplier development program

Supplier Feedback Mechanisms Points Earned: 0 of 0.9

Are the following mechanisms in place to solicit feedback from suppliers?

- ☐ Formal mechanism in place for suppliers to provide feedback (e.g. supplier satisfaction surveys)
- ☐ Company has a formal grievance mechanism to methodically address complaints and resolve disputes along its supply chain
- ☐ Other (please describe)
- ☒ None of the above

Tracking Supplier Information Points Earned: 0.3 of 0.9

Does the company have a tracking system in place to map information from Significant Suppliers on any of the following:

- ☐ Major product and service categories
- ☐ Flow of materials and information
- ☐ Potential human rights issues/violations
- ☐ Labor issues/violations
- ☐ Environmental issues/violations
- ☒ All of the above, but only for Tier 1 suppliers
- ☐ None of the above

Independent Contractor Practices Points Earned: 0.2 of 0.9

Which of the following describe your relationships with all your company's independent contractors?

- ☐ Formal routine process for independent contractors to receive post-project/contract performance feedback
- ☒ Formal routine process for independent contractors to communicate post-project or post-contract feedback to the company
- ☐ Independent contractors are verified to either work on a time-bound basis, or else split their time with work for other clients. Contractors not meeting either criteria have been offered employment.
- ☐ Independent contractors are paid a living wage (when calculated as hourly wage when living wage data is available)
- ☐ We have independent contractors, but have not engaged in any of these practices
- ☐ N/A - We haven't used independent contractors in the last year

What % of materials or products purchased have third party social or environmental certification or approval, or are from Significant Suppliers that are purpose driven or have third party company level certification or approval?

- ☐ 0
- ☐ 1-19%
- ☐ 20-39%
- ☐ 40-60%
- ☒ 60%+
- ☐ Don't know

Community Business Models Introduction

Community Oriented Business Models

 Points Earned: 0 of 0

Is your company structured to benefit community stakeholders in any of the following ways?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ A producer-owned cooperative structure in which suppliers share control and benefits of company operations (e.g. farmer cooperative, artisanal cooperative)
- ☐ Purchasing fair/direct trade to improve livelihoods for underserved groups in your supply chain
- ☐ A micro-distribution or micro-franchising model that provides economic opportunities to underserved groups
- ☐ A formal standing commitment to donate a significant portion of sales/profits/ownership to charitable causes (>2% sales, >20% profits/ownership)
- ☐ Providing high quality jobs and/or professional development for individuals with chronic barriers to employment (workforce development programs)
- ☐ A community-focused business model that supports and builds the economic vitality of local communities
- ☒ None of the above

Environment

Land, Office, Plant

Facilities Size

 Points Earned: 0 of 0

Total square footage of all company facilities

237883

Green Building Standards

 Points Earned: 0 of 0.7

What % of company facilities (by area, both owned by company or leased) are certified to meet the requirements of an accredited green building program?

- ☒ <20%
- ☐ 20-49%
- ☐ 50-79%
- ☐ 80%+
- ☐ N/A - Company has virtual office

What % of your facilities on a square foot basis have a facility-wide recycling program that has ongoing collection of at least all standard materials in your area?

See Explain This for definition.

- ☐ <20%
- ☐ 21-40%
- ☐ 41-60%
- ☐ 61-80%
- ☒ >80%

Environmental Management Systems Points Earned: 1.5 of 1.5

Does your company have an environmental management system that includes any of the following?

Please check all that apply.

- ☒ Policy statement documenting the organization's commitment to the environment
- ☒ Assessment undertaken of the environmental impact of the organization's business activities
- ☒ Stated objectives and targets for environmental aspects of the organization's operations
- ☒ Programming designed, with allocated resources, to achieve these targets
- ☒ Periodic compliance and auditing to evaluate programs conducted
- ☒ 3rd party auditing & certification of EMS
- ☐ Do not have any of the above

Environmental Design Considerations Points Earned: 0.1 of 0.7

Which of the following practices are in place to integrate environmental considerations (DFE) into the design of products and services?

Please only select answer options being applied to at least 20% of the company's products and services (by revenue).

- ☐ Source reduction employed in reducing materials use in both products and packaging
- ☐ Standardized product components/parts to maximize useful life via disassembly/reprocessing
- ☐ Identifies resource content on manufactured items to enable eventual recycling
- ☐ Program that facilitates maintenance, servicing and reassembly of company's own products
- ☐ Company takes back similar products from other manufacturers for disassembly/reprocessing
- ☐ Company participates in a product reclamation program established by another party
- ☒ Other (please describe)

Environmental considerations taken into account in the packaging decisions (e.g. recyclability) Environmental considerations taken into account when launching a new product (e.g. sustainability screening of a new ingredient)

- ☐ None of the above

Natural Habitat Conservation Procedures Points Earned: 0.4 of 0.7

Does the company have demonstrable procedures in place to reduce or mitigate impacts to natural habitats? If yes, which of the following statements apply to these procedures?

Procedures include a Conservation Strategic Plan.

- ☐ No conservation procedures/plan in place
- ☐ Includes percentage of habitat protected or restored by type of habitat and status
- ☒ Addresses future plans and targets for managing impacts regarding habitat loss or degradation, loss of biodiversity, or overall depletion of ecosystems
- ☐ N/A - Company does not have opportunity to control or influence land development processes

Does your company have a program in place to identify and eliminate potential chemicals and materials of concern in your product and/or process and identify and phase-in safer alternatives (e.g. chemical/material options with reduced toxicity)?

- ☐ Company has completed a study of all materials (including scarce metals and minerals) in product and chemicals to 1000ppm level
- ☐ Company has completed a study of all materials in product and chemicals to 100ppm level
- ☒ Company has undergone an evaluation of products and processes to identify potential toxic contaminants from production
- ☐ Company has identified specific chemicals of concern classes (e.g., carcinogens, mutagens, reproductive toxins, endocrine disruptors, persistent or bioaccumulative substances)
- ☐ Company has established a Restricted Substances List (RSL), has a positive screen or other decision process for chemical
- ☐ Company has established metrics and goals for the reduction or elimination of chemicals of concern
- ☐ Company publicly discloses the chemicals and/or materials in your product (e.g., on a label, website, via 800 number for information, etc.)
- ☐ There are no potential chemicals or materials of concern in my industry
- ☐ None of the above

Facility Improvement with Landlord Points Earned: 0 of 0.7

If you lease your facilities, have you worked with your landlord to implement/maintain any of the following?

Select N/A if you do not lease your building.

- ☐ Energy efficiency improvements
- ☐ Water efficiency improvements
- ☐ Waste reduction programs (including recycling)
- ☐ None of the above
- ☒ N/A - Company does not lease majority of facilities

Context-Based Water Management Points Earned: 0.7 of 0.7

Does your company measure and manage its water in a context-based manner?

Context based management requires measurement against allocations of available renewable supplies in the watersheds in which it does business.

- ☒ Yes
- ☐ No
- ☐ Don't Know

Context-Based GHG Management Points Earned: 0.7 of 0.7

Does your company measure and manage its GHG emissions in a context-based manner?

Context based management requires measurement against reduction targets specified in a science-based GHG stabilization scenario.

- ☒ Yes
- ☐ No
- ☐ Don't Know

Context-Based Waste Management Points Earned: 0.7 of 0.7

Does your company measure and manage its solid wastes in a context-based manner?

Context based waste management includes measurements against levels tied to a zero waste plan.

- ☒ Yes
- ☐ No
- ☐ Don't Know

Inputs

Monitoring Energy Use Relative to Revenue Points Earned: 1.4 of 1.9

95

Does your company monitor, record and/or report its usage of energy and water, relative to company revenues?
Energy:

- ☐ We do not currently monitor and record our usage
- ☐ We monitor and record usage (no reduction targets)
- ☐ We monitor and report usage, and have specific reduction targets
- ☒ We monitor and record, set reduction targets and report progress on targets annually to a voluntary public reporting program
- ☐ We have met or exceeded those targets in the last FY

Monitoring Water Use Relative to Revenue Points Earned: 1.4 of 1.9

Does your company monitor, record and/or report its usage of energy and water, relative to company revenues?
Water:

- ☐ We do not currently monitor and record usage
- ☐ We monitor and record usage (no reduction targets)
- ☐ We monitor and record usage, and have specific reduction targets
- ☒ We monitor and record, set reduction targets and report progress on targets annually to a voluntary public reporting program
- ☐ We have met or exceeded those targets in the last FY

Total Energy Use Points Earned: 0 of 0

Total energy used (Gigajoules) during the last 12 months:

707.274

Total Renewable Energy Use Points Earned: 0 of 0

Total energy used from renewable resources (Gigajoules) during the last 12 months:

114.361

Total Water Use Points Earned: 0 of 0

Total water use (liters) during the last 12 months

1825477000

Energy Use Reductions Points Earned: 0.8 of 3.8

Have conservation and efficiency improvements led to energy savings for your facilities? If so, by how much?

Please calculate based on changes from last year or annualized from a base year, referring to electricity use and other energy consumption from heating, hot water, etc.

- ☐ 0%
- ☒ 1-4%
- ☐ 5-9%
- ☐ 10-14%
- ☐ 15-20%
- ☐ >20%
- ☐ Don't know

What % of energy use is produced from low-impact renewable sources?

Include electricity and other energy consumption from heating, hot water, etc.

- ☐ 0%
- ☒ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75-99%
- ☐ 100%
- ☐ Don't know

Life Cycle Assessment Program Points Earned: 1.9 of 1.9

Does the company have a demonstrable program that incorporates life cycle assessment (LCA) thinking and practices into company strategy and decisions-making via policies, reports and/or certifications?

Please only select answer options being applied to at least 20% of the company's products and services (by revenue).

- ☐ Strategic decision regarding product or services design and development utilize either life cycle inventories, assessments Product Environmental Profiles (PEPs) or key performance indicators based on LCA studies
- ☒ Incorporates in its life cycle program air, water emissions and solid and hazardous waste
- ☒ Incorporates energy and fossil fuel resources
- ☒ Includes non-renewable resource depletion (including materials inputs)
- ☒ Includes Scope 3 GHG emissions for activities associated with the production and transportation of final products
- ☐ Possess LCA Program Certification
- ☐ None of the above
- ☐ N/A: My revenue is generated from a service and a LCA can not be conducted

Public Disclosure of Chemicals Points Earned: 0 of 1.9

Does your company publicly disclose any use of chemicals of concern in products or processes in any of the following ways?

- ☐ Company provides information on website that publicly discloses any use(s) of chemicals of concern
- ☐ Company completes and publicly provides Health Product Declarations (HPD) for any chemicals of concern utilized
- ☐ Company publicly provides information on use of any chemicals of concern via the Cradle 2 Cradle Products Innovation certification process
- ☐ Other third-party disclosure mechanism (please state)
- ☐ N/A
- ☒ None of the above

Environmentally Preferred Materials Points Earned: 0.4 of 1.9

What is the % of recycled, internally sourced or environmentally preferred materials used in the top quartile of products sold and the associated packaging?

- ☐ 0
- ☒ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75-99%
- ☐ 100%

Outputs

Does your company monitor, record and report the following outputs relative to company revenues?
Greenhouse gas emissions

- ☐ Company does not currently monitor and record emissions
- ☐ Company monitors and records emissions (no reduction targets)
- ☐ Company monitors and records emissions and has specific reduction targets
- ☒ Company monitors and records, sets reduction targets and reports progress publicly on an annual basis
- ☐ Company monitors emissions and has met or exceeded those targets in the last FY
- ☐ Eliminated emissions of this by-product entirely

Monitoring and Reporting Hazardous Waste Points Earned: 0.2 of 0.7

Does your company monitor, record and report the following outputs relative to company revenues?
Hazardous waste (including universal waste) generation

- ☐ Company does not currently monitor and record waste generation
- ☒ Company monitors and records waste generation (no reduction targets)
- ☐ Company monitors and records waste generation and has specific reduction targets
- ☐ Company monitors and records, sets reduction targets and reports progress publicly on an annual basis
- ☐ Company monitors waste generation and has met or exceeded those targets in the last FY
- ☐ Eliminated emissions of this by-product entirely

Monitoring Air Emissions Points Earned: 0.2 of 0.7

Does your company monitor, record and report the following outputs relative to company revenues?
Significant air emissions

- ☐ Company does not currently monitor and record emissions
- ☒ Company monitors and records emissions (no reduction targets)
- ☐ Company monitors and records emissions and has specific reduction targets
- ☐ Company monitors and records, sets reduction targets and reports progress publicly on an annual basis
- ☐ Company monitors emissions and has met or exceeded those targets in the last FY
- ☐ Eliminated emissions of this by-product entirely

Monitoring Non-hazardous Waste Points Earned: 0.2 of 0.7

Does your company monitor, record and report the following outputs relative to company revenues?
Non-hazardous waste

- ☐ Company does not currently monitor and record emissions
- ☒ Company monitors and records emissions (no reduction targets)
- ☐ Company monitors and records emissions and has specific reduction targets
- ☐ Company monitors and records, sets reduction targets and reports progress publicly on an annual basis
- ☐ Company monitors emissions and has met or exceeded those targets in the last FY
- ☐ Eliminated emissions of this by-product entirely

Monitoring Toxic Wastewater Points Earned: 0 of 0.7

Does your company monitor, record and report the following outputs relative to company revenues?
Hazardous and toxic water

- ☒ Company does not currently monitor and record emissions
- ☐ Company monitors and records emissions (no reduction targets)
- ☐ Company monitors and records emissions and has specific reduction targets
- ☐ Company monitors and records, sets reduction targets and reports progress publicly on an annual basis
- ☐ Company monitors emissions and has met or exceeded those targets in the last FY
- ☐ Eliminated emissions of this by-product entirely

Non-hazardous Waste Generated Points Earned: 0 of 0

98

Waste Produced: Non-Hazardous Waste (metric tonnes) during the last 12 months

63588

Total Hazardous Waste Produced Points Earned: 0 of 0

Waste Produced: Hazardous Waste (metric tonnes) during the last 12 months

35

Total Waste Disposed Points Earned: 0 of 0

Waste Disposed (metric tonnes) during the last 12 months

89956

Total Waste Recycled Points Earned: 0 of 0

Waste Disposed: Recycled/Reused (metric tonnes) during the last 12 months

90066

Total Scope 1 GHGs Points Earned: 0 of 0

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:
Scope 1:

28390

Total Scope 2 GHGs Points Earned: 0 of 0

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:
Scope 2:

11810

Total Scope 3 GHGs Points Earned: 0 of 0

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:
Scope 3:

89662

Greenhouse Gas Reduction Strategies Points Earned: 0.7 of 0.7

Have you studied the GHG emissions of your entire operation and supply chain, identified the most intensive sources, and set strategies for improvement?

- ☐ Yes for Scope 1
- ☐ Yes for Scopes 1 and 2
- ☒ Yes for Scopes 1, 2 and 3
- ☐ Yes, for product life cycle
- ☐ No
- ☐ Don't know

What is your current Carbon Intensity for Scopes 1 and 2, not including the use of carbon credits or offsets?

Measure intensity in metric tons of CO2/\$million of revenue. Calculate in USD to allow for standardized comparison.

- ☐ Manufacturing: >950 / Utilities: >6,000
- ☐ Manufacturing: 751-950 / Utilities: 5,001-6,000
- ☐ Manufacturing: 601-750 / Utilities: 4,001-5,000
- ☐ Manufacturing: 451-600 / Utilities: 3,001-4,000
- ☐ Manufacturing: 301-450 / Utilities: 2,001-3,000
- ☐ Manufacturing: 151-300 / Utilities: 1,001-2,000
- ☒ Manufacturing: 0-150 / Utilities: 0-1,000
- ☐ Don't know

Carbon Intensity Points Earned: 0.7 of 0.7

What is your current Carbon Intensity for Scopes 1 and 2, measured in tons of CO2/\$million of revenue, including the use of carbon credits or offsets?

Use USD for to allow for standardized comparisons.

- ☐ Manufacturing: >950 / Utilities: >6,000
- ☐ Manufacturing: 751-950 / Utilities: 5,001-6,000
- ☐ Manufacturing: 601-750 / Utilities: 4,001-5,000
- ☐ Manufacturing: 451-600 / Utilities: 3,001-4,000
- ☐ Manufacturing: 301-450 / Utilities: 2,001-3,000
- ☐ Manufacturing: 151-300 / Utilities: 1,001-2,000
- ☒ Manufacturing: 1-150 / Utilities: 1-1,000
- ☐ Manufacturing: 0 / Utilities: 0
- ☐ Don't know

% GHG Emissions Offset Points Earned: 0.1 of 0.4

If your company purchased certified carbon credits in the reporting period, what % of GHG emissions were off-set?

- ☐ 0%
- ☒ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75-99%
- ☐ 100%
- ☐ Don't know
- ☐ N/A - No carbon offsets purchased

Waste Generation vs Revenue Points Earned: 0.7 of 0.7

What is your company's non-hazardous waste generation measured against revenue (i.e. metric tons per \$million of revenue) in the last fiscal year?

i.e. metric tons per \$million of revenue.

- ☐ >950
- ☐ 751-950
- ☐ 601-750
- ☐ 451-600
- ☐ 301-450
- ☐ 151-300
- ☒ 0-150
- ☐ Don't know

Optional unweighted metrics: Approximately by what % has your company reduced solid and hazardous waste generation (normalized for revenue changes) over the following periods?

The past two years

Waste Reduction Points Available: 0

Optional unweighted metrics: Approximately by what % has your company reduced solid and hazardous waste generation (normalized for revenue changes) over the following periods?

The past five years

Waste Generation Points Earned: 1.5 of 1.5

Which of the following apply to your company's waste reduction targets?

- ☒ We have adopted a zero waste goal
- ☒ We are approaching zero waste in our non-hazardous waste generation (90% or better from baseline)
- ☐ We are approaching zero waste in our hazardous waste generation (90% or better from baseline)
- ☐ We have zero non-hazardous waste
- ☐ We have zero hazardous waste
- ☐ We have received external recognition or certification for waste reduction (e.g. Zero Waste International Alliance's recognition program)
- ☐ None of the above

End-of-life Product Reclamation Points Earned: 0.2 of 0.7

Does your company have in place an active end-of-life product/component reclamation program that has any of the following practices in place?

- ☐ Method for standardizing and identifying product parts and components to maximize useful life via disassembly and or reprocessing
- ☒ Labeling of resource content on manufactured items to enable recycling at end-of-life
- ☐ Widely available program to facilitate maintenance, servicing and reassembly of company's own products
- ☐ Take back of similar products from other manufacturers for disassembly/reprocessing/recovery
- ☐ Participation in a product reclamation program established by another party
- ☐ None of the above

End-of-life Product Reclamation Points Earned: 0 of 0.7

What % of the company's products sold and their packaging materials are reclaimed (i.e. recycled or reused) at the end of their useful life within the last fiscal year?

- ☐ <20%
- ☐ 20-49%
- ☐ 50-74%
- ☐ 75-99%
- ☐ 100%
- ☒ N/A

Transportation, Distribution & Suppliers

Does the company currently use any of the following specific practices to reduce carbon emissions from transportation?

- ☒ Offer transit subsidies to employees as part of a low carbon transportation program
- ☒ Company policy and practice that requires inbound freight or shipping to be transported via lowest impact methods (such as avoiding shipment by air transport)
- ☒ Company policy and practice that outbound freight or shipping is transported via lowest impact methods
- ☐ Other (please describe)
- ☐ None of the above

Ton Miles Reduction Points Earned: 0 of 0.8

Have you reduced the ton miles (relative to revenues) of your distribution and supply chain, and if so, by how much?

Calculate by comparing ton-miles from the year prior or annualized from a baseline year.

- ☐ 0%
- ☐ 1-9%
- ☐ 10%-20%
- ☐ 21-50%
- ☐ >50%
- ☒ Not tracked / Unknown

Sourcing % of COGS from Local Suppliers Points Earned: 0 of 0.8

What % of the following was spent with suppliers located within 200 miles (or 322 km) of where the end product was used during the last fiscal year?

Cost of Goods Sold (excluding labor)

- ☐ 0%
- ☐ 1-9%
- ☐ 10-19%
- ☐ 20-29%
- ☐ 30%+
- ☒ Don't know

Sourcing % raw materials from Local Suppliers Points Earned: 0 of 0.8

What % of the following was spent with suppliers located within 200 miles (or 322 km) of where the end product was used during the last fiscal year?

Raw materials (in currency terms) grown or harvested

By company or local independent suppliers.

- ☐ 0%
- ☐ 1-9%
- ☐ 10-19%
- ☐ 20-29%
- ☐ 30%+
- ☒ Don't know

Does your company do any of the following to manage chemicals in the supply chain?

Please check all that apply.

- ☒ Require suppliers to disclose specified chemicals of concern
 - ☐ Ask suppliers if they know all the chemical ingredients intentionally added to their product and all residuals of high concern present in the product (asking if they know only, not to provide the data to you)
 - ☒ Require suppliers to provide chemical information to a third party
 - ☒ Ensure that suppliers are kept up to date on banned chemicals in different markets by providing them with a Restricted Substances List and monitoring their compliance with this List.
 - ☐ Incentivize suppliers for participating in chemical management program
 - ☐ None of the Above
-

Suppliers Tracking Energy Use Points Earned: 0.1 of 0.4

What % of Significant Suppliers track and report the following:
Energy usage

- ☐ 0%
 - ☒ 1-24%
 - ☐ 25-49%
 - ☐ 50-74%
 - ☐ 75%+
 - ☐ Don't Know
-

Suppliers Tracking Water Use Points Earned: 0.1 of 0.4

What % of Significant Suppliers track and report the following:
Water usage

- ☐ 0%
 - ☒ 1-24%
 - ☐ 25-49%
 - ☐ 50-74%
 - ☐ 75%+
 - ☐ Don't Know
-

Suppliers Tracking Air and Water Emissions Points Earned: 0 of 0.4

What % of Significant Suppliers track and report the following:
Any hazardous or toxic air or water emissions

- ☐ 0%
 - ☐ 1-24%
 - ☐ 25-49%
 - ☐ 50-74%
 - ☐ 75%+
 - ☒ Don't Know
-

Suppliers Tracking Waste and Recycling Points Earned: 0.1 of 0.4

103

What % of Significant Suppliers track and report the following:
Generation/recycling/reduction of solid waste

- ☐ 0%
 - ☒ 1-24%
 - ☐ 25-49%
 - ☐ 50-74%
 - ☐ 75%+
 - ☐ Don't Know
-

Suppliers Tracking Hazardous Waste Points Earned: 0 of 0.4

What % of Significant Suppliers track and report the following:
Generation/recycling/reduction of hazardous waste

- ☐ 0%
 - ☐ 1-24%
 - ☐ 25-49%
 - ☐ 50-74%
 - ☐ 75%+
 - ☒ Don't Know
-

Suppliers Using Renewable Energy Points Earned: 0 of 0.8

What % of Significant Suppliers have achieved the following?
Used at least 10% renewable energy at their facilities

- ☐ 0%
 - ☐ 1-24%
 - ☐ 25-49%
 - ☐ 50-74%
 - ☐ 75%+
 - ☒ Don't Know
-

Suppliers Reducing Greenhouse Gases Points Earned: 0 of 0.8

What % of Significant Suppliers have achieved the following?
Reduced GHG emissions or use of ozone-depleting substances by at least 10% in the past two years

- ☐ 0%
 - ☐ 1-24%
 - ☐ 25-49%
 - ☐ 50-74%
 - ☐ 75%+
 - ☒ Don't Know
-

What % of Significant Suppliers have achieved the following?

Implemented initiatives to reduce waste at the source or divert waste from landfills/incineration by at least 10 % in the past two years

- ☐ 0%
- ☐ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75%+
- ☒ Don't Know

Suppliers Reducing Water Use Points Earned: 0 of 0.8

What % of Significant Suppliers have achieved the following?

Recycled water on site or use close-loop or other water recovery systems to reduce the use of potable water

- ☐ 0%
- ☐ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75%+
- ☒ Don't Know

Suppliers Responsibly Disposing Hazardous Waste Points Earned: 0 of 0.4

What % of Significant Suppliers have achieved the following?

Responsibly disposed of all hazardous waste generated from production

- ☐ 0%
- ☐ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75%+
- ☒ Don't Know

Environmental Models Introduction

Environmental Business Model Points Earned: 0 of 0

Are your company's products or process structured to restore or preserve the environment in any of the following ways?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ Through a manufacturing, wholesale or agriculture process which is designed to significantly reduce environmental impact compared to typical practices for the industry
- ☒ Through a product or service that preserves, conserves, or restores the environment or resources
- ☐ None of the above

Environment Products & Services Introduction

In what way or ways does your product/service conserve the environment?

Please select ONE option per product line. You may select an additional option if your product line has two separate environmental attribute. The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ Provides or is powered by renewable energy or cleaner-burning energy than market alternatives (e.g. solar panel manufacturers/installers, hybrid vehicles)
- ☐ Conserves or diverts resources (including energy, water, materials, etc.)
- ☐ Conserves or preserves the well-being of land and/or animals (e.g. land protection or reforestation services, sustainably harvested agricultural products)
- ☒ Reduces or is made of less toxic/hazardous substances (e.g. brownfield remediation services, organic food, non-toxic cleaners)
- ☐ Educates, measures, researches, or provides information to solve environmental problems (e.g. environmental consulting auditing)
- ☐ None of the above

Environmental Product/Service Certifications Points Available: 0

Does your product or service have any third-party certifications? If so, please list certifications.

To meet the definition of a qualified third-party certification, the certification must be independently verified, be standards-based, and have those standards be transparent.

Toxin Reduction / Remediation

Toxin / Pollution Reduction Overview Points Available: 0

Tell us more about how your product or service reduces use of toxic or hazardous substances, prevents pollution or remediates discharges to air, land or water

Toxin / Pollution Reduction Description Points Earned: 0 of 0

Which of the following product or service descriptions apply?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ Product minimizes need of toxic chemicals compared to market alternatives (non-GMO)
- ☒ Product/services use less toxic/hazardous chemicals or materials than market alternatives (i.e. non-toxic cleaners, organic food, integrated pest management for agriculture)
- ☐ Product/service remediates environmental damage after discharges to air, land or water (i.e. brownfield remediation, oil spill clean-up)
- ☐ Product/service directly prevents pollution or hazardous discharge (i.e. pollution management technologies)
- ☐ These descriptions do not apply to our company's product/service (Skip the remainder of this section)

% Toxin Reduction Points Earned: 0 of 0

What is the average % toxic/hazardous material reduction or pollution prevention (by weight or volume) achieved by the product or service?

Revenue from Toxin Reduction / Remediation Points Earned: 0 of 0

What were your total revenues last fiscal year from the previous products or services?

The answer to this question affects questions you'll encounter further on in your assessment.

11%

Tons of Carbon Offset Points Earned: 0 of 0

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Metric tons of GHG/CO2 equivalent

kWh Saved Points Earned: 0 of 0

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

kWh saved/off-set

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Metric tons of waste saved from landfill or incineration

Water Saved Points Earned: 0 of 0

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Liters of water saved/off-set

Verification of Toxin Reduction Points Earned: 1.1 of 1.1

How do you verify that your product contributes to the outcome previously selected?

Select all that apply.

- ☐ We have a track record of successful, verified positive outcomes and have created case studies based on these.
- ☒ There is secondary research that supports the link between our type of product and the stated outcome.
- ☐ We conduct our own direct research to track the outcomes produced for all our customers, such as impact-related survey
- ☒ We have third party certifications or verifications that verify the efficacy of our product/service in delivering outcomes
- ☒ We have performed, commissioned, or partnered with scientifically designed impact or outcome assessments to systematically learn about our product's impact
- ☐ Our product is too early stage to have research or studies that link our product to positive outcomes
- ☐ We cannot provide verification of our outcomes at this time.

Efficacy of Toxin Reduction / Remediation Points Earned: 1.1 of 1.1

If direct research on your product/service has been performed, did the results confirm that a desired outcome is being achieved?

- ☒ Yes
- ☐ No
- ☐ N/A - No direct research conducted

Negative Impact Management Points Earned: 0 of 1.1

Does your company also measure and manage the negative or unintended outcomes generated by this business model?

- ☐ Yes
- ☒ No

Innovative Toxin Reduction / Remediation Points Available: 0

Is there something different or innovative about the company's basic product or service that has changed the industry? Is this something that is replicable, unique at the time that it was created, and that has been emulated by other organizations?

Customers

Customer Models Introduction

Customer Impact Business Model Introduction Points Earned: 0 of 0

Does your product/service address a social or economic problem for or through your customers?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ Yes
- ☒ No

Disclosure Questionnaire

Disclosure Industries

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply. Any product or activity deemed illegal under host country laws or regulations or international conventions and agreements

- ☐ Yes
☒ No

Disclosure Alcohol Points Earned: 0 of 0

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply. Alcohol (excluding beer and wine)

- ☐ Yes
☒ No

Commercial Logging Points Earned: 0 of 0

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply. Commercial logging and logging equipment

- ☐ Yes
☒ No

Large Drift Fishing Nets (>2.5Km) Points Earned: 0 of 0

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply. Drift net fishing in the marine environment using nets in excess of 2.5 km in length

- ☐ Yes
☒ No

Disclosure Firearms Weapons Points Earned: 0 of 0

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply. Firearms, weapons or munitions

- ☐ Yes
☒ No

Genetically Modified Organisms Points Earned: 0 of 0

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply. Genetically modified organisms

- ☐ Yes
☒ No

Disclosure Mining Points Earned: 0 of 0

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply. Mining

- ☐ Yes
☒ No

Nuclear Power Points Earned: 0 of 0

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply. Nuclear Power

- ☐ Yes
☒ No

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.
Fossil fuel-based oil or coal utility

- ☐ Yes
☒ No

Banned Ozone Depleting Substances Points Earned: 0 of 0

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.
Ozone depleting substances subject to international phase-out

- ☐ Yes
☒ No

Banned Persistent Organic Pollutants Points Earned: 0 of 0

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.
Persistent organic pollutants (POPs) that are banned or scheduled to be phased out of production

- ☐ Yes
☒ No

Internationally Banned Pesticides/Herbicides Points Earned: 0 of 0

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.
Pesticides/herbicides subject to international phase-out or bans

- ☐ Yes
☒ No

Internationally Banned Pharmaceuticals Points Earned: 0 of 0

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.
Pharmaceuticals subject to international phase-outs or bans

- ☐ Yes
☒ No

Radioactive Materials Points Earned: 0 of 0

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.
Radioactive materials

- ☐ Yes
☒ No

Disclosure Tobacco Points Earned: 0 of 0

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.
Tobacco

- ☐ Yes
☒ No

Unbonded Asbestos Fibers Points Earned: 0 of 0

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.
Unbonded asbestos fibers

- ☐ Yes
☒ No

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply. Wildlife or wildlife products regulated under the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES)

- ☐ Yes
☒ No

Reliant On Substances Of Very High Concern Points Earned: 0 of 0

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply. Chemical-intensive industries reliant on chemicals that meet the Substances of Very High Concern (SVHC) criteria under REACH. REACH is the European Union's chemical regulation, currently the world's most stringent chemical regulation. See help text for list of industries.

- ☐ Yes
☒ No

Company Explanation Of Disclosure Item Flags Points Available: 0

If you selected "Yes" previously, please provide a detailed explanation of the company's involvement here.
If this does not apply to you, please enter "Does not apply" in the text area below.

Disclosure Practices

No formal Registration Under Domestic Regulations Points Earned: 0 of 0

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."
Company is not formally registered in accordance with domestic regulations

- ☐ Yes
☒ No

Tax Reduction Through Corporate Shells Points Earned: 0 of 0

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."
Company has reduced or minimized taxes through the use of corporate shells or structural means

- ☐ Yes
☒ No

Facilities located in sensitive ecosystems Points Earned: 0 of 0

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."
Company facilities are located adjacent to or in sensitive ecosystems

- ☐ Yes
☒ No

Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age) Points Earned: 0 of 0

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."
Company employs workers under the age of 15 (or other minimum work age covered by the International Labour Organization Convention No. 138) and/or company does not keep personnel records that include evidence of the date of birth of each

- ☐ Yes
☒ No

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."

Overtime work for hourly workers is compulsory

- ☐ Yes
☒ No

Company workers are prisoners Points Earned: 0 of 0

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."

Company uses workers who are prisoners

- ☐ Yes
☒ No

Company prohibits freedom of association/collective bargaining Points Earned: 0 of 0

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."

Company prohibits workers from freely associating and bargaining collectively for the terms of one's employment

- ☐ Yes
☒ No

Animal Testing Points Earned: 0 of 0

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."

Animal testing is conducted

- ☐ Yes
☒ No

Conduct Business in Conflict Zones Points Earned: 0 of 0

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."

Company exploitatively operates in conflict zones

- ☐ Yes
☒ No

Employs Individuals on Zero-Hour Contracts Points Earned: 0 of 0

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."

Company employs individuals on zero-hour contracts

- ☐ Yes
☒ No

Company Explanation Of Disclosure Item Flags Points Available: 0

If you selected "Yes" previously, please provide a detailed explanation of the company's engagement in these practices here.

If this does not apply to you, please enter "Does not apply" in the text area below.

Disclosure Outcomes

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No".

Company has had an operational or on-the-job fatality

- ☐ Yes
☒ No
-

Hazardous Discharges Into Air/Land/Water (Past 5 Yrs) Points Earned: 0 of 0

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No".

Company sites have experienced accidental discharges to air, land or water of hazardous substances

- ☐ Yes
☒ No
-

Forced Relocation Of People Due To Company Operations Points Earned: 0 of 0

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No".

Construction or operation of company facilities resulted in physical resettlement or economic displacement involving 5,000 or more people near your facility

- ☐ Yes
☒ No
-

Material Recalls Points Earned: 0 of 0

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No".

Material recalls due to quality control issues

- ☐ Yes
☒ No
-

Material Litigation Points Earned: 0 of 0

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No".

Material litigation or arbitration against company

- ☐ Yes
☒ No
-

Company has filed for bankruptcy Points Earned: 0 of 0

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No".

Company has filed for bankruptcy

- ☐ Yes
☒ No
-

Company/Suppliers Involved In Large Scale Land Acquisition Points Earned: 0 of 0

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No".

Construction or operation of company involved large scale land acquisition

- ☐ Yes
☒ No
-

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No".

Construction or operation of company involved large scale land conversion and/or degradation

- ☐ Yes
☒ No

Company/Suppliers Do Build/Refurbish Dams Points Earned: 0 of 0

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No".

Construction or operation of company and involved the construction or refurbishment of dams

- ☐ Yes
☒ No

Material Breaches of Confidential Information Points Earned: 0 of 0

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No".

Company has had material breaches of individual's confidential information

- ☐ Yes
☒ No

Company Explanation Of Disclosure Item Flags Points Available: 0

If you selected "Yes" previously, please provide a detailed explanation of the company's experience related to the previous statement here.

If this does not apply to you, please enter "Does not apply" in the text area below.

Disclosure Penalties

Penalties Assessed Regarding Diversity/Equal Opportunity Points Earned: 0 of 0

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Diversity and equal opportunity

- ☐ Yes
☒ No

Penalties Assessed Regarding Company's Employee Safety Points Earned: 0 of 0

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Employee safety or workplace conditions

- ☐ Yes
☒ No

Penalties Assessed For Environmental Issues Points Earned: 0 of 0

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Environmental issues

- ☐ Yes
☒ No

Penalties Assessed Regarding Financial Reporting Points Earned: 0 of 0

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Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Financial reporting

- ☐ Yes
☒ No

International Affairs Penalties Points Earned: 0 of 0

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Geographic operations or international affairs

- ☐ Yes
☒ No

Penalties Assessed Regarding Investments Or Loans Points Earned: 0 of 0

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Investments or Loans

- ☐ Yes
☒ No

Penalties Regarding Labor Issues (Including Supply Chain) Points Earned: 0 of 0

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Labor issues (internal and supply chain)

- ☐ Yes
☒ No

Penalties Assessed Regarding Company's Marketing Points Earned: 0 of 0

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Marketing

- ☐ Yes
☒ No

Penalties Assessed Regarding Political Contributions Points Earned: 0 of 0

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Political contributions

- ☐ Yes
☒ No

Penalties Assessed Regarding Company's Product Safety Points Earned: 0 of 0

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Product safety

- ☐ Yes
☒ No

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Taxes

- ☐ Yes
☒ No

Animal Welfare Penalties Assessed Points Earned: 0 of 0

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Animal welfare

- ☐ Yes
☒ No

Bribery, Fraud Or Corruption Penalties Assessed Points Earned: 0 of 0

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Bribery, fraud or corruption

- ☐ Yes
☒ No

Company Explanation Of Disclosure Item Flags Points Available: 0

If you selected "Yes" previously, please provide a detailed explanation of the complaint/fine/sanction here.

If this does not apply to you, please enter "Does not apply" in the text area below.

Supplier Disclosure**Workers Under the Age of 15** Points Earned: 0 of 0

Please indicate if any of the following statements are true regarding your company's significant suppliers.

Significant Suppliers employ workers under the age of 15 (or other minimum work age covered by the International Labour Organization Convention No. 138)

- ☐ Yes
☐ No
☒ Don't Know

Workers Who are Prisoners Points Earned: 0 of 0

Please indicate if any of the following statements are true regarding your company's significant suppliers.

Significant suppliers use any workers who are prisoners

- ☐ Yes
☐ No
☒ Don't Know

Operational Fatality Points Earned: 0 of 0

Please indicate if any of the following statements are true regarding your company's significant suppliers.

Significant Suppliers have had an operational or on-the-job fatality

- ☐ Yes
☐ No
☒ Don't Know

Please indicate if any of the following statements are true regarding your company's significant suppliers.
Significant Suppliers' sites have experienced accidental discharges to air, land or water of hazardous substances

- ☐ Yes
☐ No
☒ Don't Know
-

Resettlement or Economic Displacement Points Earned: 0 of 0

Please indicate if any of the following statements are true regarding your company's significant suppliers.
Construction or operation of Significant Suppliers' facilities resulted in physical resettlement or economic displacement involving 5,000 or more people near their facility

- ☐ Yes
☐ No
☒ Don't Know
-

Land Acquisition Points Earned: 0 of 0

Please indicate if any of the following statements are true regarding your company's significant suppliers.
Construction or operation of Significant Suppliers involved large scale land acquisition

- ☐ Yes
☐ No
☒ Don't Know
-

Land Conversion or Degradation Points Earned: 0 of 0

Please indicate if any of the following statements are true regarding your company's significant suppliers.
Construction or operation of Significant Suppliers involved large scale land conversion and/or degradation

- ☐ Yes
☐ No
☒ Don't Know
-

Construction or Refurbishment of Dams Points Earned: 0 of 0

Please indicate if any of the following statements are true regarding your company's significant suppliers.
Construction or operation of Significant Suppliers involved the construction or refurbishment of dams

- ☐ Yes
☐ No
☒ Don't Know
-

Material Fines or Sanctions Points Earned: 0 of 0

Please indicate if any of the following statements are true regarding your company's significant suppliers.
Significant Suppliers have had material fines or sanctions in the last five years regarding the issues indicated in the goal Disclosure Penalties.

- ☐ Yes
☐ No
☒ Don't Know
-

Business in Conflict Zones Points Earned: 0 of 0

Please indicate if any of the following statements are true regarding your company's significant suppliers.
Significant Suppliers exploitatively operate in conflict zones

- ☐ True
☐ False
☒ Don't Know
-

Other Disclosures Points Available: 0

Are there any other sensitive aspects of the business that are necessary to disclose?

If this does not apply to you, please type "does not apply" in the area below.

.....


Earthbound Farm B Impact Report

Agriculture/Growers

1000+ Employees



Impact Area Scores

| | | | |
|---|-------------|------|---|
|  | Governance | 16.9 | + |
|  | Workers | 20.9 | + |
|  | Community | 18.3 | + |
|  | Environment | 33.6 | + |
|  | Customers | N/A | |

for more information visit:
www.bcorporation.net/community/earthbound-farm

Governance

Mission & Engagement

Level of Impact Focus Points Earned: 0 of 0

Select the description that best describes your business.

This is an unweighted question that will not impact your score and is asked only for research/benchmarking purposes.

- ☐ Positive social/environmental impact is desirable but not a particular focus for our business.
- ☐ Social and environmental impact is frequently considered but it isn't a high priority.
- ☐ We consider social and environmental impact in some aspects of our business but infrequently.
- ☒ We consistently incorporate social and environmental impact into decision-making because we consider it important to the success and profitability of our business.
- ☐ We treat our social/environmental impact as a primary measure of success for our business and prioritize it even in cases where it may not drive profitability.

Mission Statement Characteristics Points Earned: 0.2 of 0.2

Does your company have a corporate mission statement, and does it include any of the following?

Please check all that apply.

- ☐ No written statement
- ☐ A written corporate mission statement that does not include a social or environmental commitment
- ☒ A general commitment to social and/or environmental responsibility and stewardship
- ☒ A commitment to a specific positive social impact (e.g. poverty alleviation, sustainable economic development)
- ☐ A commitment to a specific positive environmental impact (e.g. reducing waste to landfill with upcycled products)
- ☐ A commitment to serve a target beneficiary group in need (e.g. low income customers, smallholder farmers)

Mission Statement Points Earned: 0 of 0

Please type or paste your mission statement here.

Bring Health through food to as many people as possible

Mission Training Points Earned: 0.4 of 0.4

Do your employee training programs include instruction on sustainability principles and practices?

Check all that apply.

- ☒ Yes, sustainability principles and practices are integrated into new employee and new manager training
- ☒ Yes, sustainability principles and practices are integrated into ongoing employee and management training
- ☒ Yes, majority of workplace teams articulate goals and achievements on sustainability metrics
- ☐ Yes, all supervisors and managers receive training on how to communicate sustainability issues to employees and implement accountability for results
- ☐ No, sustainability is seldom, if ever, used in training

Board Review of Social/Environmental Performance Points Earned: 0.2 of 0.4

Does the Board of Directors or equivalent governing body review the company's social or environmental performance on at least an annual basis?

- ☐ No
- ☒ Yes - The Board receives a general update on the company's social and/or environmental performance
- ☐ Yes - The Board reviews key performance indicators (KPIs) on the company's social and/or environmental performance
- ☐ N/A - No Board of Directors or equivalent governing body

In the last year, how did the company solicit specific feedback from its external stakeholders (excluding employees and investors) regarding the company's social and environmental performance?

Please check all that apply.

- ☐ No formal stakeholder engagement
- ☐ Meetings or other engagement mechanisms with local community members
- ☒ Meetings or other engagement mechanisms with social or environmental advocacy groups
- ☐ Online stakeholder forum to provide/report social or environmental concerns or feedback
- ☐ Third party or anonymous surveys
- ☐ Other (please describe)

Mission-driven Executive Job Descriptions Points Earned: 0.4 of 0.4

Does the CEO and his/her direct reports have the following social or environmental mission-related responsibilities or expectations outlined in their job description?

- ☒ Human rights & labor performance (including supply chain)
- ☒ Community engagement (including volunteering/charitable giving)
- ☐ Serving consumers in need
- ☒ Environmental performance
- ☐ Other social or environmental innovation (please describe)
- ☐ None of the above

Social/Environmental Key Performance Indicators Points Earned: 0.2 of 0.4

Are there key performance indicators (KPIs) or metrics that your company tracks at least annually to determine if you are meeting your social or environmental objectives?

- ☐ We don't track key social or environmental performance indicators
- ☒ We measure KPIs/metrics or outputs that we have identified and defined in order to determine if we are achieving our social and environmental objectives
- ☐ We measure social and environmental outcomes over time (examples: 3rd-party impact assessments, progress out of poverty indexing, beneficiary outcome surveys, etc.)

Mission-driven Executive Compensation Points Earned: 0.8 of 0.8

If the CEO and direct reports have mission-related responsibilities, what % of them have compensation tied to the social and environmental performance areas previously selected?

- ☐ 0%
- ☐ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75-99%
- ☒ 100%
- ☐ N/A - No mission related responsibilities

Corporate Accountability

Governance Codes Points Earned: 0 of 0

Please specify any governance Codes by which the company abides or on which stock exchanges it is listed, if applicable.

CAC 40 / AFEP MEDEF

Governing Body Composition

Points Earned: 0.4 of 0.5

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Which of the following apply to your company's Board of Directors or equivalent governing body?

Check all that apply.

- ☒ At least 50% of board members are independent
- ☐ All directors serve four or less other board mandates
- ☒ Requires separation of the board chair and chief executive positions
- ☐ Company is a cooperative and elects Board from membership
- ☐ None of the above
- ☐ N/A - No Board of Directors

Governing Body Characteristics

Points Earned: 0.2 of 0.3

Which of the following apply to your company's Board of Directors or equivalent governing body?

Check all that apply.

- ☒ Meets at least quarterly
- ☐ Requires minimum attendance rate for each board member
- ☐ Has budgetary authority to hire independent third-party consultants without management approval
- ☒ Conducts regular self-assessment of board performance
- ☐ Conducts regular independent assessment of board performance
- ☐ None of the above
- ☐ N/A - No Board of Directors or Equivalent Governing Body

Governing Body Stakeholder Representation

Points Earned: 0.1 of 0.1

Which of the following stakeholder groups or relevant independent experts have voting seats on the Board of Directors or equivalent governing body?

Select all that apply.

- ☐ Executive employee representative
- ☒ Non-executive employee representative
- ☒ Community expertise (e.g. local university representative)
- ☐ Environmental expertise (e.g. environmental nonprofits)
- ☐ Customers
- ☐ None of the above
- ☐ N/A - no Board of Directors or other governing body

Audit Committee Characteristics

Points Earned: 0.3 of 0.3

Which of the following apply to your company's Board of Directors or other governing body's Audit Committee?

Please check all that apply.

- ☒ Committee meets at least quarterly
- ☒ All Audit Committee members are independent
- ☒ Procedures are in place for internal auditors to report directly to the Audit Committee in the case of concerns regarding accuracy and integrity of the financial reports
- ☒ All audit and non-audit fees of the independent auditor are disclosed
- ☐ None of the above
- ☐ N/A - No Audit Committee
- ☐ N/A - No Board of Directors

Which of the following apply to your shareholder engagement practices?

- ☒ Company permits proxy voting by means of paper ballot, electronic voting, proxy voting services or other remote mechanism
- ☒ Mechanisms are put in place for shareholders to cast confidential votes
- ☒ Company's ownership structure follows one-share, one-vote standard
- ☒ Shareholders have formal rights to vote on changes in corporate articles, by-laws, governance structures and change-in-control provisions
- ☒ Shareholders have the right to nominate Board members
- ☒ Shareholder communications include company's financial and ESG performance
- ☐ None of the above

Ethics

Financial Controls

 Points Earned: 0.1 of 0.3

Does the company maintain any of the following financial controls?

Please check all that apply.

- ☐ Fraud risk assessment is conducted at least annually and any internal control deficiencies identified are communicated to Board of Directors and senior management
- ☐ Formal internal audit department has direct access to the Board of Directors and Audit Committee
- ☐ Job descriptions for managers and employees clearly define lines of financial reporting and responsibilities and limits for authorization, approval and verification of disbursements
- ☒ Financial control activities are documented, and at a minimum, cover controls around cash disbursement, accounts receivable, accounts payable, and inventory management
- ☐ Majority of financial controls are automated
- ☐ None of the above

Anti-Corruption Practices

 Points Earned: 0.2 of 0.2

Which of the following anti-corruption reporting and prevention systems are in place?

- ☒ Helpline or anonymous mechanism to report grievances/concerns
- ☐ Individual or department oversight with direct access to Board of Directors
- ☒ Written employee whistle-blowing policy with strict confidentiality policy
- ☒ Whistle-blowing policy easily accessible and circulated to all employees and business partners
- ☐ Other (please describe)
- ☐ None of the above

Code of Ethics

 Points Earned: 0.2 of 0.3

Which of the following aspects are covered in your Code of Ethics?

- ☒ Bribes in any form, including kickbacks or gifts, on any portion of contract payments or soft dollar practices are prohibited
- ☒ Formal oversight policy covering direct or indirect political contributions, charitable donations and sponsorships
- ☐ Financial and in-kind contributions to political parties, politicians, lobby groups, charitable organizations and advocacy groups are publicly disclosed
- ☐ Other (please describe)
- ☐ None of the above
- ☐ N/A - No Code of Ethics

In cases where there are material breaches to the company's Code of Ethics, does the company have formal written guidelines in place for taking the following actions?

- ☒ Breaches, including case details, are reported to Board of Directors
- ☐ Breaches, including case details, are reported publicly
- ☒ Reported breaches are investigated promptly via independent party
- ☒ Severe breaches are reported to Board of Directors
- ☒ Employees are dismissed or disciplined if found in breach
- ☐ Contracts with business partners in breach are terminated
- ☒ Company makes improvements to anti-corruption program based on reported cases
- ☐ Other (please describe)
- ☐ None of the above
- ☐ N/A - No Business Code of Conduct

Code of Ethics Training Points Earned: 0.3 of 0.3

Which of the following stakeholder groups are required to participate in regular training on your company's Code of Ethics?

Please check all that apply.

- ☒ Board members
- ☒ Executives and senior managers
- ☒ All managers
- ☒ All employees
- ☐ Business partners, contractors and suppliers
- ☐ Subsidiaries
- ☐ Joint ventures
- ☐ None of the above

Transparency

Financial Transparency with Employees Points Earned: 0.4 of 0.9

Does the company have a formal process to share financial information (except salary info) with all full-time employees?

- ☐ No
- ☒ Yes - Company discloses all financial information (except salary info) at least quarterly
- ☐ Yes - The company has complete transparency of financial information and formally empowers all employees and departments to actively participate in financial planning (i.e. Open Book Management)
- ☐ Yes- In addition to sharing financials the company also has an intentional education program around shared financials
- ☐ N/A - Company is required to publicly report financial statements

Ownership Transparency with Employees Points Earned: 0.9 of 0.9

Do all full-time employees have access to written information that identifies all material owners and investors of the company?

- ☒ Yes
- ☐ No

Executive Compensation Disclosure Points Earned: 0 of 0.4

Does your company have a public statement or policy to provide disclosure of executive compensation?

- ☐ Yes
- ☒ No

Does the company produce a public-facing annual report detailing its mission-related/sustainability performance? If yes, does this report include the following?

- ☒ None - My company does not produce a public-facing mission-related annual report
- ☐ Input from relevant stakeholder groups to help determine what information to report
- ☐ Clear descriptions of your mission-related activities
- ☐ Quantifiable targets related to company's mission
- ☐ Quantifiable results from your mission (e.g., lbs of carbon offset)
- ☐ Consistent variables of measurement which allow comparisons to previous years
- ☐ Compliance with the Global Reporting Initiative (GRI) or equivalent disclosure level based on a third-party voluntary reporting standard
- ☐ Third-party validation/review
- ☐ Financial and sustainability information in an integrated report

Governing Body Transparency Points Earned: 0.9 of 0.9

Which of the following apply to transparency practices regarding the Board of Directors?

Please check all that apply.

- ☒ Company publicly reports members names, bios/CVs and relationship, including any conflict of interest with the company
- ☒ Company publicly reports attendance rate of board meetings
- ☒ Company publicly reports remuneration of board members and chief executive
- ☐ None of the above

Governance Metrics

Last Fiscal Year Points Earned: 0 of 0

On what date did your last fiscal year end?

2016-12-31

Reporting Currency Points Earned: 0 of 0

Reporting currency

US Dollar - USD

Revenue Last Year Points Earned: 0 of 0

Total Earned Revenue
From the last fiscal year

This question will be used for scored calculation questions later in the assessment. Please complete for accurate scoring. The answer to this question affects questions you'll encounter further on in your assessment.

Revenue Year Before Last Points Available:

0 Total Earned Revenue
From the fiscal year before last

Earnings Before Interest & Taxes Last Year Points Available:

0 EBIT (Earnings Before Interest & Taxes)
From the last fiscal year

Earnings Before Interest & Taxes Year Before Last Points Available:

0 EBIT (Earnings Before Interest & Taxes)
From the fiscal year before last

Net Income Last Year Points Available:

124

0 Net Income

From the last fiscal year

Net Income Year Before Last Points Available:

0 Net Income

From the fiscal year before last

Mission Locked**Mission Lock** Points Earned: 10 of 10

Separate from a mission statement, has your company done any of the following to legally ensure that its social or environmental mission will be maintained over time, regardless of company ownership?

- ☐ Signed a contract or board resolution to amend or adopt a legal form that requires consideration of employees, community and the environment (i.e. Signed B Corp Term sheet but have not yet adopted stakeholder consideration)
- ☐ Amended corporate governing documents to require the consideration of employees, community and the environment (e.g. Amended Articles of Incorporation)
- ☐ Has a specific legal entity/governance structure that preserves mission (i.e. cooperative)
- ☒ Legal entity/governance structure preserves mission and requires stakeholder consideration (i.e. Benefit Corp or cooperative that has amended governing documents to include stakeholder consideration)
- ☐ Other - Please describe
- ☐ None of the above

Workers**Worker Metrics****Majority Hourly vs. Salaried Workers** Points Earned: 0 of 0

Are the majority of your employees paid on a fixed salary or a daily/hourly wage?

This is a REQUIRED question that determines the set of additional questions your company will respond to regarding your employee impact. The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ Fixed Salary
- ☒ Daily/Hourly Wage

of Full Time Workers Points Earned: 0 of 0

Number of Total Full-Time Workers

Current Total Full-Time Workers

The answer to this question affects questions you'll encounter further on in your assessment.

1407

of Full Time Workers Last Year Points Earned: 0 of 0

Number of Total Full-Time Workers

Total Full-Time Workers 12 months ago

The answer to this question affects questions you'll encounter further on in your assessment.

1529

of Part Time Workers Points Earned: 0 of 0

Number of Total Part-Time Workers

Current Total Part-Time Workers

The answer to this question affects questions you'll encounter further on in your assessment.

0

of Part Time Workers Last Year Points Earned: 0 of 0

125

Number of Total Part-Time Workers

Total Part-Time Workers 12 months ago

The answer to this question affects questions you'll encounter further on in your assessment.

8

of Temporary Workers Points Earned: 0 of 0

Number of Total Temporary Workers

Current Total Temporary Workers

The answer to this question affects questions you'll encounter further on in your assessment.

83

of Temporary Workers Last Year Points Earned: 0 of 0

Number of Total Temporary Workers

Total Temporary Workers 12 months ago

The answer to this question affects questions you'll encounter further on in your assessment.

83

Compensation & Wages

Total Wages Points Earned: 0 of 0

Total Wages (including bonuses)

Lowest Paid Wage Points Earned: 0 of 0

What is the company's lowest wage calculated on an hourly basis?

Please exclude students and interns in this calculation.

Paying Above the Minimum Wage Points Earned: 0.5 of 0.5

Are all your full-time, part-time, temporary workers and independent contractors paid above minimum wage?



Yes



No



N/A - No minimum wage in my country and/or industry

% of Employees Paid Living Wage Points Earned: 1.6 of 2.2

What % of total full-time, part-time, and temporary workers (excluding interns) employed in company facilities are paid a living wage or above?



<75%



75-89%



90-99%



100%



N/A

What multiple is the highest compensation (inclusive of bonus) as compared to the median compensation for full-time employees within the lowest decile (10%) salary bracket in the past fiscal year?

- ☐ >30x
- ☒ 21-30x
- ☐ 16-20x
- ☐ 11-15x
- ☐ 6-10x
- ☐ 1-5x

Average Compensation Increases Points Earned: 1.1 of 1.1

How did the the average percentage increase of executive compensation compare to that of non-executive compensation?

- ☐ Higher percentage increase
- ☒ Same percentage increase
- ☐ Lower percentage increase

Market Compensation Comparison Points Earned: 0.7 of 1.1

Based on a company referenced compensation study in the last two years, how does your company's compensation structure (excluding executive management) compare with the market?

- ☐ Don't Know: Have not referenced a compensation survey
- ☐ 1st quartile (0-24th percentile)
- ☐ 2nd quartile (25-49th percentile)
- ☒ 3rd quartile (50-74th percentile)
- ☐ 4th quartile (75-100th percentile)

Bonus Plan Characteristics Points Earned: 0.5 of 0.5

Which of the following are true about the company's bonus plan:

- ☐ Bonuses are given but there is no formal plan
- ☒ Formal guidelines on the structure of the bonus plan (e.g. eligibility, profit/revenue target tied to the bonus pool, allocation criteria) are disseminated and accessible to all workers
- ☒ All full-time and part-time workers are eligible in the plan
- ☐ None of the above

Employees Receiving a Bonus Points Earned: 0.8 of 1.1

What % of full-time and part-time employees, excluding founders and executives, received a bonus in the last fiscal year?

- ☐ 0%
- ☐ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☒ 75-99%
- ☐ 100%
- ☐ N/A

Compensation & Wages (Hourly)

What % above the local minimum wage did your lowest-paid hourly worker receive during the last fiscal year?

- ☐ 0%
- ☒ 1-9%
- ☐ 10-19%
- ☐ 20-25%
- ☐ >25%

Paying a Living Wage Points Earned: 0 of 1.2

What % of hourly workers are paid a living wage?

Select N/A if there is no living wage data available for where the country where the majority of your employees work.

- ☒ <75%
- ☐ 75-89%
- ☐ 90-99%
- ☐ 100%
- ☐ N/A

Bonus Plan Characteristics Points Earned: 0.4 of 1.2

In the last fiscal year, the company's bonus plan for non-executives represented what % of the company's salary base?

Please select 0% if your company did not have bonuses issued.

- ☐ No bonus payout, or no bonus plan
- ☐ <1%
- ☒ 1-3%
- ☐ 3-6%
- ☐ >6%

Benefits

Healthcare Plan Points Earned: 0.7 of 1.9

Does the company's healthcare plan available to all full-time workers include any of the following?

Select all that apply.

- ☒ Coinsurance of 80%+ covered by health care plan
- ☐ Company pays 80%+ of individual premium
- ☐ Company pays 80%+ of family coverage premium
- ☐ Out-of-pocket maximum for individual coverage of \$2000 or less (net of company HSA or equivalent contribution)
- ☐ Annual deductible for individual coverage of \$1000 or less (net of company HSA or equivalent contribution)
- ☐ Co-payment of \$20 or less per primary care visit paid for by worker
- ☐ Prescription drug coverage where workers pay \$10 or less for generic drugs, \$30 or less for brand name drugs and \$50 or less for non-formulary drugs
- ☒ Explicit policy of transgender inclusive healthcare coverage
- ☐ None of the above

Workers Participating in Healthcare Plan Points Earned: 0.3 of 0.5

What % of hourly and salaried full-time workers are enrolled in the healthcare plan offered by your company?

Please only include workers who do not have health insurance elsewhere.

- ☐ <50%
- ☐ 50-75%
- ☒ 76-99%
- ☐ 100%

At what juncture do your part time employees qualify for health care benefits?

- ☒ No additional health insurance benefits provided by the company to part time workers
- ☐ 30+ hours per week
- ☐ 25-30 hours per week
- ☐ 20-24 hours per week
- ☐ 15-19 hours per week
- ☐ <15 hours per week
- ☐ N/A - Company has no part-time employees

Part Time Worker Participation in Healthcare Plan Points Earned: 0 of 0.9

What % of part-time workers who work more than 20 hours a week are enrolled in the private healthcare plan offered by your company?

- ☒ No additional health insurance benefits provided by the company to part time workers
- ☐ 0%
- ☐ 1-39%
- ☐ 40-59%
- ☐ 60-79%
- ☐ 80%+
- ☐ N/A - No part-time workers working more than 20 hours per week

Employee Retirement Plan Points Earned: 0.6 of 0.9

Does your company have an Employee Retirement Plan available for workers? If so, which of the following apply?

Retirement plans may include Pensions, Profit sharing, 401(k), etc.

- ☐ Retirement plan is not available for all tenured workers
- ☐ Retirement plan is available with no company match
- ☐ Partially matched of 4% or less
- ☐ Partially matched greater than 4%
- ☒ Full match of 4% or less
- ☐ Full match greater than 4%
- ☐ Plan includes Socially-Responsible Investing option

Supplementary Benefits Points Earned: 1.9 of 1.9

What additional benefits are offered to full-time tenured workers?

Tenured employees defined as with the company for 1+ years or life of the company.

- ☐ No additional benefits
- ☒ Dental insurance
- ☒ Short-term disability
- ☒ Long-term disability
- ☒ Structured account mechanism for qualified medical expenses (e.g. HSA, HRA, FSA)
- ☒ Domestic partner, civil union, and/or same-sex marriage spousal benefits
- ☒ Life insurance
- ☐ Other benefits (please describe)

Which of the following benefits are offered to seasonal-only workers on your farm?

Select N/A if you are a cooperative.

- ☐ No additional benefits
 - ☒ Dental insurance
 - ☒ Short-term disability
 - ☒ Long-term disability
 - ☒ Health Savings Account (HSA) to which employers and/or employees can make contributions
 - ☒ Health Reimbursement Account (HRA), an employer-established account funded by the employer only
 - ☒ Domestic partner benefits
 - ☒ Life insurance
 - ☐ Other benefits (please describe)
 - ☐ N/A
-

Worker Benefits (Hourly)

Healthcare Eligibility for Hourly Workers Points Earned: 0.9 of 1.2

What is the minimum tenure required to be eligible for health care benefits for hourly workers?

- ☐ No benefits beyond what is provided under national law
 - ☐ 91+ days / 450+ hours
 - ☐ 61-90 days / 300-450 hours
 - ☐ 31-60 days / 150-300 hours
 - ☒ 1-30 days / 1-150 hours
 - ☐ No tenure required, benefits available upon hire
-

Number of Paid Days Off Points Earned: 0.3 of 1.2

What is the minimum number of paid days off provided annually to hourly tenured workers?

Calculate on pro rata basis, including holidays.

- ☐ 0-8 work days
 - ☒ 9-15 work days
 - ☐ 16-20 work days
 - ☐ 21-25 work days
 - ☐ >25 work days
-

Paid Primary Caregiver Leave for Hourly Workers Points Earned: 0 of 1.2

What is the minimum number of weeks tenured hourly workers receive paid primary caregiver leave, either through the company or the government?

- ☒ 0-5 weeks
 - ☐ 6-11 weeks
 - ☐ 12-17 weeks
 - ☐ 18 weeks or more
-

Training & Education

Which of the following is true of intern hiring practices?

Check all that apply. If there is no third party living wage calculated for your country of operations, please do not select "payment of a living wage."

- ☒ There is a formalized policy/program outlining the objectives of internships or internship programs for participants
- ☒ Company partners with education institutions to provide internship opportunities
- ☒ Interns are paid a living wage
- ☒ Interns receive formal performance reviews
- ☒ Interns have a formal opportunity to provide feedback on experience
- ☐ Interns have been hired on as full time permanent employees in the past two years
- ☐ Intern tenures are restricted to not exceed 1 year if interns are not currently enrolled in school
- ☐ None of the above apply to my intern programs
- ☐ N/A - Company does not employ interns

Internal Promotions Points Earned: 0.1 of 0.2

What % of positions above entry level have been filled with internal candidates in the last 12 months?

Exclude material owners in your calculation.

- ☐ 0%
- ☐ 1-24%
- ☐ 25-49%
- ☒ 50-74%
- ☐ 75%+

Internal Promotions Points Earned: 0.1 of 0.2

What % of employees have been internally promoted within the last 12 months?

Exclude material owners in your calculation.

- ☐ 0%
- ☐ 1-5%
- ☒ 6-15%
- ☐ >15%

External Professional Development Participation Points Earned: 0.2 of 0.2

What % of full-time workers have participated in external professional development opportunities or lifelong learning opportunities to enhance performance skills in the past fiscal year?

Count only professional development that is paid for in advance, reimbursed or subsidized by the Company.

- ☐ 0%
- ☐ 1-5%
- ☐ 6-15%
- ☒ >15%

Paid Professional Development Days Points Earned: 0.1 of 0.2

How many paid days of professional development do the majority of full time workers receive (in a single year)?

- ☐ No formal policy
- ☐ 0 days
- ☒ 1-4 days
- ☐ 5-9 days
- ☐ 10+ days

Do new and existing managers get regular training and coaching on the following?

Check all that apply.

- ☒ Providing ongoing praise and corrective feedback
 - ☐ Conflict negotiation and resolution
 - ☐ Group dynamics and optimal team functioning
 - ☒ Performance evaluation systems
 - ☐ Other (please describe)
 - ☐ None of the above
-

Outplacement Services Points Earned: 0.1 of 0.1

For what % of terminated full-time employees are formal outplacement services provided?

Exclude employees terminated with cause.

- ☐ 0%
 - ☐ 1-24%
 - ☐ 25-49%
 - ☐ 50-74%
 - ☒ 75%+
-

Training & Education (Hourly)

Skills-Based Training Participation Points Earned: 0.2 of 0.2

Excluding newly hired workers, what % of full-time and part-time workers received the following types of formal training during the last 12 months?

Skills-based training to advance core job responsibilities

- ☐ 0%
 - ☐ 1-24%
 - ☐ 25-49%
 - ☒ 50%+
 - ☐ Don't know
-

Cross-Job Skills Training Participation Points Earned: 0.2 of 0.2

Excluding newly hired workers, what % of full-time and part-time workers received the following types of formal training during the last 12 months?

Skills-based training on cross-job functions (i.e. training beyond regular job responsibilities, e.g. public speaking training or management training for non-managers)

- ☐ 0%
 - ☐ 1-24%
 - ☐ 25-49%
 - ☒ 50%+
 - ☐ Don't know
-

Life Skills Training Participation Points Earned: 0.2 of 0.2

Excluding newly hired workers, what % of full-time and part-time workers received the following types of formal training during the last 12 months?

Training on life skills for personal development (i.e. literacy, personal financial planning, etc.)

- ☐ 0%
 - ☐ 1-24%
 - ☐ 25-49%
 - ☒ 50%+
 - ☐ Don't know
-

What % of full-time workers have participated in external professional development opportunities or lifelong learning opportunities in the past fiscal year?

Professional development should be paid for in advance, reimbursed or subsidized by the company.

- ☐ 0%
- ☐ 1-24%
- ☐ 25-49%
- ☒ 50%+

Hours Spent on Training Points Earned: 0.3 of 0.4

Approximately how many hours did each worker (on average) spend on dedicated, job-related training/education time in the past 12 months?

Please do not include on-the-job training as a part of this particular question.

- ☐ Don't know
- ☐ 1-5 hrs
- ☐ 6-10 hrs
- ☒ 11-20 hrs
- ☐ 21 hrs+

Worker Ownership

% Participation in Employee Ownership Points Earned: 0.4 of 1.7

What % of all full-time employees have been granted stock, stock options or stock equivalents (including participation in an ESOP or other qualified ownership plans) in the company?

Select N/A if your company is a consumer/shared services cooperative, a producer cooperative or a nonprofit.

- ☐ 0%
- ☒ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75-99%
- ☐ 100%
- ☐ N/A

% of Company Owned by Non-Management Employees Points Earned: 0 of 1.7

What % of your company is owned by non-executive, non-management level workers through an ownership vehicle paid for by the company, not requiring employee contributions?

Select N/A if your company is a consumer/shared services cooperative, a producer cooperative or a nonprofit.

- ☒ 0%
- ☐ 1-4%
- ☐ 5-24%
- ☐ 25-50%
- ☐ >50%
- ☐ N/A

What % of the company is owned by full-time workers who are non-executive employees and non-founders?

Select N/A if your company is a consumer/shared services cooperative, a producer cooperative or a nonprofit.

- ☐ 0%
- ☒ 1-4%
- ☐ 5-24%
- ☐ 25-49%
- ☐ 50%+
- ☐ N/A
- ☐ Don't Know
-

Management & Worker Communication

Employee Review Process

 Points Earned: 0.8 of 0.8

Is there a formal consistent process for providing performance feedback to all tenured employees which includes any of the following?

Check all that apply.

- ☒ Is conducted on at least an annual basis
- ☒ Includes peer and subordinate input
- ☒ Provides written guidance for career development
- ☐ Includes social and environmental goals
- ☐ Clearly identifies achievable goals
- ☒ Follows a 360-degree feedback process
- ☐ None of the above
-

Employee Satisfaction

 Points Earned: 0 of 0.8

What percent of your employees are 'Satisfied' or 'Engaged'?

Select N/A if your company has not conducted an employee engagement survey in the past 2 years.

- ☒ N/A
- ☐ <65%
- ☐ 65-80%
- ☐ 81-90%
- ☐ >90%
-

Management & Worker Communication (Hourly)

Average Tenure

 Points Earned: 0.4 of 0.4

What is the average tenure of your current workforce?

- ☐ <6 months
- ☐ 6-12 months
- ☐ 1-2 years
- ☐ 2-3 years
- ☒ >3 years
-

Job Flexibility/Corporate Culture

Do company policies support any of the following health and wellness initiatives above insurer-provided programs?

Check all that apply.

- ☐ Company does not offer any formal health and wellness initiatives
- ☒ Company sponsors and encourages workers to participate in health and wellness activities during the workweek (i.e. walking or steps programs)
- ☒ Company offers incentives for workers to complete health risk assessments or participate in health and wellness activities (e.g., a fund for exercise equipment, subsidized gym membership, etc.)
- ☐ Over 25% of workers have completed a health risk assessment in the last 12 months
- ☒ Employees have access to behavioral health counseling services, web resources or Employee Assistance Programs
- ☒ Spouses, partners, or children of employees provided access to behavioral health counseling services, web resources or Employee Assistance Programs
- ☐ Company has policies and programs in place to prevent ergonomic-related injuries in the workspace
- ☐ Management receives reports on aggregate participation in worker wellness programs
- ☐ Other (please describe)

Job Flexibility/Corporate Culture (Hourly)

Supplementary Benefits Points Earned: 0.5 of 1

Which of the following supplementary benefits are offered to employees?

Please check all that apply.

- ☐ Onsite childcare
- ☐ Offsite subsidized childcare
- ☐ Health & wellness program
- ☒ Counseling services
- ☐ Onsite health facility/doctor/or medical staff can be called or easily accessed
- ☐ Policy to support breastfeeding mothers
- ☐ Other (please describe)
- ☐ None

Human Rights & Labor Policy

Human Rights Reviews/Certifications Points Earned: 0.3 of 0.3

Have your company's human rights and labor practices been certified or reviewed by an independent third party during the last 12 months?

- ☐ No
- ☒ Yes, 50%+ of company's operations have been reviewed or certified
- ☐ Yes, company conducted human rights reviews beyond what is required by law
- ☒ Yes, compliance reports are shared with stakeholders (workers, suppliers, NGOs, government)
- ☐ N/A - Company only has operations in developed markets

Human Rights Training Points Earned: 0.7 of 0.7

What % of employees have received specialized training on policies and procedures concerning aspects of labor/human rights that are relevant to the company's operations?

- ☐ None
- ☐ 0-24%
- ☐ 25-49%
- ☐ 50-74%
- ☒ 75%+

Occupational Health & Safety

Does the company have any of the following practices with regards to management's commitment to worker health and safety?

- ☒ Written safety and health policy to minimize on-the-job employee accidents and injuries
- ☒ Safety and health integrated into overall management planning process and workers are involved in safety planning, resource allocation, audits, etc.
- ☒ Safety and health concerns communicated through regular safety and health trainings
- ☒ Specific safety and health program goals and objectives, with specific indicators to measure progress
- ☒ Senior management addresses safety issues through written word or in company gatherings at least quarterly
- ☒ Formal safety reporting system for employees to submit their safety concerns
- ☒ Safety procedures easily accessible for all on site personnel, including workers, non-managerial staff, and visitors
- ☐ Participation in an external program demonstrating commitment and excellence in safety and health (e.g. Voluntary Protection Program)
- ☐ N/A - No manufacturing or wholesale facilities
- ☐ None of the above

Health and Safety Audit Practices Points Earned: 0.2 of 0.2

Which of the following is included in your company's practices related to inspections/audits:

- ☒ Written procedure for performing safety and health inspections
- ☒ Routine safety and health inspections at least quarterly
- ☒ Information discovered through analyses is used to improve safety processes (e.g. baseline hazards analysis, accident/incident analysis, employee concerns, sampling results from inspections)
- ☒ Results of the routine inspections are documented
- ☒ Inspection reports clearly indicate what needs to be corrected with documented accountability for closure
- ☐ N/A - No manufacturing or wholesale facilities
- ☐ None of the above

Evaluating Health and Safety Practices Points Earned: 0.2 of 0.2

Which of the following is included in your company's measurement and evaluation practices in relation to occupational safety and health?

- ☒ A standardized third-party safety management system (i.e. ISO 18001, BS 8800)
- ☒ A safety position, safety committee or safety program representative reporting to senior-level position (Vice-President or higher)
- ☒ A documented standard procedure for investigating accidents and major incidents
- ☒ Investigation and documentation of the root causes of accidents and incidents
- ☐ Implementation of corrective actions after root causes of an accident or incident are determined
- ☒ Injury or illness trends and trend data are transparent to all workers
- ☒ An annual evaluation of the safety and health system including senior management in the evaluation
- ☐ Has an employee safety recognition program
- ☐ Engages with employees on regular Safety Perception Surveys
- ☐ None of the above

Worksite Characteristics Points Earned: 0.2 of 0.2

Check all of the worksite characteristics below that apply:

- ☒ At the beginning of every shift, a briefing with front-line workers is held to share information and/or discuss the work for the day
- ☒ Results of a hazard analysis or routine activities are documented
- ☒ Potential hazards are identified, analyzed and managed when new materials or equipment are purchased or new process implemented
- ☒ Workers are permitted in written communication to shut down an unsafe process
- ☐ None of the above

Which of the following does your company do regarding hazard elimination and tracking:

- ☒ Follow the preferred hierarchy (first engineering, then administrative, then work practices, and finally PPE) to eliminate or control hazard
- ☒ Regularly assesses Personal Protective Equipment (PPE) use
- ☒ Conduct follow-up studies to ensure that hazard controls are adequate
- ☒ Documents and addresses hazard controls in appropriate procedures, safety and health rules, inspections, training, etc.
- ☐ None of the above

Worker Business Models Introduction

Impact Business Model: Worker Ownership Points Earned: 0 of 0

Is your company structured to benefit its employees in the following way?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ Ownership structures that provide significant equity (>40%) and empowerment to all employees (i.e. employee-owned companies/cooperative)
- ☒ No

Community

Job Creation

New Jobs Added Last Year Points Earned: 0 of 0

Number of full-time and part-time jobs that have been added to your company's payroll. Enter 0 if none or if your company has no workers.

Last 12 months:

0

New Jobs Added Year Before Last Points Earned: 0 of 0

Number of full-time and part-time jobs that have been added to your company's payroll. Enter 0 if none or if your company has no workers.

Prior 12 months:

183

Job Growth Rate Points Earned: 0 of 2.3

By what % has your worker base grown over the last 12 months?

- ☒ 0% (Has not grown on a net basis)
- ☐ 1-5%
- ☐ 6-15%
- ☐ >15%

Departed Employees Points Earned: 0 of 0

Number of full-time and part-time workers that departed/left the company during the last 12 months.

Enter 0 if None. Select N/A only if there are no workers.

Attrition Rate for Salaried Workers Points Earned: 0 of 1.1

What was the attrition rate for tenured full and part-time salaried and hourly workers (excluding workers terminated with cause) for the last 12 months?

Salaried workers

Attrition Rate for Hourly Workers Points Earned: 0 of 1.1

What was the attrition rate for tenured full and part-time salaried and hourly workers (excluding workers terminated with cause) for the last 12 months?

Hourly workers

Facilities in Low-Income Communities Points Earned: 0 of 1.1

What % of your workers are employed in company facilities located in low-income communities?

- ☒ <10%
- ☐ 10-19%
- ☐ 20-29%
- ☐ 30%+
- ☐ Don't Know

Living Wages for Workers from Low-Income Communities Points Earned: 0 of 1.1

What % of workers reside in low-income communities AND are paid a living wage by the company?

Include full-time and part-time workers.

- ☐ 0%
- ☐ 1-9%
- ☐ 10-19%
- ☐ 20-29%
- ☐ 30%+
- ☒ Don't Know

Rate of Seasonal Workers Re-hiring Points Earned: 0.2 of 1.1

What % of temporary and seasonal workers during the last 12 months were previously-employed with the company during prior growing seasons?

Estimates within +/- 5% are acceptable. Please select N/A if you do not have temporary or seasonal workers.

- ☐ 0%
- ☒ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75-99%
- ☐ 100%
- ☐ N/A

Diversity & Inclusion

Number of total full-time and part-time female employees.

Enter 0 if None.

Managing Gender Pay Equity Executives Points Earned: 0 of 0.3

Is average compensation for men and women equal in comparable executive, managerial, and non-managerial roles?
Executives

Allow a 5% margin of error while calculating. For more information on calculating, see Explain.

- ☐ Yes
- ☐ No
- ☒ Don't Know

Manager Women to Men Salary Ratio Points Earned: 0.3 of 0.3

Is average compensation for men and women equal in comparable executive, managerial, and non-managerial roles?
Managers

- ☒ Yes
- ☐ No
- ☐ Don't Know

Manging Gender Pay Equity Non-Managers Points Earned: 0.3 of 0.3

Is average compensation for men and women equal in comparable executive, managerial, and non-managerial roles?
Non-managerial full-time workers

Allow a 5% margin of error while calculating. For more information on calculating, see Explain.

- ☒ Yes
- ☐ No
- ☐ Don't Know

Board of Directors Diversity Points Earned: 0.6 of 0.9

What % of the members of your Board of Directors (or equivalent) are women or individuals from other underrepresented populations?

- ☐ 0%
- ☐ 1-9%
- ☐ 10-24%
- ☒ 25-49%
- ☐ 50%+
- ☐ Don't know
- ☐ N/A - No board of directors or equivalent

Female Directors Points Available: 0

Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?

Women

Directors from Low-income Communities Points Available: 0

Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?

Low income communities

Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?

Minority/previously excluded populations

Directors from Underrepresented Populations Points Available: 0

Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?

Other underrepresented populations (e.g. minorities, LGBT community, individuals with disabilities, etc.)

Ethnic Diversity Compared to Area Points Earned: 0.9 of 0.9

Does the % of ethnic minorities employed at your company equal or exceed the % of ethnic minorities in your metro area?

Percentage should be based on census or other government demographic data.

- ☐ No
- ☒ Yes
- ☐ N/A- Ethnic data is not available or illegal to be tracked in your area

Supplier Ownership Diversity Points Earned: 0 of 0.9

What % of your Significant Suppliers are majority owned by women or individuals from underrepresented populations?

- ☐ 0%
- ☐ 1-9%
- ☐ 10-19%
- ☐ 20-29%
- ☐ 30%+
- ☒ Don't Know

Supplier Diversity Policy Points Earned: 0 of 0.5

Does the company have a written policy giving preference to suppliers owned by women or individuals from underrepresented populations?

- ☐ Yes
- ☒ No
- ☐ N/A: Such policies are illegal in my country of operations

Executive Diversity Statistics Points Earned: 0.6 of 0.9

What % of the following employment categories are women or individuals from minority or underrepresented populations?
Executives

- ☐ 0%
- ☐ 1-9%
- ☐ 10-24%
- ☒ 25-39%
- ☐ 40-49%
- ☐ 50%+
- ☐ Don't know
- ☐ N/A

What % of the following employment categories are women or individuals from minority or underrepresented populations?
Managers

- ☐ 0%
- ☐ 1-9%
- ☐ 10-24%
- ☐ 25-39%
- ☐ 40-49%
- ☒ 50%+
- ☐ Don't know
- ☐ N/A

Full-Time Workers from Underrepresented Groups Points Earned: 0.5 of 0.5

What % of the following employment categories are women or individuals from minority or underrepresented populations?
Non-managerial full-time workers

- ☐ 0%
- ☐ 1-9%
- ☐ 10-24%
- ☐ 25-39%
- ☐ 40-49%
- ☒ 50%+
- ☐ Don't know
- ☐ N/A

Part-time Workers from Underrepresented Populations Points Earned: 0 of 0.5

What % of the following employment categories are women or individuals from minority or underrepresented populations?
Non-managerial part-time workers

- ☒ 0%
- ☐ 1-9%
- ☐ 10-24%
- ☐ 25-39%
- ☐ 40-49%
- ☐ 50%+
- ☐ Don't know
- ☐ N/A

Female Executives Points Earned: 0 of 0

Optional unweighted metrics: Please provide approximate % of Executives that are from the following groups.
Women

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Minority/Previously Excluded Executives Points Earned: 0 of 0

Optional unweighted metrics: Please provide approximate % of Executives that are from the following groups.
Minority/previously excluded populations

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Executives from Underrepresented Populations Points Earned: 0 of 0

Optional unweighted metrics: Please provide approximate % of Executives that are from the following groups.
Other underrepresented populations (e.g. individuals in LGBT community; individuals with disabilities; and those from low-income communities)

Optional unweighted metrics: Please provide approximate % of Managers that are from the following groups.
Women

Minority Managers Points Available: 0

Optional unweighted metrics: Please provide approximate % of Managers that are from the following groups.
Minority/previously excluded populations

Managers from Underrepresented Groups Points Available: 0

Optional unweighted metrics: Please provide approximate % of Managers that are from the following groups.
Other underrepresented populations (e.g. individuals in LGBT community; individuals with disabilities; and those from low-income communities)

Female Full-Time Workers Points Available: 0

Optional unweighted metrics: Please provide approximate % of Non-Managerial Full-Time Workers are from the following groups.
Women

Minority Full-Time Workers Points Available: 0

Optional unweighted metrics: Please provide approximate % of Non-Managerial Full-Time Workers are from the following groups.
Minority/previously excluded populations

Full-Time Workers from Underrepresented Groups Points Available: 0

Optional unweighted metrics: Please provide approximate % of Non-Managerial Full-Time Workers are from the following groups.
Other underrepresented populations (e.g. individuals in LGBT community; individuals with disabilities; and those from low-income communities)

Female Part-time Workers Points Available: 0

Optional unweighted metrics: Please provide approximate % of non-managerial part-time workers are from the following groups.
Women

Minority Part-time Workers Points Available: 0

Optional unweighted metrics: Please provide approximate % of non-managerial part-time workers are from the following groups.
Minority/previously excluded populations

Part-time Workers from Underrepresented Groups Points Available: 0

Optional unweighted metrics: Please provide approximate % of non-managerial part-time workers are from the following groups.
Other underrepresented populations (e.g. individuals in LGBT community; individuals with disabilities; and those from low-income communities)

Diversity and Inclusion Training Points Earned: 0.9 of 0.9

Does the company provide specific content in worker training on inclusion and diversity issues related to any of the following specific underrepresented groups?

Check all that apply.

- ☒ Gender inclusiveness
- ☒ Minorities
- ☒ LGBT community
- ☒ Individuals with disabilities
- ☐ Other underrepresented groups (please describe)
- ☐ None of the Above

Civic Engagement & Giving

Does your company have a formal corporate citizenship program in place that includes the following:

A corporate citizenship program should include allocated resources and oversight.

- ☒ Statement on the intended social or environmental impact of company's charitable contributions
- ☒ Donations (excluding for political causes) and in-kind contributions
- ☐ Formal written donations commitment (including commitments with third-party certification, like 1% for the planet)
- ☒ Volunteering during paid working hours
- ☐ Pro bono service (e.g. consulting projects, management overhead)
- ☐ Community development programs
- ☐ Community-based investments
- ☒ Matching individual workers' charitable donations as an effort to encourage charitable giving
- ☐ Allowing workers and/or customers to select charities to receive company's donations
- ☐ Other (please describe)
- ☐ None of the above

Volunteer Service Policies Points Earned: 0 of 1

Are full-time employees granted in writing any of the following options for volunteer service?

- ☐ Non-paid time off
- ☐ Paid time off
- ☐ 20 hours or more a year of paid time off
- ☐ Workers offered incentives for volunteerism (office parties, competitions with prizes, etc.)
- ☒ Do not offer paid or unpaid time off

% of Employees Volunteer Service Points Earned: 0.2 of 1

What % of employees took paid time off for volunteer service last year?

- ☐ 0%
- ☒ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ >75%
- ☐ Don't know

Tracking Volunteer Service Points Earned: 0 of 0.5

Does your company monitor and record volunteer hours of company workers?

- ☒ We do not currently monitor and record our hours contributed
- ☐ Our company monitors and records hours contributed (no increase targets)
- ☐ Our company monitors hours contributed and has specific increase targets
- ☐ Our company monitors hours contributed and has met specific increase targets during the reporting period

Total Amount of Volunteer Service Hours Points Earned: 0 of 0

Number of hours volunteered by full-time and part-time employees of the organization during the last fiscal year.

This should include both paid and unpaid time spent volunteering during traditional work hours, either for company-organized events or for employee-initiated activities.

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What was the % of per capita worker volunteer, community service, or pro bono time donated in the reporting period?

Calculate by total volunteer hours / total hours worked, generally 2000 hours per FTE.

- ☐ 0%
- ☒ 0.1-0.5% of time
- ☐ 0.6-1% of time
- ☐ 1.1-2% of time
- ☐ >2% of time
- ☐ Don't know / not monitored

Total Amount of Charitable Donations Points Earned: 0 of 0

Total amount (in currency terms) donated to registered charities in the last fiscal year. Report with the currency specified in "Reporting currency" for this metric.

% of Revenue Donated Points Earned: 0 of 3.8

What was the equivalent % of revenue donated to charity during the last fiscal year?

Please include tax deductible in-kind donations but do not include pro bono time.

- ☒ No donations last FY
- ☐ Less than 0.1% of revenues
- ☐ 0.1-0.4% of revenues
- ☐ 0.5-0.9% of revenues
- ☐ 1-1.9% of revenues
- ☐ 2%+ of revenues
- ☐ Don't know

Community Service and Charitable Practices Points Earned: 1 of 1

Which of the following volunteer and charitable giving practices did your company employ in the last fiscal year?

Check all that apply.

- ☒ Company contributed the majority of its cash, service and in-kind donations to local markets it sourced from or operates in
- ☐ Company has public facing partnership with a service/charitable organizations
- ☒ Company provided facilities for community events or trainings
- ☐ Other innovative engagement practices (please describe)
- ☐ None of the above

Advocacy for Social and Environmental Standards Points Earned: 1 of 1

Has your company worked with policymakers and/or stakeholders (including competitors) to develop or advocate for increased adoption of social and environmental standards or voluntary practices in your industry in the past two years?

- ☒ Yes, company has offered support in name and/or signed petitions
- ☒ Yes, company has provided active staff time or financial support
- ☒ Yes, company has directly introduced, testified, made recommendations or provided expertise to advance standards
- ☒ Yes, company has worked with other industry players on a cooperative initiative
- ☐ Yes, and efforts resulted in a specific institutional, industry or regulatory reform
- ☐ Other (please describe)
- ☐ None of the above

Local Involvement

We realize for large companies that have numerous facilities and multinational operations, the definition of local is potentially complex. Please briefly describe the structure of your company geographically, including the location and number of employees located at your headquarters and largest facilities. Also state the total number of facilities managed by your company.

Local Purchasing and Hiring Policies Points Earned: 0 of 1.6

Does the company have the following written local purchasing or hiring policies in place?

- ☒ No written local purchasing or hiring policy in place
- ☐ Written preference at each facility to purchase from local suppliers
- ☐ Ready-to-use lists of preferred local suppliers/vendors for specific facilities
- ☐ Written preference for hiring and recruiting local managers
- ☐ Incentives for staff to live within 20 miles of local company facility
- ☐ Other (please describe)

Spending on Local Suppliers Points Earned: 0 of 1.6

What % of your company's expenses (excluding labor) was spent with independent suppliers local to the company's headquarters or relevant production facilities?

- ☒ <20%
- ☐ 20-39%
- ☐ 40-59%
- ☐ 60%+
- ☐ Don't know

National Sourcing Points Earned: 1.6 of 1.6

What % of your company's Cost of Goods Sold (including value adding activities) was spent within the country of operations, from in-country registered companies or national citizens?

- ☐ 0%
- ☐ 1-9%
- ☐ 10-19%
- ☐ 20-29%
- ☒ 30%+

Local Employee Statistics Points Earned: 0 of 0.5

What % of the following worker groups were hired from communities within 500 miles of company facilities?
Executives

- ☒ 0%
- ☐ 1-9%
- ☐ 10-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75%+
- ☐ Don't know

What % of the following worker groups were hired from communities within 500 miles of company facilities?
Managers

- ☐ 0%
- ☒ 1-9%
- ☐ 10-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75%+
- ☐ Don't know

% of Non-Managers Hired Locally Points Earned: 0.5 of 0.5

What % of the following worker groups were hired from communities within 500 miles of company facilities?
Non-managerial full-time workers

- ☐ 0%
- ☐ 1-9%
- ☐ 10-24%
- ☐ 25-49%
- ☐ 50-74%
- ☒ 75%+
- ☐ Don't know

Local Impact Assessments Points Earned: 0 of 1.6

Has the company conducted any of the following local community impact assessment activities for communities where you do business?

- ☐ Conducted a study or assessment of local community social and environmental impacts
- ☐ Engaged broad range of stakeholders in study or assessment, including consultation with any individuals from underserved populations
- ☐ Identified negative and positive impacts (actual or potential)
- ☐ Publicly disclosed assessment results including potential and actual impacts
- ☐ Implemented action plan to prevent or mitigate negative impacts
- ☒ No assessment undertaken

Suppliers, Distributors & Product

Significant Supplier Descriptions Points Earned: 0 of 0

Please select the types of companies that represent your Significant Suppliers:

All companies have significant suppliers, which are defined as the largest suppliers of the company amounting to approximately 80% of non-labor costs. Select all that apply.

- ☒ Product Manufacturers
- ☒ Professional Service Firms (Consulting, Legal, Accounting)
- ☐ Independent Contractors
- ☒ Marketing/Advertising
- ☐ Office Supplies
- ☐ Benefits Providers
- ☐ Technology
- ☒ Raw materials
- ☒ Farms
- ☒ Other

Does your company screen and/or evaluate Significant Suppliers for social and environmental impact?

This question determines the set of supplier-focused questions your company will respond to. The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ Yes
- ☐ No

Number of Tier 1 Significant Suppliers Points Available: 0

Number of Significant Suppliers
Tier 1

Number of Tier 2 Significant Suppliers Points Available: 0

Number of Significant Suppliers
Tier 2

Purchases from Tier 1 Significant Suppliers Points Available: 0

Value of purchases from Significant Suppliers
Tier 1

Purchases from Tier 2 Significant Suppliers Points Available: 0

Value of purchases from Significant Suppliers
Tier 2

Purchases from Local Suppliers Points Available: 0

Value of purchases from Supplier Organizations: Local (within 500 miles/ 805km)

Supplier Evaluation Practices Points Earned: 1.5 of 1.5

When evaluating the social and environmental performance of Significant Suppliers, which of the following apply:

- ☒ Specific environmental criteria required
- ☒ Specific social criteria required
- ☐ Documented policy to visit majority of suppliers every year to review social and environmental performance
- ☐ Other (please describe)
- ☐ None of the above

Length of Supplier Relationships Points Earned: 0 of 0.7

What is the average tenure of your relationships with Significant Suppliers?

- ☒ Less than 3 years
- ☐ 3-5 years
- ☐ 6-9 years
- ☐ 10+ years
- ☐ Don't know

Supplier Code of Conduct Points Earned: 0.7 of 0.7

Is there a formal written Supplier Code of Conduct policy that specifically holds the company's suppliers accountable for social and environmental performance?

This may include policies on Fair Trade. The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ Yes
- ☐ No

Does the company's Supplier Code of Conduct policy specifically hold the company's suppliers accountable to the following areas of social and environmental performance?

- ☒ Working hours
- ☒ Freely chosen employment
- ☐ Compensation
- ☒ Child labor
- ☒ Freedom of association
- ☒ Health & safety
- ☐ Use of materials
- ☒ Product's environmental impact
- ☒ Information on how the Code will be monitored and reviewed (self-audits, site visits, etc.)
- ☐ N/A - No Supplier Code of Conduct

Supplier Code of Conduct Remediation Points Earned: 0.2 of 0.7

In the cases where suppliers were not yet adhering to the supplier code of conduct, which of the following remediation practices have been implemented before determining whether to terminate the relationship?

- ☐ Breaches reported to senior management
- ☐ Company has fully disclosed to the public any material breaches of conduct by suppliers that have occurred in the past 5 years
- ☐ Company formulated a corrective action plan with suppliers with goals and timeline for improvement
- ☐ Company provided training and education to address non-compliance and poor performance
- ☒ Company required a time period for suppliers to make changes to adhere to code of conduct or otherwise terminated contract
- ☐ Others (please describe)
- ☐ N/A - No Supplier Code of Conduct
- ☐ N/A - No remediation policy
- ☐ N/A - Company Suppliers have not had a breach in the last 10 years

Supplier Code of Conduct Self-Audits Points Earned: 0.1 of 0.2

What % of your suppliers are verified for compliance with the Supplier Code of Conduct at least annually?
Tier 1 Suppliers with self-audit

- ☐ 0%
- ☐ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☒ 75-99%
- ☐ 100%
- ☐ Don't know

Supplier Code of Conduct Third Party Verification Points Earned: 0.2 of 0.2

What % of your suppliers are verified for compliance with the Supplier Code of Conduct at least annually?
Tier 1 Suppliers with third party verification

- ☐ 0%
- ☐ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75-99%
- ☒ 100%
- ☐ Don't know

What % of your suppliers are verified for compliance with the Supplier Code of Conduct at least annually?
Tier 2 Suppliers with self-audit

- ☐ 0%
- ☐ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☒ 75-99%
- ☐ 100%
- ☐ Don't know

Supplier Code of Conduct Third Party Verification Points Earned: 0.2 of 0.2

What % of your suppliers are verified for compliance with the Supplier Code of Conduct at least annually?
Tier 2 Suppliers with third party verification

- ☐ 0%
- ☐ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75-99%
- ☒ 100%
- ☐ Don't know

Support for In Need Suppliers Points Earned: 0.7 of 0.7

Do you have a program that identifies suppliers in need of support, education and/or training? If so, which of the following characteristics apply to your program?

- ☒ Company reviews all Significant Suppliers for potential training needs
- ☐ Company has a formal education and support program for selected Significant Suppliers
- ☒ Company sets goals and expectations with suppliers to improve their social and environmental performance
- ☐ Company provides incentives for suppliers with strong social and environmental performance
- ☐ Other (describe)
- ☐ No formal supplier development program

Supplier Feedback Mechanisms Points Earned: 0.7 of 0.7

Are the following mechanisms in place to solicit feedback from suppliers?

- ☐ Formal mechanism in place for suppliers to provide feedback (e.g. supplier satisfaction surveys)
- ☒ Company has a formal grievance mechanism to methodically address complaints and resolve disputes along its supply chain
- ☐ Other (please describe)
- ☐ None of the above

Tracking Supplier Information Points Earned: 0.7 of 0.7

Does the company have a tracking system in place to map information from Significant Suppliers on any of the following:

- ☒ Major product and service categories
- ☒ Flow of materials and information
- ☒ Potential human rights issues/violations
- ☒ Labor issues/violations
- ☒ Environmental issues/violations
- ☐ All of the above, but only for Tier 1 suppliers
- ☐ None of the above

Which of the following describe your relationships with all your company's independent contractors?

- ☐ Formal routine process for independent contractors to receive post-project/contract performance feedback
- ☐ Formal routine process for independent contractors to communicate post-project or post-contract feedback to the company
- ☒ Independent contractors are verified to either work on a time-bound basis, or else split their time with work for other clients. Contractors not meeting either criteria have been offered employment.
- ☒ Independent contractors are paid a living wage (when calculated as hourly wage when living wage data is available)
- ☐ We have independent contractors, but have not engaged in any of these practices
- ☐ N/A - We haven't used independent contractors in the last year

Sourcing From Small-Scale Farmers or Coop Members Points Earned: 0 of 0

Do you source from small-scale farmers, or is your company a cooperative?

Answering this question will help to pre-fill questions not applicable to your business. The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ Yes
- ☒ No

Third Party Traceability and Labeling Standards Points Earned: 0.7 of 0.7

Do you comply with third-party traceability and labeling standards to ensure that the origination and supply chain of all products is tracked?

If you have HACCP certification, select Yes.

- ☒ Yes
- ☐ No
- ☐ N/A - No relevant industry traceability standard

Community Business Models Introduction

Community Oriented Business Models Points Earned: 0 of 0

Is your company structured to benefit community stakeholders in any of the following ways?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ A producer-owned cooperative structure in which suppliers share control and benefits of company operations (e.g. farmer cooperative, artisanal cooperative)
- ☐ Purchasing fair/direct trade to improve livelihoods for underserved groups in your supply chain
- ☐ A micro-distribution or micro-franchising model that provides economic opportunities to underserved groups
- ☐ A formal standing commitment to donate a significant portion of sales/profits/ownership to charitable causes (>2% sales, >20% profits/ownership)
- ☐ Providing high quality jobs and/or professional development for individuals with chronic barriers to employment (workforce development programs)
- ☐ A community-focused business model that supports and builds the economic vitality of local communities
- ☒ None of the above

Environment

Environment Introduction

Land Under Cultivation Points Earned: 0 of 0

Does your company control any land under cultivation?

This question will help to pre-fill the N/A option for questions not applicable to your business. The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ Yes
- ☐ No

Is your company a cooperative or does it source produce from other growers?

This question will help to pre-fill the N/A option for questions not applicable to your business. The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ Yes
- ☐ No

Physical Plant Points Earned: 0 of 0

Does your company engage in some wholesaling activities that involve a physical plant for processing or packaging?

This question will help to pre-fill the N/A option for questions not applicable to your business. The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ Yes
- ☐ No

Land, Office, Plant

Facilities Size Points Available: 0

Total square footage of all company facilities

Green Building Standards Points Earned: 0 of 0.5

What % of the company's facilities satisfy the requirements of an accredited green building program?

Accredited programs include LEED and the Living Building Challenge. Select N/A if your company is not involved in agroprocessing.

- ☒ <20%
- ☐ 20-49%
- ☐ 50-79%
- ☐ 80%+
- ☐ N/A

Recycling Programs Points Earned: 0.5 of 0.5

What % of your facilities on a square foot basis have a facility-wide recycling program that has ongoing collection of at least all standard materials in your area?

See Explain This for definition.

- ☐ <20%
- ☐ 21-40%
- ☐ 41-60%
- ☐ 61-80%
- ☒ >80%

Environmental Management Systems Points Earned: 0.8 of 1

Does your company have an environmental management system that includes any of the following?

Please check all that apply.

- ☒ Policy statement documenting the organization's commitment to the environment
- ☒ Assessment undertaken of the environmental impact of the organization's business activities
- ☒ Stated objectives and targets for environmental aspects of the organization's operations
- ☐ Programming designed, with allocated resources, to achieve these targets
- ☒ Periodic compliance and auditing to evaluate programs conducted
- ☐ 3rd party auditing & certification of EMS
- ☐ Do not have any of the above

Does the company have demonstrable procedures in place to reduce or mitigate impacts to natural habitats? If yes, which of the following statements apply to these procedures?

Procedures include a Conservation Strategic Plan.

- ☐ No conservation procedures/plan in place
- ☐ Includes percentage of habitat protected or restored by type of habitat and status
- ☒ Addresses future plans and targets for managing impacts regarding habitat loss or degradation, loss of biodiversity, or overall depletion of ecosystems
- ☐ N/A - Company does not have opportunity to control or influence land development processes

Facility Improvement with Landlord Points Earned: 0 of 0.5

If you lease your facilities, have you worked with your landlord to implement/maintain any of the following?

Select N/A if your company is not involved in agroprocessing and/or does not lease your building.

- ☐ Energy efficiency improvements
- ☐ Water efficiency improvements
- ☐ Waste reduction programs (including recycling)
- ☐ None of the above
- ☐ N/A - Company not involved in agroprocessing
- ☒ N/A - Company does not lease buildings

Context-Based Water Management Points Earned: 0 of 0.5

Does your company measure and manage its water in a context-based manner?

Context based management requires measurement against allocations of available renewable supplies in the watersheds in which it does business.

- ☐ Yes
- ☒ No
- ☐ Don't Know

Sustainable Farm Certification Points Earned: 0.5 of 0.5

What % of your farm (by hectares) has received certification for sustainable management of agricultural ecosystems?

If your company does not control any land-under-cultivation or if your company is a farmer cooperative, select N/A.

- ☐ 0%
- ☐ 1-24%
- ☐ 25-74%
- ☐ 75-99%
- ☒ 100%
- ☐ N/A

Soil Management Policies Points Earned: 0.2 of 0.5

Does your farm comply with any of the following soil management policies?

If your company does not control any land-under-cultivation or if your company is a farmer cooperative, select N/A.

- ☒ There is a soil management plan
- ☐ Areas at high risk of erosion are identified on a map (considering factors such as slope, soil, and concavity)
- ☐ Farm management regularly monitors soil quality and is aware of areas at risk for soil erosion
- ☐ Farm management maintains records to demonstrate changes in soil quality season-by-season
- ☐ Farm records show evidence of soil quality improvement
- ☐ Other (describe)
- ☐ None
- ☐ N/A

Does your company measure and manage its GHG emissions in a context-based manner?

Context based management requires measurement against reduction targets specified in a science-based GHG stabilization scenario.

- ☐ Yes
- ☒ No
- ☐ Don't Know

Soil Productivity Practices Points Earned: 0.2 of 0.5

Which of the following soil productivity/protection practices does your farm apply?

If your company does not control any land-under-cultivation or if your company is a farmer cooperative, select N/A.

- ☒ At least 25% of the productive area uses no-till, direct-seed or other restricted tillage systems
- ☐ All of the productive area uses restricted tillage systems
- ☐ At least 25% of the productive area is covered by an organic matter layer (composed of dead and decaying biomass) and nitrogen-fixing cover crops
- ☐ All of the productive area is covered by an organic matter layer (composed of dead and decaying biomass) and/or nitrogen-fixing cover crop
- ☐ Perennial crops are integrated in farms
- ☐ Long term crops or pastures are incorporated into crop rotation
- ☐ Other (describe)
- ☐ None
- ☐ N/A

Context-Based Waste Management Points Earned: 0 of 0.5

Does your company measure and manage its solid wastes in a context-based manner?

Context based waste management includes measurements against levels tied to a zero waste plan.

- ☐ Yes
- ☒ No
- ☐ Don't Know

Monitoring Biodiversity Points Earned: 0 of 0.5

Does your farm monitor any of the following biodiversity issues as they pertain to land-under-cultivation?

If your company does not control any land-under-cultivation or if your company is a farmer cooperative, select N/A.

- ☐ Monitor and record local endangered species
- ☐ Monitor and record endangered flora/fauna diversity
- ☐ Other (describe)
- ☒ None
- ☐ N/A

Pest Management Practices Points Earned: 0.5 of 0.5

Does your farm use any of the following pest management techniques on land-under-cultivation?

If your company does not control any land-under-cultivation or if your company is a farmer cooperative, select N/A.

- ☒ Pest- and disease-resistant varieties
- ☒ Field scouting
- ☒ Crop rotation
- ☐ Canopy humidity management
- ☒ Soil and plant tissue sampling to understand pest management
- ☐ Insect phenology modeling to understand pest management needs
- ☐ Other (describe)
- ☐ None
- ☐ N/A

Are any of these water quality practices followed by the farm for land-under-cultivation to ensure that local water sources and quality are not impacted?

If your company does not control any land-under-cultivation or if your company is a farmer cooperative, select N/A.

- ☐ There is no application of nematicides within 20 meters of any permanent water body
- ☐ There is no application of agrochemicals within 10 meters of any permanent water body.
- ☒ There is a riparian buffer zone at least 25 feet in width from any permanent water body
- ☐ Other (describe)
- ☐ None
- ☐ N/A

Inputs

Monitoring Energy Use Relative to Revenue Points Earned: 0.6 of 1.1

Does your company monitor, record and/or report its usage of energy and water, relative to company revenues?
Energy:

- ☐ We do not currently monitor and record our usage
- ☐ We monitor and record usage (no reduction targets)
- ☒ We monitor and report usage, and have specific reduction targets
- ☐ We monitor and record, set reduction targets and report progress on targets annually to a voluntary public reporting program
- ☐ We have met or exceeded those targets in the last FY

Monitoring Water Use Relative to Revenue Points Earned: 0.6 of 1.1

Does your company monitor, record and/or report its usage of energy and water, relative to company revenues?
Water:

- ☐ We do not currently monitor and record usage
- ☐ We monitor and record usage (no reduction targets)
- ☒ We monitor and record usage, and have specific reduction targets
- ☐ We monitor and record, set reduction targets and report progress on targets annually to a voluntary public reporting program
- ☐ We have met or exceeded those targets in the last FY

Total Water Use Points Available: 0

Total water use (liters) during the last 12 months

Energy Use Reductions Points Earned: 0 of 2.3

Have conservation and efficiency improvements led to energy savings for your facilities? If so, by how much?

Please calculate based on changes from last year or annualized from a base year, referring to electricity use and other energy consumption from heating, hot water, etc.

- ☒ 0%
- ☐ 1-4%
- ☐ 5-9%
- ☐ 10-14%
- ☐ 15-20%
- ☐ >20%
- ☐ Don't know

What % of energy use in your corporate facilities or agroprocessing facilities is produced from 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
- ☐ N/A

Water Conservation Practices in corporate offices or agroprocessing facilities Points Earned: 0 of 1.1

Which of the following water conservation methods have been implemented at the majority of your corporate offices or agroprocessing facilities?

- ☐ Low-flow faucets/taps, toilets/urinals, showerheads
- ☐ Grey-water usage for irrigation
- ☐ Low-volume irrigation
- ☐ Harvest rainwater
- ☐ Other
- ☒ None
- ☐ N/A

Public Disclosure of Chemicals Points Earned: 0 of 1.1

Does your company publicly disclose any use of chemicals of concern in products or processes in any of the following ways?

- ☐ Company provides information on website that publicly discloses any use(s) of chemicals of concern
- ☐ Company completes and publicly provides Health Product Declarations (HPD) for any chemicals of concern utilized
- ☐ Company publicly provides information on use of any chemicals of concern via the Cradle 2 Cradle Products Innovation certification process
- ☐ Other third-party disclosure mechanism (please state)
- ☐ N/A
- ☒ None of the above

Environmentally Preferred Materials Points Earned: 1.1 of 1.1

What is the % of recycled, renewable, or other environmentally-preferred/sustainable materials in the product (including packaging)?

- ☐ 0%
- ☐ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75-99%
- ☒ 100%

What type of pesticides does your farm apply?

If your company does not control any land-under-cultivation or if your company is a farmer cooperative, select N/A.

- ☒ Some application of category 2 or lower pesticides
- ☐ Application of category 3 or higher pesticides only
- ☐ No use of applied pesticides or other agrochemicals
- ☐ Unknown
- ☐ N/A

Managing Pesticide Use Points Earned: 0.4 of 1.1

Does your farm follow these practices regarding the application of pesticides and herbicides?

If your company is a farmer cooperative, or does not apply any pesticides or other agrochemicals, select N/A.

- ☐ Farm monitors toxicity of pesticide and herbicide use and set goals to reduce overall use of high toxicity pesticides
- ☐ Farm employs reduced dosage strategies e.g. spot spraying and alternate row spraying (when the target pest does not require complete coverage)
- ☐ Application equipment is calibrated more than once per season or uses technology that continuously calibrates
- ☒ Farm uses precision application method based on multiple samplings per field (with varying application rates per field or block)
- ☐ Other (describe)
- ☐ None of the above
- ☐ N/A

Water Conservation Practices for land-under-cultivation Points Earned: 2.3 of 2.3

Has your farm implemented any of the following water use conservation practices for land-under-cultivation?

If your company does not control any land-under-cultivation or if your company is a farmer cooperative, select N/A.

- ☐ Traditional irrigation (i.e. flood irrigation)
- ☐ Harvest rainwater
- ☐ Gray-water use for irrigation
- ☐ Hydroponic or aeroponic growing
- ☐ Drip technology
- ☐ Low pressure, micro-sprinklers
- ☒ Irrigation water use planned based on monitoring and analysis of soil moisture level, weather data and other relevant information
- ☐ Other (describe)
- ☐ None
- ☐ N/A

Seed Usage Points Earned: 1.1 of 1.1

What type of seed does your company use?

If your company is a cooperative or does not have any land-under-cultivation, select N/A.

- ☐ Open-pollinated/hybrid seeds
- ☐ Cisgenic seeds/plants
- ☐ Regular seeds/plants
- ☐ Tissue-culture developed seeds/plants
- ☒ Certified organic seeds/plants
- ☐ Other
- ☐ N/A

What % of fertilizer applied to land-under-cultivation is organic?

If your company does not control any land-under-cultivation or if your company is a farmer cooperative, select N/A.

- ☐ 0
- ☐ 1-24%
- ☐ 25-50%
- ☐ 50-74%
- ☐ 75-99%
- ☒ 100%
- ☐ N/A

Outputs

Monitoring and Reporting Greenhouse Gas Emissions Points Earned: 0.5 of 1

Does your company monitor, record and report the following outputs relative to company revenues?
Greenhouse gas emissions

- ☐ Company does not currently monitor and record emissions
- ☐ Company monitors and records emissions (no reduction targets)
- ☒ Company monitors and records emissions and has specific reduction targets
- ☐ Company monitors and records, sets reduction targets and reports progress publicly on an annual basis
- ☐ Company monitors emissions and has met or exceeded those targets in the last FY
- ☐ Eliminated emissions of this by-product entirely

Monitoring and Reporting Hazardous Waste Points Earned: 0 of 1

Does your company monitor, record and report the following outputs relative to company revenues?
Hazardous waste (including universal waste) generation

- ☒ Company does not currently monitor and record waste generation
- ☐ Company monitors and records waste generation (no reduction targets)
- ☐ Company monitors and records waste generation and has specific reduction targets
- ☐ Company monitors and records, sets reduction targets and reports progress publicly on an annual basis
- ☐ Company monitors waste generation and has met or exceeded those targets in the last FY
- ☐ Eliminated emissions of this by-product entirely

Monitoring Air Emissions Points Earned: 0.2 of 1

Does your company monitor, record and report the following outputs relative to company revenues?
Significant air emissions

- ☐ Company does not currently monitor and record emissions
- ☒ Company monitors and records emissions (no reduction targets)
- ☐ Company monitors and records emissions and has specific reduction targets
- ☐ Company monitors and records, sets reduction targets and reports progress publicly on an annual basis
- ☐ Company monitors emissions and has met or exceeded those targets in the last FY
- ☐ Eliminated emissions of this by-product entirely

Does your company monitor, record and report the following outputs relative to company revenues?
Non-hazardous waste

- ☐ Company does not currently monitor and record emissions
- ☒ Company monitors and records emissions (no reduction targets)
- ☐ Company monitors and records emissions and has specific reduction targets
- ☐ Company monitors and records, sets reduction targets and reports progress publicly on an annual basis
- ☐ Company monitors emissions and has met or exceeded those targets in the last FY
- ☐ Eliminated emissions of this by-product entirely

Monitoring Toxic Wastewater Points Earned: 0.2 of 1

Does your company monitor, record and report the following outputs relative to company revenues?
Hazardous and toxic water

- ☐ Company does not currently monitor and record emissions
- ☒ Company monitors and records emissions (no reduction targets)
- ☐ Company monitors and records emissions and has specific reduction targets
- ☐ Company monitors and records, sets reduction targets and reports progress publicly on an annual basis
- ☐ Company monitors emissions and has met or exceeded those targets in the last FY
- ☐ Eliminated emissions of this by-product entirely

Non-hazardous Waste Generated Points Available: 0

Waste Produced: Non-Hazardous Waste (metric tonnes) during the last 12 months

Total Hazardous Waste Produced Points Available: 0

Waste Produced: Hazardous Waste (metric tonnes) during the last 12 months

Total Waste Disposed Points Available: 0

Waste Disposed (metric tonnes) during the last 12 months

Total Waste Recycled Points Available: 0

Waste Disposed: Recycled/Reused (metric tonnes) during the last 12 months

Total Scope 1 GHGs Points Available: 0

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:
Scope 1:

Total Scope 2 GHGs Points Available: 0

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:
Scope 2:

Total Scope 3 GHGs Points Available: 0

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:
Scope 3:

If your company purchased certified carbon credits in the reporting period, what % of GHG emissions were off-set?

- ☐ 0%
- ☒ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75-99%
- ☐ 100%
- ☐ Don't know
- ☐ N/A - No carbon offsets purchased

Waste Generation vs Revenue Points Earned: 1 of 1

What is your company's non-hazardous waste generation measured against revenue (i.e. metric tons per \$million of revenue) in the last fiscal year?

i.e. metric tons per \$million of revenue.

- ☐ >950
- ☐ 751-950
- ☐ 601-750
- ☐ 451-600
- ☐ 301-450
- ☐ 151-300
- ☒ 0-150
- ☐ Don't know

Organic Waste Disposal Points Earned: 0.2 of 1

Which of the following methods is used to dispose of organic waste from crop cultivation?

If your company does not control any land-under-cultivation or if your company is a farmer cooperative, select N/A.

- ☐ Burn/Incinerate/Landfill
- ☐ Composting waste
- ☐ Waste is reused
- ☐ Dispose through certified 3rd party methods
- ☐ Production of biogas from waste
- ☒ Other (describe)

Organic waste from crop residue is incorporated into the soil after harvest. This helps build better soil by increasing the soil organic matter.

- ☐ None
- ☐ N/A

Reducing Waste Points Available: 0

Optional unweighted metrics: Approximately by what % has your company reduced solid and hazardous waste generation (normalized for revenue changes) over the following periods?

The past two years

Waste Reduction Points Available: 0

Optional unweighted metrics: Approximately by what % has your company reduced solid and hazardous waste generation (normalized for revenue changes) over the following periods?

The past five years

Does your company do the following with wastewater from irrigation?

If your company is a farmer cooperative, select N/A.

- ☐ Grey water remediation
- ☒ Filter water before re-introduction to water table
- ☐ Use of settling ponds to clean water before re-entry to water table
- ☐ Other
- ☐ None
- ☐ N/A

Waste Generation Points Earned: 0 of 1.9

Which of the following apply to your company's waste reduction targets?

- ☐ We have adopted a zero waste goal
- ☐ We are approaching zero waste in our non-hazardous waste generation (90% or better from baseline)
- ☐ We are approaching zero waste in our hazardous waste generation (90% or better from baseline)
- ☐ We have zero non-hazardous waste
- ☐ We have zero hazardous waste
- ☐ We have received external recognition or certification for waste reduction (e.g. Zero Waste International Alliance's recognition program)
- ☒ None of the above

Transportation, Distribution & Suppliers

Reducing Carbon Emissions from Transportation Points Earned: 0 of 1

Does the company currently use any of the following specific practices to reduce carbon emissions from transportation?

- ☐ Offer transit subsidies to employees as part of a low carbon transportation program
- ☐ Company policy and practice that requires inbound freight or shipping to be transported via lowest impact methods (such as avoiding shipment by air transport)
- ☐ Company policy and practice that outbound freight or shipping is transported via lowest impact methods
- ☐ Other (please describe)
- ☒ None of the above

Sourcing % of COGS from Local Suppliers Points Earned: 0 of 1

What % of the following was spent with suppliers located within 200 miles (or 322 km) of where the end product was used during the last fiscal year?

Cost of Goods Sold (excluding labor)

- ☐ 0%
- ☐ 1-9%
- ☐ 10-19%
- ☐ 20-29%
- ☐ 30%+
- ☒ Don't know

Does your company do any of the following to manage chemicals in the supply chain?

Please check all that apply.

- ☒ Require suppliers to disclose specified chemicals of concern
 - ☒ Ask suppliers if they know all the chemical ingredients intentionally added to their product and all residuals of high concern present in the product (asking if they know only, not to provide the data to you)
 - ☐ Require suppliers to provide chemical information to a third party
 - ☐ Ensure that suppliers are kept up to date on banned chemicals in different markets by providing them with a Restricted Substances List and monitoring their compliance with this List.
 - ☐ Incentivize suppliers for participating in chemical management program
 - ☐ None of the Above
-

Suppliers Tracking Energy Use Points Earned: 0.1 of 0.5

What % of Significant Suppliers track and report the following? Select N/A if your company is not a cooperative or does not purchase product from other growers.

Energy usage

- ☐ 0%
 - ☒ 1-24%
 - ☐ 25-49%
 - ☐ 50-74%
 - ☐ 75%+
 - ☐ Don't Know
 - ☐ N/A
-

Suppliers Tracking Water Use Points Earned: 0.1 of 0.5

What % of Significant Suppliers track and report the following? Select N/A if your company is not a cooperative or does not purchase product from other growers.

Water usage

- ☐ 0%
 - ☒ 1-24%
 - ☐ 25-49%
 - ☐ 50-74%
 - ☐ 75%+
 - ☐ Don't Know
 - ☐ N/A
-

Suppliers Tracking Air and Water Emissions Points Earned: 0.1 of 0.5

What % of Significant Suppliers track and report the following? Select N/A if your company is not a cooperative or does not purchase product from other growers.

Any hazardous or toxic air or water emissions

- ☐ 0%
 - ☒ 1-24%
 - ☐ 25-49%
 - ☐ 50-74%
 - ☐ 75%+
 - ☐ Don't Know
 - ☐ N/A
-

Suppliers Tracking Waste and Recycling Points Earned: 0.1 of 0.5

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What % of Significant Suppliers track and report the following? Select N/A if your company is not a cooperative or does not purchase product from other growers.

Generation/recycling/reduction of solid waste

- ☐ 0%
- ☒ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75%+
- ☐ Don't Know
- ☐ N/A
-

Suppliers Tracking Hazardous Waste Points Earned: 0.1 of 0.5

What % of Significant Suppliers track and report the following? Select N/A if your company is not a cooperative or does not purchase product from other growers.

Generation/recycling/reduction of hazardous waste

- ☐ 0%
- ☒ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75%+
- ☐ Don't Know
- ☐ N/A
-

Suppliers Tracking Greenhouse Gases Points Earned: 0.1 of 0.5

What % of Significant Suppliers track and report the following? Select N/A if your company is not a cooperative or does not purchase product from other growers.

GHG Emissions (Scope 1, 2 and/or 3)

- ☐ 0%
- ☒ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75%+
- ☐ Don't Know
- ☐ N/A
-

Suppliers Using Renewable Energy Points Earned: 0 of 1

What % of Significant Suppliers have achieved the following? Select N/A if your company is not a cooperative or does not purchase product from other growers.

Used at least 10% renewable energy at their facilities

- ☐ 0%
- ☐ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75%+
- ☒ Don't Know
- ☐ N/A
-

What % of Significant Suppliers have achieved the following? Select N/A if your company is not a cooperative or does not purchase product from other growers.

Reduced GHG emissions or use of ozone-depleting substances by at least 10% in the past two years

- ☐ 0%
- ☐ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75%+
- ☒ Don't Know
- ☐ N/A
-

Suppliers Reducing Waste Points Earned: 0 of 1

What % of Significant Suppliers have achieved the following? Select N/A if your company is not a cooperative or does not purchase product from other growers.

Implemented initiatives to reduce waste at the source or divert waste from landfills/incineration by at least 10 % in the past two years

- ☐ 0%
- ☐ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75%+
- ☒ Don't Know
- ☐ N/A
-

Suppliers Reducing Water Use Points Earned: 0 of 1

What % of Significant Suppliers have achieved the following? Select N/A if your company is not a cooperative or does not purchase product from other growers.

Recycled water on site or use close-loop or other water recovery systems to reduce the use of potable water

- ☐ 0%
- ☐ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75%+
- ☒ Don't Know
- ☐ N/A
-

Suppliers Responsibly Disposing Hazardous Waste Points Earned: 0 of 0.5

What % of Significant Suppliers have achieved the following? Select N/A if your company is not a cooperative or does not purchase product from other growers.

Responsibly disposed of all hazardous waste generated from production

- ☐ 0%
- ☐ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75%+
- ☒ Don't Know
- ☐ N/A
-

Environmental Models Introduction

Are your company's products or process structured to restore or preserve the environment in any of the following ways?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ Through a manufacturing, wholesale or agriculture process which is designed to significantly reduce environmental impact compared to typical practices for the industry
- ☒ Through a product or service that preserves, conserves, or restores the environment or resources
- ☐ None of the above

Environment Products & Services Introduction

Environmental Product Benefits Points Earned: 0 of 0

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 attributes. The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ Provides or is powered by renewable energy or cleaner-burning energy than market alternatives (e.g. solar panel manufacturers/installers, hybrid vehicles)
- ☐ Conserves or diverts resources (including energy, water, materials, etc.)
- ☐ Conserves or preserves the well-being of land and/or animals (e.g. land protection or reforestation services, sustainably harvested agricultural products)
- ☒ Reduces or is made of less toxic/hazardous substances (e.g. brownfield remediation services, organic food, non-toxic cleaners)
- ☐ Educates, measures, researches, or provides information to solve environmental problems (e.g. environmental consulting auditing)
- ☐ None of the above

Environmental Product/Service Certifications Points Available: 0

Does your product or service have any third-party certifications? If so, please list certifications.

To meet the definition of a qualified third-party certification, the certification must be independently verified, be standards-based, and have those standards be transparent.

Toxin Reduction / Remediation

Toxin / Pollution Reduction Overview Points Available: 0

Tell us more about how your product or service reduces use of toxic or hazardous substances, prevents pollution or remediates discharges to air, land or water

Toxin / Pollution Reduction Description Points Earned: 0 of 0

Which of the following product or service descriptions apply?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ Product minimizes need of toxic chemicals compared to market alternatives (non-GMO)
- ☒ Product/services use less toxic/hazardous chemicals or materials than market alternatives (i.e. non-toxic cleaners, organic food, integrated pest management for agriculture)
- ☐ Product/service remediates environmental damage after discharges to air, land or water (i.e. brownfield remediation, oil spill clean-up)
- ☐ Product/service directly prevents pollution or hazardous discharge (i.e. pollution management technologies)
- ☐ These descriptions do not apply to our company's product/service (Skip the remainder of this section)

% Toxin Reduction Points Available: 0

What is the average % toxic/hazardous material reduction or pollution prevention (by weight or volume) achieved by the product or service?

Revenue from Toxin Reduction / Remediation Points Earned: 0 of 0

What were your total revenues last fiscal year from the previous products or services?

The answer to this question affects questions you'll encounter further on in your assessment.

100%

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Metric tons of GHG/CO2 equivalent

kWh Saved Points Available: 0

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

kWh saved/off-set

Waste Diverted Points Available: 0

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Metric tons of waste saved from landfill or incineration

Water Saved Points Available: 0

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Liters of water saved/off-set

Verification of Toxin Reduction Points Earned: 1.1 of 1.1

How do you verify that your product contributes to the outcome previously selected?

Select all that apply.

- ☐ We have a track record of successful, verified positive outcomes and have created case studies based on these.
- ☒ There is secondary research that supports the link between our type of product and the stated outcome.
- ☐ We conduct our own direct research to track the outcomes produced for all our customers, such as impact-related survey
- ☒ We have third party certifications or verifications that verify the efficacy of our product/service in delivering outcomes
- ☐ We have performed, commissioned, or partnered with scientifically designed impact or outcome assessments to systematically learn about our product's impact
- ☐ Our product is too early stage to have research or studies that link our product to positive outcomes
- ☐ We cannot provide verification of our outcomes at this time.

Efficacy of Toxin Reduction / Remediation Points Earned: 1.1 of 1.1

If direct research on your product/service has been performed, did the results confirm that a desired outcome is being achieved?

- ☒ Yes
- ☐ No
- ☐ N/A - No direct research conducted

Negative Impact Management Points Earned: 1.1 of 1.1

Does your company also measure and manage the negative or unintended outcomes generated by this business model?

- ☒ Yes
- ☐ No

Innovative Toxin Reduction / Remediation Points Available: 0

Is there something different or innovative about the company's basic product or service that has changed the industry? Is this something that is replicable, unique at the time that it was created, and that has been emulated by other organizations?

Customers

Customer Models Introduction

Does your product/service address a social or economic problem for or through your customers?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ Yes
- ☒ No

Disclosure Questionnaire

Disclosure Industries

Illegal Product/Activity Points Available: 0

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply. Any product or activity deemed illegal under host country laws or regulations or international conventions and agreements

- ☐ Yes
- ☒ No

Commercial Logging Points Available: 0

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply. Commercial logging and logging equipment

- ☐ Yes
- ☒ No

Genetically Modified Organisms Points Available: 0

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply. Genetically modified organisms

- ☐ Yes
- ☒ No

Petroleum Or Coal Utility Points Available: 0

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply. Fossil fuel-based oil or coal utility

- ☐ Yes
- ☒ No

Banned Persistent Organic Pollutants Points Available: 0

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply. Persistent organic pollutants (POPs) that are banned or scheduled to be phased out of production

- ☐ Yes
- ☒ No

Internationally Banned Pesticides/Herbicides Points Available: 0

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply. Pesticides/herbicides subject to international phase-out or bans

- ☐ Yes
- ☒ No

Internationally Banned Pharmaceuticals Points Available: 0

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Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.
Pharmaceuticals subject to international phase-outs or bans

- ☐ Yes
☒ No

Radioactive Materials Points Available: 0

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.
Radioactive materials

- ☐ Yes
☒ No

Disclosure Tobacco Points Available: 0

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.
Tobacco

- ☐ Yes
☒ No

Unbonded Asbestos Fibers Points Available: 0

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.
Unbonded asbestos fibers

- ☐ Yes
☒ No

Disclosure Wildlife Regulated Under CITES Points Available: 0

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.
Wildlife or wildlife products regulated under the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES)

- ☐ Yes
☒ No

Company Explanation Of Disclosure Item Flags Points Available: 0

If you selected "Yes" previously, please provide a detailed explanation of the company's involvement here.

If this does not apply to you, please enter "Does not apply" in the text area below.

Disclosure Practices**No formal Registration Under Domestic Regulations** Points Available: 0

Please indicate if the following statements are true regarding whether or not the company engages in the following practices.
Check all that apply. If the statement is true, select "Yes." If false, select "No."
Company is not formally registered in accordance with domestic regulations

- ☐ Yes
☒ No

Tax Reduction Through Corporate Shells Points Available: 0

Please indicate if the following statements are true regarding whether or not the company engages in the following practices.
Check all that apply. If the statement is true, select "Yes." If false, select "No."
Company has reduced or minimized taxes through the use of corporate shells or structural means

- ☐ Yes
☒ No

Facilities located in sensitive ecosystems Points Available: 0

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Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."

Company facilities are located adjacent to or in sensitive ecosystems

- ☐ Yes
☒ No

Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age) Points Available: 0

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."

Company employs workers under the age of 15 (or other minimum work age covered by the International Labour Organization Convention No. 138) and/or company does not keep personnel records that include evidence of the date of birth of each

- ☐ Yes
☒ No

Overtime For Hourly Workers Is Compulsory Points Available: 0

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."

Overtime work for hourly workers is compulsory

- ☐ Yes
☒ No

Company workers are prisoners Points Available: 0

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."

Company uses workers who are prisoners

- ☐ Yes
☒ No

Company prohibits freedom of association/collective bargaining Points Available: 0

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."

Company prohibits workers from freely associating and bargaining collectively for the terms of one's employment

- ☐ Yes
☒ No

Conduct Business in Conflict Zones Points Available: 0

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."

Company exploitatively operates in conflict zones

- ☐ Yes
☒ No

Employs Individuals on Zero-Hour Contracts Points Available: 0

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."

Company employs individuals on zero-hour contracts

- ☐ Yes
☒ No

If you selected "Yes" previously, please provide a detailed explanation of the company's engagement in these practices here.

If this does not apply to you, please enter "Does not apply" in the text area below.

Disclosure Outcomes

On-Site Fatality Points Available: 0

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No".

Company has had an operational or on-the-job fatality

- ☐ Yes
- ☒ No

Hazardous Discharges Into Air/Land/Water (Past 5 Yrs) Points Available: 0

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No".

Company sites have experienced accidental discharges to air, land or water of hazardous substances

- ☐ Yes
- ☒ No

Forced Relocation Of People Due To Company Operations Points Available: 0

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No".

Construction or operation of company facilities resulted in physical resettlement or economic displacement involving 5,000 or more people near your facility

- ☐ Yes
- ☒ No

Material Recalls Points Available: 0

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No".

Material recalls due to quality control issues

- ☒ Yes
- ☐ No

Material Litigation Points Available: 0

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No".

Material litigation or arbitration against company

- ☒ Yes
- ☐ No

Company has filed for bankruptcy Points Available: 0

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No".

Company has filed for bankruptcy

- ☐ Yes
- ☒ No

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No".

Construction or operation of company involved large scale land acquisition

- ☐ Yes
☒ No

Company/Suppliers Involved In Large Scale Land Conversion Points Available: 0

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No".

Construction or operation of company involved large scale land conversion and/or degradation

- ☐ Yes
☒ No

Material Breaches of Confidential Information Points Available: 0

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No".

Company has had material breaches of individual's confidential information

- ☐ Yes
☒ No

Company Explanation Of Disclosure Item Flags Points Available: 0

If you selected "Yes" previously, please provide a detailed explanation of the company's experience related to the previous statement here.

If this does not apply to you, please enter "Does not apply" in the text area below.

Disclosure Penalties

Penalties Assessed Regarding Diversity/Equal Opportunity Points Available: 0

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Diversity and equal opportunity

- ☐ Yes
☒ No

Penalties Assessed Regarding Company's Employee Safety Points Available: 0

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Employee safety or workplace conditions

- ☐ Yes
☒ No

Penalties Assessed For Environmental Issues Points Available: 0

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Environmental issues

- ☐ Yes
☒ No

Penalties Assessed Regarding Financial Reporting Points Available: 0

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Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Financial reporting

- ☐ Yes
☒ No

International Affairs Penalties Points Available: 0

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Geographic operations or international affairs

- ☐ Yes
☒ No

Penalties Assessed Regarding Investments Or Loans Points Available: 0

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Investments or Loans

- ☐ Yes
☒ No

Penalties Regarding Labor Issues (Including Supply Chain) Points Available: 0

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Labor issues (internal and supply chain)

- ☐ Yes
☒ No

Penalties Assessed Regarding Company's Marketing Points Available: 0

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Marketing

- ☐ Yes
☒ No

Penalties Assessed Regarding Political Contributions Points Available: 0

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Political contributions

- ☐ Yes
☒ No

Penalties Assessed Regarding Company's Product Safety Points Available: 0

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Product safety

- ☐ Yes
☒ No

Penalties Assessed Pertaining To Company Taxes Points Available: 0

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Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Taxes

- ☐ Yes
☒ No

Animal Welfare Penalties Assessed Points Available: 0

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Animal welfare

- ☐ Yes
☒ No

Bribery, Fraud Or Corruption Penalties Assessed Points Available: 0

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Bribery, fraud or corruption

- ☐ Yes
☒ No

Company Explanation Of Disclosure Item Flags Points Available: 0

If you selected "Yes" previously, please provide a detailed explanation of the complaint/fine/sanction here.

If this does not apply to you, please enter "Does not apply" in the text area below.

Supplier Disclosure**Workers Under the Age of 15** Points Available: 0

Please indicate if any of the following statements are true regarding your company's significant suppliers.

Significant Suppliers employ workers under the age of 15 (or other minimum work age covered by the International Labour Organization Convention No. 138)

- ☐ Yes
☒ No
☐ Don't Know

Workers Who are Prisoners Points Available: 0

Please indicate if any of the following statements are true regarding your company's significant suppliers.

Significant suppliers use any workers who are prisoners

- ☐ Yes
☒ No
☐ Don't Know

Operational Fatality Points Available: 0

Please indicate if any of the following statements are true regarding your company's significant suppliers.

Significant Suppliers have had an operational or on-the-job fatality

- ☐ Yes
☒ No
☐ Don't Know

Accidental Hazardous Substances Points Available: 0

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Please indicate if any of the following statements are true regarding your company's significant suppliers.
Significant Suppliers' sites have experienced accidental discharges to air, land or water of hazardous substances

- ☐ Yes
☒ No
☐ Don't Know
-

Resettlement or Economic Displacement Points Available: 0

Please indicate if any of the following statements are true regarding your company's significant suppliers.
Construction or operation of Significant Suppliers' facilities resulted in physical resettlement or economic displacement involving 5,000 or more people near their facility

- ☐ Yes
☒ No
☐ Don't Know
-

Land Acquisition Points Available: 0

Please indicate if any of the following statements are true regarding your company's significant suppliers.
Construction or operation of Significant Suppliers involved large scale land acquisition

- ☐ Yes
☒ No
☐ Don't Know
-

Land Conversion or Degradation Points Available: 0

Please indicate if any of the following statements are true regarding your company's significant suppliers.
Construction or operation of Significant Suppliers involved large scale land conversion and/or degradation

- ☐ Yes
☒ No
☐ Don't Know
-

Construction or Refurbishment of Dams Points Available: 0

Please indicate if any of the following statements are true regarding your company's significant suppliers.
Construction or operation of Significant Suppliers involved the construction or refurbishment of dams

- ☐ Yes
☒ No
☐ Don't Know
-

Material Fines or Sanctions Points Available: 0

Please indicate if any of the following statements are true regarding your company's significant suppliers.
Significant Suppliers have had material fines or sanctions in the last five years regarding the issues indicated in the goal Disclosure Penalties.

- ☐ Yes
☒ No
☐ Don't Know
-

Business in Conflict Zones Points Available: 0

Please indicate if any of the following statements are true regarding your company's significant suppliers.
Significant Suppliers exploitatively operate in conflict zones

- ☐ True
☒ False
☐ Don't Know
-

Other Disclosures Points Available: 0

Are there any other sensitive aspects of the business that are necessary to disclose?

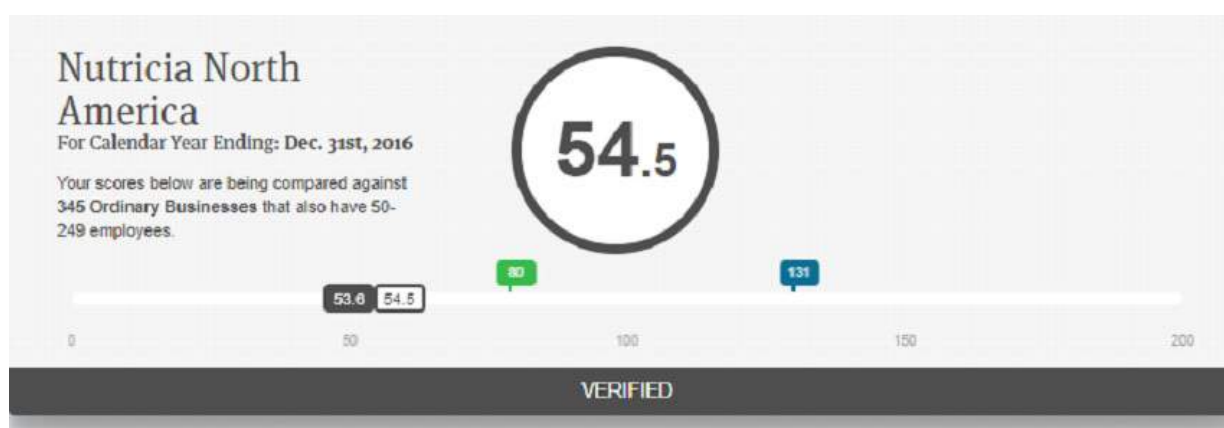
If this does not apply to you, please type "does not apply" in the area below.

.....

Nutricia North America B Impact Report

Manufacturing

50-249 Employees



Impact Area Scores

| | | | |
|---|-------------|------|---|
|  | Governance | 14.7 | + |
|  | Workers | 14.8 | + |
|  | Community | 14.3 | + |
|  | Environment | 3.5 | + |
|  | Customers | 7.1 | + |

Affirmative responses within the B Impact Assessment reflect what the company can support with documentation evidence at the time of certification. According to Danone North America, "Nutricia North America and Mexico Innovation Packaging and Process, SA de CV—subsidiaries within the scope of the Danone North America Business Impact Assessment—were not resourced to complete a comprehensive BIA of those businesses at the time of the broader Danone North America assessment. However, these subsidiaries will be in a better position to fully engage in the re-certification process to more accurately reflect their practices and commitment to B Corp principles.

Governance

Corporate Accountability

Governing Body Characteristics Points Earned: 0.6 of 1

Which of the following apply to your company's Board of Directors or equivalent governing body?

Please check all that apply.

- ☒ Meets at least twice annually
- ☐ Includes at least 1 independent member
- ☒ Includes at least 50% independent members
- ☐ Oversees executive compensation
- ☐ Has an Audit Committee with at least 1 independent member
- ☐ Has a Compensation Committee with at least 1 independent member
- ☐ Company is a cooperative and elects Board from membership
- ☐ None of the above
- ☐ N/A - No Board of Directors or equivalent

Transparency

Reviewed / Audited Financials Points Earned: 0.8 of 0.8

Does the company produce financials that are verified annually by an independent source through an Audit or Review?

- ☐ No
- ☐ Yes, through a review
- ☒ Yes, through an audit

Mission Locked

Mission Lock Points Earned: 10 of 10

Separate from a mission statement, has your company done any of the following to legally ensure that its social or environmental mission will be maintained over time, regardless of company ownership?

- ☐ Signed a contract or board resolution to amend or adopt a legal form that requires consideration of employees, community and the environment (i.e. Signed B Corp Term sheet but have not yet adopted stakeholder consideration)
- ☐ Amended corporate governing documents to require the consideration of employees, community and the environment (e. Amended Articles of Incorporation)
- ☐ Has a specific legal entity/governance structure that preserves mission (i.e. cooperative)
- ☒ Legal entity/governance structure preserves mission and requires stakeholder consideration (i.e. Benefit Corp or cooperative that has amended governing documents to include stakeholder consideration)
- ☐ Other - Please describe
- ☐ None of the above

Workers

Compensation & Wages

Bonus Plan Characteristics Points Earned: 0.9 of 0.9

Which of the following are true about the company's bonus plan:

- ☐ Bonuses are given but there is no formal plan
- ☒ Formal guidelines on the structure of the bonus plan (e.g. eligibility, profit/revenue target tied to the bonus pool, allocation criteria) are disseminated and accessible to all workers
- ☒ All full-time and part-time workers are eligible in the plan
- ☐ None of the above

Employees Receiving a Bonus Points Earned: 1.9 of 1.9

What % of full-time and part-time employees, excluding founders and executives, received a bonus in the last fiscal year?

- ☐ 0%
- ☐ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75-99%
- ☒ 100%
- ☐ N/A

Benefits

Healthcare Plan Points Earned: 2.2 of 2.2

Does the company's healthcare plan available to all full-time workers include any of the following practices?

Select all that apply.

- ☒ Coinsurance of 80%+ covered by healthcare plan
- ☒ Company pays 80%+ of individual premium
- ☒ Company pays 80%+ of family coverage premium
- ☒ Out-of-pocket maximum for individual coverage of \$2000 or less (net of company HSA or equivalent contribution)
- ☒ Annual deductible for individual coverage of \$1000 or less (net of company HSA or equivalent contribution)
- ☐ Co-payment of \$20 or less per primary care visit paid for by worker
- ☐ Prescription drug coverage where workers pay \$10 or less for generic drugs, \$30 or less for brand name drugs and \$50 or less for non-formulary drugs
- ☐ Explicit policy of transgender inclusive healthcare coverage
- ☐ None of the above

Workers Participating in Healthcare Plan Points Earned: 0.8 of 1.1

What % of full-time workers are enrolled in a health care plan offered by your company?

- ☐ <70%
- ☐ 70-79%
- ☐ 80-89%
- ☒ 90-99%
- ☐ 100%

Employee Retirement Plan Points Earned: 1.1 of 1.1

Does your company have an Employee Retirement Plan available for workers? If so, which of the following apply?

Retirement plans may include Pensions, Profit sharing, 401(k), etc.

- ☐ Retirement plan is not available for all tenured workers
- ☐ Retirement plan is available with no company match
- ☐ Partially matched of 4% or less
- ☐ Partially matched greater than 4%
- ☐ Full match of 4% or less

- ☒ Full match greater than 4%
- ☐ Plan includes Socially-Responsible Investing option

Supplementary Benefits Points Earned: 2.2 of 2.2

What additional benefits are offered to full-time tenured workers?

Tenured employees defined as with the company for 1+ years or life of the company.

- ☐ No additional benefits
- ☒ Dental insurance
- ☒ Short-term disability
- ☒ Long-term disability
- ☒ Structured account mechanism for qualified medical expenses (e.g. HSA, HRA, FSA)
- ☐ Domestic partner, civil union, and/or same-sex marriage spousal benefits
- ☒ Life insurance
- ☒ Other benefits (please describe)

Vision insurance

Worker Ownership

% of Company Owned by Non-Executive Employees Points Earned: 0.9 of 3.5

What % of the company is owned by full-time workers who are non-executive employees and non-founders?

Select N/A if your company is a consumer/shared services cooperative, a producer cooperative or a nonprofit.

- ☐ 0%
- ☒ 1-4%
- ☐ 5-24%
- ☐ 25-49%
- ☐ 50%+
- ☐ N/A
- ☐ Don't Know

Management & Worker Communication

Employee Satisfaction Points Earned: 0.7 of 0.7

What percent of your employees are 'Satisfied' or 'Engaged'?

Select N/A if satisfaction or engagement is not formally surveyed.

- ☐ N/A
- ☐ <65%
- ☐ 65-80%
- ☐ 81-90%
- ☒ >90%

Community

Job Creation

Job Growth Rate Points Earned: 0.7 of 2.1

By what % has your worker base grown over the last 12 months?

- ☐ 0% (Has not grown on a net basis)
- ☒ 1-14%
- ☐ 15-24%
- ☐ 25%+

Diversity & Inclusion

Ethnic Diversity Compared to Area Points Earned: 0.8 of 0.8

Does the % of ethnic minorities employed at your company equal or exceed the % of ethnic minorities in your metro area?

Percentage should be based on census or other government demographic data.

- ☐ No
- ☒ Yes
- ☐ N/A- Ethnic data is not available or illegal to be tracked in your area

Diversity and Inclusion Training Points Earned: 0.8 of 0.8

Does the company provide specific content in worker training on inclusion and diversity issues related to any of the following specific underrepresented groups?

Check all that apply.

- ☒ Gender inclusiveness
- ☒ Minorities
- ☐ LGBT community
- ☐ Individuals with disabilities
- ☒ Other underrepresented groups (please describe)
- ☐ None of the Above

Civic Engagement & Giving

Corporate Citizenship Program Points Earned: 1 of 1

Does your company have a formal corporate citizenship program (with allocated resources) in place that includes the following:

- ☐ Statement on the intended social or environmental impact of company's charitable contributions
- ☒ Cash and in-kind donations (excluding political causes)
- ☒ Volunteer and pro bono service
- ☐ Formal donations commitment (e.g. 1% for the planet)
- ☒ Matching individual workers' charitable donations
- ☐ Allowing workers and/or customers to select charities to receive company's donations
- ☐ Other (please describe)
- ☐ None of the above

Volunteer Service Policies Points Earned: 1 of 1

Are full-time employees granted in writing any of the following options for volunteer service?

- ☐ Non-paid time off
- ☒ Paid time off
- ☐ 20 hours or more a year of paid time off
- ☒ Workers offered incentives for volunteerism (office parties, competitions with prizes, etc.)
- ☐ Do not offer paid or unpaid time off

% of Employees Volunteer Service Points Earned: 1 of 1

What % of employees took paid time off for volunteer service last year?

- ☐ 0%
☐ 1-24%
☐ 25-49%
☐ 50-74%
☒ >75%
☐ Don't know

% of Revenue Donated Points Earned: 0.8 of 3.8

What was the equivalent % of revenue donated to charity during the last fiscal year?

Please include tax deductible in-kind donations but do not include pro bono time.

- ☐ No donations last FY
☒ Less than 0.1% of revenues
☐ 0.1-0.4% of revenues
☐ 0.5-0.9% of revenues
☐ 1-1.9% of revenues
☐ 2%+ of revenues
☐ Don't know

Community Service and Charitable Practices Points Earned: 1 of 1

Which of the following volunteer and charitable giving practices did your company employ in the last fiscal year?

Check all that apply.

- ☒ Company contributed the majority of its cash, service and in-kind donations to local markets it sourced from or operates in
☒ Company has public facing partnership with a service/charitable organizations
☐ Company provided facilities for community events or trainings
☒ Other innovative engagement practices (please describe)

Collections for long-term care facility, around the world in 60 days company-wide initiative (donations and cash), pushups for PKU engagement initiative

- ☐ None of the above

Advocacy for Social and Environmental Standards Points Earned: 1 of 1

Has your company worked with policymakers and/or stakeholders (including competitors) to develop or advocate for increased adoption of social and environmental standards or voluntary practices in your industry in the past two years?

- ☐ Yes, company has offered support in name and/or signed petitions
☒ Yes, company has provided active staff time or financial support
☐ Yes, company has directly introduced, testified, made recommendations or provided expertise to advance standards
☒ Yes, company has worked with other industry players on a cooperative initiative
☒ Yes, and efforts resulted in a specific institutional, industry or regulatory reform
☒ Other (please describe)

Nutricia participated in effort to enhance coverage for medical nutrition in a variety of states. (Has to do with insurance coverage, have worked with insurance coverage to require coverage for inborn/genetic conditions)

- ☐ None of the above

Suppliers, Distributors & Product

Supplier Code of Conduct Points Earned: 0.8 of 0.8

Is there a formal written Supplier Code of Conduct policy that specifically holds the company's suppliers accountable for social and environmental performance?

This may include policies on Fair Trade. The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ Yes
- ☐ No

Quality Assurance Methodology Points Earned: 0.8 of 0.8

Do you use an established methodology to manage quality assurance issues?

Examples include PDSA, Six Sigma, DMAIC, TQM, Zero Defects, etc

- ☒ Yes
- ☐ No

Environment

Outputs

Hazardous Waste Disposal Points Earned: 0.7 of 0.7

Is hazardous waste always disposed of responsibly, in a way that the company can verify?

This includes batteries, paint, electronic equipment, etc.

- ☒ Yes
- ☐ No
- ☐ N/A - We have eliminated hazardous waste

Customers

Customer Models Introduction

Customer Impact Business Model Introduction Points Earned: 0 of 0

Does your product/service address a social or economic problem for or through your customers?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ Yes
- ☐ No

Customer Products & Services Introduction

Positive Impact of Product/Service Points Earned: 0 of 0

How would you describe the positive outcome for customers created by your product/service?

- science that shows the absence of these products, the types of challenges these childrens face and studies that show how our Nutricia products will have a positive impact on the child. With our metabolic areas (they are the main therapy and about 20% of business), without these products they are likely to develop physical or mental handicaps. Neocate (about 60% of revenue) helps to eliminate rashes, diarrhea, vomiting and other problems that limit the healthy development of babies and children (harder to measure than the metabolic one. In neurology category, our product reduces the number of seizures experienced significantly. Specialized adult nutrition that reduced the impact of pressure ulcers and other infections in long-term care facilities for patients. Products are used as therapy.

Beneficial Product Type Points Earned: 0 of 0

Which of the following most closely matches the outcome and/or problem solved for your customers as defined above?

Only select the ONE most relevant option for each product line. This will guide you to a series of questions specific to the type of impact you indicate you are creating. The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ Access to products/services that fulfill basic human needs for individuals without prior access (e.g. providers of electricity, clean drinking water to rural poor communities, affordable housing projects, waste and sanitation systems or disposal)
- ☒ Improved or Maintained Health/Wellness (e.g. medical equipment, medical services and medicines, preventative health services or products, healthy living products, exercise and sporting products, prescription eyeglasses)
- ☐ Improved Education or Skills Development (e.g. schools, textbooks, tutoring services, career leadership training, education tools, games and software)
- ☐ Increased economic opportunity for underserved groups (e.g. financial or insurance services or benefits consulting for the underserved, new mechanisms to connect products to market)
- ☐ Increased operational success or capital for purpose driven or underserved enterprises (e.g. impact investing or fundraising platforms, non-profit accounting services)
- ☐ Increased social and/or environmental impact for businesses or other organizations (e.g. sustainability consulting)
- ☐ Increased Access to Arts, Media, or Culture (e.g. independent media, artisanal crafts, photography, information services)
- ☐ None of the above

Total Customer Individuals Points Available: 0

Total Number of Customers
Individuals:

Total Customer Organizations Points Available: 0

Total Number of Customers
Organizations:

Health & Wellness Improvement**Health Product Description** Points Earned: 0 of 0

Which of the following best describes your health related product or service?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ Our product reduces health risk, such as by producing healthy alternatives to products that are traditionally unhealthy or toxic to consumers (healthy food alternatives that meet rigorous government standards, BPA free, etc.)
- ☐ Our product/service contributes to the positive development of individual health and well-being (wellness programs, sporting equipment)
- ☐ Our product/service supports healthcare through improving the efficiency or access to healthcare systems (health insurance, drug tracking, hospital equipment, etc.)
- ☐ Our product/service directly provides healthcare that cures or prevents illness/disability
- ☐ None of the above

Severity Of Health Issue Addressed Points Earned: 0 of 0

What is the severity of the health issue or issues addressed by your product/service?

Please click on the Help Text icon for instructions. The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ Low
- ☐ Mid
- ☐ High
- ☐ My product/service enables healthcare that cures or prevents illnesses/disabilities of all kinds
- ☒ My product/service does not address a particular ailment, it contributes to overall positive health outcomes
- ☐ Don't know

Extent of Positive Health Outcomes Points Earned: 0 of 0

Which of the following best describes the extent to which your product/service contributes to the positive health outcome?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ My product/service has been demonstrated to effectively and substantially address the stated health problem, independent of other factors
- ☒ My product contributes to the stated positive health outcome, but does so dependent upon other resources/circumstances outside of our control

Revenue from Health Product/Service Points Earned: 0 of 0

What were your total revenues last fiscal year from the previous products or services?

The answer to this question affects questions you'll encounter further on in your assessment.

100%

Disclosure Questionnaire

Disclosure Industries

Illegal Product/Activity Points Earned: 0 of 0

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply. Any product or activity deemed illegal under host country laws or regulations or international conventions and agreements

- ☐ Yes
- ☒ No

Disclosure Alcohol Points Earned: 0 of 0

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply. Alcohol (excluding beer and wine)

- ☐ Yes
- ☒ No

Commercial Logging Points Earned: 0 of 0

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply. Commercial logging and logging equipment

- ☐ Yes
- ☒ No

Large Drift Fishing Nets (>2.5Km) Points Earned: 0 of 0

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply. Drift net fishing in the marine environment using nets in excess of 2.5 km in length

- ☐ Yes
- ☒ No

Disclosure Firearms Weapons Points Earned: 0 of 0

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply. Firearms, weapons or munitions

- ☐ Yes
- ☒ No

Genetically Modified Organisms Points Earned: 0 of 0

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Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.
Genetically modified organisms

- ☐ Yes
☒ No

Disclosure Mining Points Earned: 0 of 0

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.
Mining

- ☐ Yes
☒ No

Nuclear Power Points Earned: 0 of 0

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.
Nuclear Power

- ☐ Yes
☒ No

Petroleum Or Coal Utility Points Earned: 0 of 0

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.
Fossil fuel-based oil or coal utility

- ☐ Yes
☒ No

Banned Ozone Depleting Substances Points Earned: 0 of 0

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.
Ozone depleting substances subject to international phase-out

- ☐ Yes
☒ No

Banned Persistent Organic Pollutants Points Earned: 0 of 0

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.
Persistent organic pollutants (POPs) that are banned or scheduled to be phased out of production

- ☐ Yes
☒ No

Internationally Banned Pesticides/Herbicides Points Earned: 0 of 0

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.
Pesticides/herbicides subject to international phase-out or bans

- ☐ Yes
☒ No

Internationally Banned Pharmaceuticals Points Earned: 0 of 0

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.
Pharmaceuticals subject to international phase-outs or bans

- ☐ Yes
☒ No

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.
Radioactive materials

- ☐ Yes
☒ No

Disclosure Tobacco Points Earned: 0 of 0

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.
Tobacco

- ☐ Yes
☒ No

Unbonded Asbestos Fibers Points Earned: 0 of 0

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.
Unbonded asbestos fibers

- ☐ Yes
☒ No

Disclosure Wildlife Regulated Under CITES Points Earned: 0 of 0

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.
Wildlife or wildlife products regulated under the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES)

- ☐ Yes
☒ No

Company Explanation Of Disclosure Item Flags Points Available: 0

If you selected "Yes" previously, please provide a detailed explanation of the company's involvement here.

If this does not apply to you, please enter "Does not apply" in the text area below.

Disclosure Practices**No formal Registration Under Domestic Regulations** Points Earned: 0 of 0

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."
Company is not formally registered in accordance with domestic regulations

- ☐ Yes
☒ No

Tax Reduction Through Corporate Shells Points Earned: 0 of 0

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."
Company has reduced or minimized taxes through the use of corporate shells or structural means

- ☐ Yes
☒ No

Facilities located in sensitive ecosystems Points Earned: 0 of 0

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."
Company facilities are located adjacent to or in sensitive ecosystems

- ☐ Yes
☒ No

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

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."
 Overtime work for hourly workers is compulsory

- ☐ Yes
☒ No

Company workers are prisoners Points Earned: 0 of 0

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."
 Company uses workers who are prisoners

- ☐ Yes
☒ No

Company prohibits freedom of association/collective bargaining Points Earned: 0 of 0

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."
 Company prohibits workers from freely associating and bargaining collectively for the terms of one's employment

- ☐ Yes
☒ No

Animal Testing Points Earned: 0 of 0

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."
 Animal testing is conducted

- ☐ Yes
☒ No

Conduct Business in Conflict Zones Points Earned: 0 of 0

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."
 Company exploitatively operates in conflict zones

- ☐ Yes
☒ No

Employs Individuals on Zero-Hour Contracts Points Earned: 0 of 0

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."
 Company employs individuals on zero-hour contracts

- ☐ Yes
☒ No

If you selected "Yes" previously, please provide a detailed explanation of the company's engagement in these practices here.

If this does not apply to you, please enter "Does not apply" in the text area below.

Disclosure Outcomes

On-Site Fatality Points Earned: 0 of 0

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No".

Company has had an operational or on-the-job fatality

- ☐ Yes
☒ No

Hazardous Discharges Into Air/Land/Water (Past 5 Yrs) Points Earned: 0 of 0

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No".

Company sites have experienced accidental discharges to air, land or water of hazardous substances

- ☐ Yes
☒ No

Forced Relocation Of People Due To Company Operations Points Earned: 0 of 0

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No".

Construction or operation of company facilities resulted in physical resettlement or economic displacement involving 5,000 or more people near your facility

- ☐ Yes
☒ No

Material Recalls Points Earned: 0 of 0

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No".

Material recalls due to quality control issues

- ☐ Yes
☒ No

Material Litigation Points Earned: 0 of 0

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No".

Material litigation or arbitration against company

- ☐ Yes
☒ No

Company has filed for bankruptcy Points Earned: 0 of 0

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No".

Company has filed for bankruptcy

- ☐ Yes
☒ No

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No".

Construction or operation of company involved large scale land acquisition

- ☐ Yes
☒ No

Company/Suppliers Involved In Large Scale Land Conversion Points Earned: 0 of 0

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No".

Construction or operation of company involved large scale land conversion and/or degradation

- ☐ Yes
☒ No

Company/Suppliers Do Build/Refurbish Dams Points Earned: 0 of 0

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No".

Construction or operation of company and involved the construction or refurbishment of dams

- ☐ Yes
☒ No

Material Breaches of Confidential Information Points Earned: 0 of 0

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No".

Company has had material breaches of individual's confidential information

- ☐ Yes
☒ No

Company Explanation Of Disclosure Item Flags Points Available: 0

If you selected "Yes" previously, please provide a detailed explanation of the company's experience related to the previous statement here.

If this does not apply to you, please enter "Does not apply" in the text area below.

Disclosure Penalties

Penalties Assessed Regarding Diversity/Equal Opportunity Points Earned: 0 of 0

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Diversity and equal opportunity

- ☐ Yes
☒ No

Penalties Assessed Regarding Company's Employee Safety Points Earned: 0 of 0

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Employee safety or workplace conditions

- ☐ Yes
☒ No

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Environmental issues

- ☐ Yes
☒ No

Penalties Assessed Regarding Financial Reporting Points Earned: 0 of 0

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Financial reporting

- ☐ Yes
☒ No

International Affairs Penalties Points Earned: 0 of 0

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Geographic operations or international affairs

- ☐ Yes
☒ No

Penalties Assessed Regarding Investments Or Loans Points Earned: 0 of 0

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Investments or Loans

- ☐ Yes
☒ No

Penalties Regarding Labor Issues (Including Supply Chain) Points Earned: 0 of 0

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Labor issues (internal and supply chain)

- ☐ Yes
☒ No

Penalties Assessed Regarding Company's Marketing Points Earned: 0 of 0

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Marketing

- ☐ Yes
☒ No

Penalties Assessed Regarding Political Contributions Points Earned: 0 of 0

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Political contributions

- ☐ Yes
☒ No

Penalties Assessed Regarding Company's Product Safety

Points Earned: 0 of 0

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Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Product safety

- ☐ Yes
☒ No

Penalties Assessed Pertaining To Company Taxes

Points Earned: 0 of 0

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Taxes

- ☐ Yes
☒ No

Animal Welfare Penalties Assessed

Points Earned: 0 of 0

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Animal welfare

- ☐ Yes
☒ No

Bribery, Fraud Or Corruption Penalties Assessed

Points Earned: 0 of 0

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Bribery, fraud or corruption

- ☐ Yes
☒ No

Company Explanation Of Disclosure Item Flags

Points Available: 0

If you selected "Yes" previously, please provide a detailed explanation of the complaint/fine/sanction here.

If this does not apply to you, please enter "Does not apply" in the text area below.

Supplier Disclosure

Workers Under the Age of 15

Points Earned: 0 of 0

Please indicate if any of the following statements are true regarding your company's significant suppliers.

Significant Suppliers employ workers under the age of 15 (or other minimum work age covered by the International Labour Organization Convention No. 138)

- ☐ Yes
☒ No
☐ Don't Know

Workers Who are Prisoners

Points Earned: 0 of 0

Please indicate if any of the following statements are true regarding your company's significant suppliers.

Significant suppliers use any workers who are prisoners

- ☐ Yes
☒ No
☐ Don't Know

Please indicate if any of the following statements are true regarding your company's significant suppliers.
Significant Suppliers have had an operational or on-the-job fatality

- ☐ Yes
☒ No
☐ Don't Know
-

Accidental Hazardous Substances Points Earned: 0 of 0

Please indicate if any of the following statements are true regarding your company's significant suppliers.
Significant Suppliers' sites have experienced accidental discharges to air, land or water of hazardous substances

- ☐ Yes
☒ No
☐ Don't Know
-

Resettlement or Economic Displacement Points Earned: 0 of 0

Please indicate if any of the following statements are true regarding your company's significant suppliers.
Construction or operation of Significant Suppliers' facilities resulted in physical resettlement or economic displacement involving 5,000 or more people near their facility

- ☐ Yes
☒ No
☐ Don't Know
-

Land Acquisition Points Earned: 0 of 0

Please indicate if any of the following statements are true regarding your company's significant suppliers.
Construction or operation of Significant Suppliers involved large scale land acquisition

- ☐ Yes
☒ No
☐ Don't Know
-

Land Conversion or Degradation Points Earned: 0 of 0

Please indicate if any of the following statements are true regarding your company's significant suppliers.
Construction or operation of Significant Suppliers involved large scale land conversion and/or degradation

- ☐ Yes
☒ No
☐ Don't Know
-

Construction or Refurbishment of Dams Points Earned: 0 of 0

Please indicate if any of the following statements are true regarding your company's significant suppliers.
Construction or operation of Significant Suppliers involved the construction or refurbishment of dams

- ☐ Yes
☒ No
☐ Don't Know
-

Material Fines or Sanctions Points Earned: 0 of 0

Please indicate if any of the following statements are true regarding your company's significant suppliers.
Significant Suppliers have had material fines or sanctions in the last five years regarding the issues indicated in the goal Disclosure Penalties.

- ☐ Yes
☒ No
☐ Don't Know
-

Please indicate if any of the following statements are true regarding your company's significant suppliers.
Significant Suppliers exploitatively operate in conflict zones

- ☐ True
- ☒ False
- ☐ Don't Know
-

Other Disclosures

Other Disclosures Points Available: 0

Are there any other sensitive aspects of the business that are necessary to disclose?

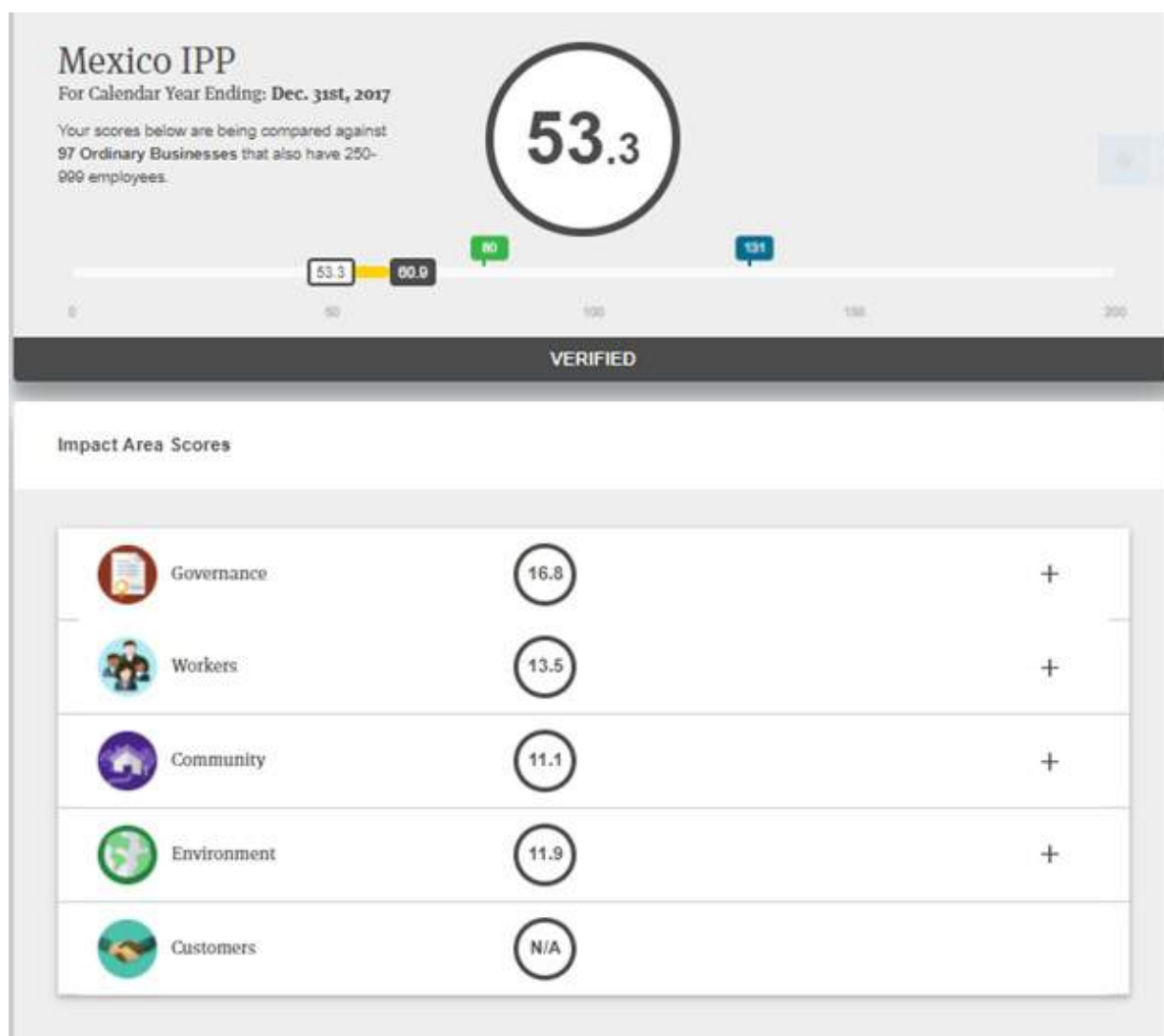
If this does not apply to you, please type "does not apply" in the area below.

Mexico Innovation Packaging and Process, SA de CV(Mexico IPP)

B Impact Report

Manufacturing

250-999 Employees



Affirmative responses within the B Impact Assessment reflect what the company can support with documentation evidence at the time of certification. According to Danone North America, "Nutricia North America and Mexico Innovation Packaging and Process, SA de CV—subsidiaries within the scope of the Danone North America Business Impact Assessment—were not resourced to complete a comprehensive BIA of those businesses at the time of the broader Danone North America assessment. However, these subsidiaries will be in a better position to fully engage in the re-certification process to more accurately reflect their practices and commitment to B Corp principles.

Governance

Corporate Accountability

Governing Body Responsibilities Points Earned: 0.7 of 0.7

Does your Board of Directors have written responsibility for the following issues?

Please check all that apply.

- ☒ Guiding corporate strategy, setting strategic goals and major plans of action
- ☒ Approving annual budgets, overseeing major capital expenditures and general risk management
- ☒ Overseeing executive compensation
- ☒ Overseeing the company's social and environmental mission, with specific goals and targets (if no mission statement, do not select this option)
- ☐ Other
- ☐ None of the above
- ☐ N/A - no Board of Directors or other governing body

Governing Body Characteristics Points Earned: 0.7 of 0.7

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
- ☒ Includes at least 50% independent members
- ☐ Oversees executive compensation
- ☐ Has an Audit Committee with at least one independent member
- ☐ Has a Compensation Committee with at least one independent member
- ☐ Company is a cooperative and elects Board from membership
- ☐ None of the above
- ☐ N/A - no Board of Directors or equivalent

Transparency

Financial Reporting Standards Points Earned: 0.7 of 1.3

During the last fiscal year, with which financial reporting standards did your company comply?

- ☐ IFRS (International Financial Reporting Standards, via the International Accounting Standards Board)
- ☐ GAAP (Generally Accepted Accounting Principles, via independent U.S. standards body)
- ☒ Local accounting standard (via local independent standard setting body)
- ☐ Other (describe)
- ☐ None of the above
- ☐ N/A - Our company is pre-revenue

Mission Locked

Mission Lock Points Earned: 10 of 10

Separate from a mission statement, has your company done any of the following to legally ensure that its social or environmental mission will be maintained over time, regardless of company ownership?

- ☐ Signed a contract or board resolution to amend or adopt a legal form that requires consideration of employees, community and the environment (i.e. Signed B Corp Term sheet but have not yet adopted stakeholder consideration)

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- ☐ Amended corporate governing documents to require the consideration of employees, community and the environment (e. Amended Articles of Incorporation)
 - ☐ Has a specific legal entity/governance structure that preserves mission (i.e. cooperative)
 - ☒ Legal entity/governance structure preserves mission and requires stakeholder consideration (i.e. Benefit Corp or cooperative that has amended governing documents to include stakeholder consideration)
 - ☐ Other - Please describe
 - ☐ None of the above

Workers

Compensation & Wages

% Increase in Wages Points Earned: 1.8 of 1.8

Subtracting for inflation increase, what was the average % increase in wage/salary paid to all full-time and part-time workers (excluding bonuses, commissions) in the last fiscal year?

Select 0% if average increase was at or below inflation rate.

- ☐ 0%
- ☐ 0.1-1.9%
- ☐ 2.0-4.9%
- ☒ 5%+

Benefits

Additional Supplementary Benefits Points Earned: 2.4 of 2.4

Are any of the following benefits provided to employees to supplement government programs?

- ☒ Disability coverage/ accident insurance
- ☒ Life insurance
- ☐ Financial services (credit or savings programs)
- ☐ Private dental insurance
- ☒ Private supplemental health insurance
- ☐ Other (describe)
- ☐ None of the above

Paid Secondary Caregiver Leave Points Earned: 0.8 of 2.4

What is the minimum number of weeks tenured workers are offered paid secondary caregiver leave, either through the company or a government plan?

- ☐ None
- ☒ Up to 2 weeks
- ☐ 2 to 5 weeks
- ☐ Greater than 5 weeks

Supplementary Benefits Points Earned: 2.4 of 2.4

Which supplementary benefits are provided to a majority of non-managerial workers?

Including full time and part time employees. Please check all that apply.

- ☒ Free transportation or transit subsidy
- ☐ Free or subsidized meals
- ☒ Health benefits extend to immediate family (spouse and children)
- ☐ Child-care (On-site or subsidized)
- ☒ Access to local medical services/clinic (on-site or subsidized)

- ☐ Free or subsidized housing
- ☐ Other free or subsidized benefits (describe)
- None

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Occupational Health & Safety

Health and Safety Program Points Earned: 0.7 of 0.7

Does your company have a formal safety and health program to engage with workers that includes the following:

- ☐ None - no formal safety and health program
- ☒ Annual safety and health training for all workers, including at least one emergency drill per year
- ☒ Injury/accident/illness/lost days data is recorded and made transparent for all workers
- ☒ Formal safety reporting system for employees to submit their safety concerns
- ☒ A safety position, safety committee or safety program representative reporting to senior level position (Vice-President or higher)

Evaluating Health and Safety Risk Points Earned: 0.7 of 0.7

Which of the following describe your company's practices to evaluate and mitigate occupational health and safety risks?

- ☐ None - No measures to evaluate and mitigate workplace risks
- ☒ Has a documented standard procedure for investigating the root causes of accidents and major incidents
- ☒ Has implemented corrective actions after an incident is investigated
- ☒ Conducts an annual evaluation of the safety and health system and includes senior management in the evaluation

Community

Job Creation

Promoting Employees Points Earned: 1.3 of 2.7

What % of positions above entry level have been filled through internal promotion during the last 12 months?

If there have been no job openings above an entry level, enter 0.

- ☐ 0%
- ☒ 1-24%
- ☐ 25-49%
- ☐ 50%+

Diversity & Inclusion

Board of Directors Diversity Points Earned: 0.9 of 0.9

What % of the members of your Board of Directors (or equivalent) are women or individuals from chronically underemployed communities?

Select N/A only if your company is governed by an owner/manager structure and does not have a Board of Directors or governing body.

- ☐ 0%
- ☐ 1-9%
- ☐ 10-24%
- ☐ 25-39%
- ☒ 40-49%
- ☐ 50%+
- ☐ N/A - No board of directors or equivalent
- ☐ Don't know

Diversity and Inclusion Training Points Earned: 0.9 of 0.9

Does the company provide specific content in worker training on inclusion and diversity issues related to any of the following specific underrepresented groups?

Check all that apply.

- ☒ Gender inclusiveness
- ☒ Minorities
- ☐ LGBT community
- ☒ Individuals with disabilities
- ☐ Other underrepresented groups (please describe)
- ☐ None of the Above

Local Involvement

In Country Management Points Earned: 1.5 of 1.5

What % of senior management is native to the country of operations?

Native individuals are born and/or raised in the country.

- ☐ <49%
- ☐ 50-74%
- ☐ 75-94%
- ☒ 95%+

Suppliers, Distributors & Product

Supplier Evaluation Practices Points Earned: 1.5 of 1.5

When monitoring and evaluating the on-going social and environmental performance of the majority of Significant Suppliers, which of the following apply?

- ☐ No formal supplier monitoring and evaluation process
- ☐ Significant Suppliers are evaluated based on company's own criteria
- ☒ Significant Suppliers are evaluated based on specific social and environmental performance standards that are best-in-class for your industry (ISO, SA8000, etc)
- ☐ Company visits a majority of Significant Suppliers on-site

Supplier Code of Conduct Points Earned: 1.5 of 1.5

Does your company have a formal Code of Conduct policy or contract that specifically holds the suppliers, distributors or retailers that your company works with accountable for social and environmental performance?

The answer to this question affects questions you'll encounter further on in your assessment.

- ☒ Yes
- ☐ No

Tracking System for Quality Assurance Points Earned: 1.5 of 1.5

Does your company have a tracking system in place for all products to manage quality assurance issues?

- ☒ Yes
- ☐ No
- ☐ NA

Environment

Land, Office, Plant

Recycling Programs Points Earned: 0.9 of 0.9

Does the majority of your facilities on a square foot basis have a facility wide recycling program that has ongoing collection of at least all standard materials in your area?

See Explain this for definition.

- ☒ Yes
- ☐ No

Environmental Management Systems Points Earned: 0.8 of 1.9

Does your company have an environmental management system that includes any of the following?

Please check all that apply.

- ☐ No environmental management system
- ☒ Policy statement documenting the company's commitment to the environment
- ☒ Internal or external assessment undertaken of the environmental impact of your company's business activities
- ☐ Stated objectives and targets exist for environmental aspects of your company operations
- ☐ Programming designed, with allocated resources, to achieve these targets
- ☐ Periodic compliance and auditing to evaluate impact of activities
- ☐ Other (describe)

Inputs**Monitoring Energy Usage** Points Earned: 1.4 of 2.1

Does your company monitor, record and/or report its energy usage?

- ☐ We do not currently monitor and record usage
- ☐ We monitor and record usage (no reduction targets)
- ☒ We monitor and record usage, and have specific reduction targets
- ☐ We monitor usage and have met specific reduction targets during the last fiscal year

Monitoring Water Usage Points Earned: 1.4 of 2.1

Does your company monitor, record and/or report its water usage?

- ☐ We do not currently monitor and record our usage
- ☐ We monitor and record usage (no reduction targets)
- ☒ We monitor and record usage, and have specific reduction targets
- ☐ We monitor usage and have met specific reduction targets during the last fiscal year

Outputs**Monitoring Greenhouse Gas Emissions** Points Earned: 1.3 of 1.9

Please select the option that best describe how you monitor and record the following outputs. Select N/A only if your company has no physical plant (for greenhouse gas emissions).

Scopes 1 and 2 greenhouse gas (GHG) emissions

- ☐ We do not currently monitor and record our emissions
- ☐ Our company monitors and records emissions (no reduction targets)
- ☒ Our company monitors emissions and has specific reduction targets
- ☐ Our company monitors emissions and has met specific reduction targets during the last FY
- ☐ Eliminated emissions of this by-product entirely
- ☐ N/A

Monitoring and Reporting Non-hazardous Waste Points Earned: 1.3 of 1.9

Please select the option that best describe how you monitor and record the following outputs. Select N/A only if your company has no physical plant (for greenhouse gas emissions).

Non-hazardous waste

- ☐ We do not currently monitor and record our emissions
☐ Our company monitors and records emissions (no reduction targets)
☒ Our company monitors emissions and has specific reduction targets
☐ Our company monitors emissions and has met specific reduction targets during the last FY
☐ Eliminated emissions of this by-product entirely
☐ N/A

Hazardous Waste Disposal Points Earned: 1.9 of 1.9

During the last fiscal year, what % of hazardous waste was disposed of responsibly, with a documented 3rd party?

Hazardous waste includes batteries, paint, medical waste, electronic equipment, etc.

- ☐ <90%
☐ 90-99%
☒ 100%
☐ Don't know

Wastewater Disposal Points Earned: 0.9 of 0.9

How is non-hazardous wastewater disposed of?

Please check all that apply.

- ☐ Unsure/no water treatment system
☒ 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 (describe)

Disclosure Questionnaire

Disclosure Industries

Illegal Product/Activity Points Earned: 0 of 0

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply. Any product or activity deemed illegal under host country laws or regulations or international conventions and agreements

- ☐ Yes
☒ No
-

Disclosure Alcohol Points Earned: 0 of 0

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply. Alcohol (excluding beer and wine)

- ☐ Yes
☒ No
-

Commercial Logging Points Earned: 0 of 0

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply. Commercial logging and logging equipment

- ☐ Yes
☒ No
-

Large Drift Fishing Nets (>2.5Km) Points Earned: 0 of 0

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply. Drift net fishing in the marine environment using nets in excess of 2.5 km in length

- ☐ Yes
☒ No
-

Disclosure Firearms Weapons Points Earned: 0 of 0

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply. Firearms, weapons or munitions

- ☐ Yes
☒ No
-

Genetically Modified Organisms Points Earned: 0 of 0

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply. Genetically modified organisms

- ☐ Yes
☒ No
-

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.
Mining

- ☐ Yes
☒ No

Nuclear Power Points Earned: 0 of 0

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.
Nuclear Power

- ☐ Yes
☒ No

Petroleum Or Coal Utility Points Earned: 0 of 0

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.
Fossil fuel-based oil or coal utility

- ☐ Yes
☒ No

Banned Ozone Depleting Substances Points Earned: 0 of 0

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.
Ozone depleting substances subject to international phase-out

- ☐ Yes
☒ No

Banned Persistent Organic Pollutants Points Earned: 0 of 0

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.
Persistent organic pollutants (POPs) that are banned or scheduled to be phased out of production

- ☐ Yes
☒ No

Internationally Banned Pesticides/Herbicides Points Earned: 0 of 0

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.
Pesticides/herbicides subject to international phase-out or bans

- ☐ Yes
☒ No

Internationally Banned Pharmaceuticals Points Earned: 0 of 0

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.
Pharmaceuticals subject to international phase-outs or bans

- ☐ Yes
☒ No

Radioactive Materials Points Earned: 0 of 0

Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.
Radioactive materials

- ☐ Yes
☒ No

Does not transparently report corporate financials to government Points Earned: 0 of 0

201

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."

Company does not transparently report corporate financials to government

- ☐ Yes
☒ No

Facilities located in sensitive ecosystems Points Earned: 0 of 0

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."

Company facilities are located adjacent to or in sensitive ecosystems

- ☐ Yes
☒ No

Workers not Provided Clean Drinking Water Points Earned: 0 of 0

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."

Company does not provide clean drinking water to employees at all times

- ☐ Yes
☒ No

Workers paid below minimum wage Points Earned: 0 of 0

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."

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

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."

Company does not have a signed contract of employment with each worker

- ☐ Yes
☒ No

Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age) Points Earned: 0 of 0

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

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."

Overtime work for hourly workers is compulsory

- ☐ Yes
☒ No

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."

Company does not provide payslips or equivalent to all workers to show how wages are calculated and any deductions made

- ☐ Yes
☒ No

Company workers are prisoners Points Earned: 0 of 0

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."

Company uses workers who are prisoners

- ☐ Yes
☒ No

Company prohibits freedom of association/collective bargaining Points Earned: 0 of 0

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."

Company prohibits workers from freely associating and bargaining collectively for the terms of one's employment

- ☐ Yes
☒ No

Workers cannot leave site during non-working hours Points Earned: 0 of 0

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."

Company prohibits workers from freely leaving the site during non-working hours or at the end of their shift

This includes workers who live on site.

- ☐ Yes
☒ No

Worker ID cards kept by company Points Earned: 0 of 0

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."

Company keeps workers' original Id Cards/Passports

- ☐ Yes
☒ No

Animal Testing Points Earned: 0 of 0

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."

Animal testing is conducted

- ☐ Yes
☒ No

Conduct Business in Conflict Zones Points Earned: 0 of 0

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."

Company exploitatively operates in conflict zones

- ☐ Yes
☒ No

Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."

Company employs individuals on zero-hour contracts

- ☐ Yes
☒ No

Company Explanation Of Disclosure Item Flags Points Earned: 0 of 0

If you selected "Yes" previously, please provide a detailed explanation of the company's engagement in these practices here.

If this does not apply to you, please enter "Does not apply" in the text area below.

does not apply

Disclosure Outcomes**On-Site Fatality** Points Earned: 0 of 0

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No".

Company has had an operational or on-the-job fatality

- ☐ Yes
☒ No

Hazardous Discharges Into Air/Land/Water (Past 5 Yrs) Points Earned: 0 of 0

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No".

Company sites have experienced accidental discharges to air, land or water of hazardous substances

- ☐ Yes
☒ No

Forced Relocation Of People Due To Company Operations Points Earned: 0 of 0

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No".

Construction or operation of company facilities resulted in physical resettlement or economic displacement involving 5,000 or more people near your facility

- ☐ Yes
☒ No

Material Recalls Points Earned: 0 of 0

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No".

Material recalls due to quality control issues

- ☐ Yes
☒ No

Material Litigation Points Earned: 0 of 0

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No".

Material litigation or arbitration against company

- ☐ Yes
☒ No

Company has filed for bankruptcy Points Earned: 0 of 0

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Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No".

Company has filed for bankruptcy

- ☐ Yes
☒ No

Company/Suppliers Involved In Large Scale Land Acquisition Points Earned: 0 of 0

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No".

Construction or operation of company involved large scale land acquisition

- ☐ Yes
☒ No

Company/Suppliers Involved In Large Scale Land Conversion Points Earned: 0 of 0

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No".

Construction or operation of company involved large scale land conversion and/or degradation

- ☐ Yes
☒ No

Company/Suppliers Do Build/Refurbish Dams Points Earned: 0 of 0

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No".

Construction or operation of company and involved the construction or refurbishment of dams

- ☐ Yes
☒ No

Material Breaches of Confidential Information Points Earned: 0 of 0

Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "Yes" If false, select "No".

Company has had material breaches of individual's confidential information

- ☐ Yes
☒ No

Company Explanation Of Disclosure Item Flags Points Earned: 0 of 0

If you selected "Yes" previously, please provide a detailed explanation of the company's experience related to the previous statement here.

If this does not apply to you, please enter "Does not apply" in the text area below.

does not apply

Disclosure Penalties

Penalties Assessed Regarding Diversity/Equal Opportunity Points Earned: 0 of 0

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Diversity and equal opportunity

- ☐ Yes
☒ No

Penalties Assessed Regarding Company's Employee Safety Points Earned: 0 of 0

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Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Employee safety or workplace conditions

- ☐ Yes
☒ No

Penalties Assessed For Environmental Issues Points Earned: 0 of 0

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Environmental issues

- ☐ Yes
☒ No

Penalties Assessed Regarding Financial Reporting Points Earned: 0 of 0

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Financial reporting

- ☐ Yes
☒ No

International Affairs Penalties Points Earned: 0 of 0

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Geographic operations or international affairs

- ☐ Yes
☒ No

Penalties Assessed Regarding Investments Or Loans Points Earned: 0 of 0

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Investments or Loans

- ☐ Yes
☒ No

Penalties Regarding Labor Issues (Including Supply Chain) Points Earned: 0 of 0

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Labor issues (internal and supply chain)

- ☐ Yes
☒ No

Penalties Assessed Regarding Company's Marketing Points Earned: 0 of 0

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Marketing

- ☐ Yes
☒ No

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Political contributions

- ☐ Yes
☒ No

Penalties Assessed Regarding Company's Product Safety Points Earned: 0 of 0

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Product safety

- ☐ Yes
☒ No

Penalties Assessed Pertaining To Company Taxes Points Earned: 0 of 0

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Taxes

- ☐ Yes
☒ No

Animal Welfare Penalties Assessed Points Available: 0

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Animal welfare

- ☐ Yes
☒ No

Bribery, Fraud Or Corruption Penalties Assessed Points Earned: 0 of 0

Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

Bribery, fraud or corruption

- ☐ Yes
☒ No

Company Explanation Of Disclosure Item Flags Points Earned: 0 of 0

If you selected "Yes" previously, please provide a detailed explanation of the complaint/fine/sanction here.

If this does not apply to you, please enter "Does not apply" in the text area below.

does not apply

Supplier Disclosure

Workers Under the Age of 15 Points Earned: 0 of 0

Please indicate if any of the following statements are true regarding your company's significant suppliers.

Significant Suppliers employ workers under the age of 15 (or other minimum work age covered by the International Labour Organization Convention No. 138)

- ☐ Yes
☒ No
☐ Don't Know

Please indicate if any of the following statements are true regarding your company's significant suppliers.
Significant suppliers use any workers who are prisoners

- ☐ Yes
☒ No
☐ Don't Know
-

Operational Fatality Points Earned: 0 of 0

Please indicate if any of the following statements are true regarding your company's significant suppliers.
Significant Suppliers have had an operational or on-the-job fatality

- ☐ Yes
☐ No
☒ Don't Know
-

Accidental Hazardous Substances Points Earned: 0 of 0

Please indicate if any of the following statements are true regarding your company's significant suppliers.
Significant Suppliers' sites have experienced accidental discharges to air, land or water of hazardous substances

- ☐ Yes
☐ No
☒ Don't Know
-

Resettlement or Economic Displacement Points Earned: 0 of 0

Please indicate if any of the following statements are true regarding your company's significant suppliers.
Construction or operation of Significant Suppliers' facilities resulted in physical resettlement or economic displacement involving 5,000 or more people near their facility

- ☐ Yes
☐ No
☒ Don't Know
-

Land Acquisition Points Earned: 0 of 0

Please indicate if any of the following statements are true regarding your company's significant suppliers.
Construction or operation of Significant Suppliers involved large scale land acquisition

- ☐ Yes
☐ No
☒ Don't Know
-

Land Conversion or Degradation Points Earned: 0 of 0

Please indicate if any of the following statements are true regarding your company's significant suppliers.
Construction or operation of Significant Suppliers involved large scale land conversion and/or degradation

- ☐ Yes
☐ No
☒ Don't Know
-

Construction or Refurbishment of Dams Points Earned: 0 of 0

Please indicate if any of the following statements are true regarding your company's significant suppliers.
Construction or operation of Significant Suppliers involved the construction or refurbishment of dams

- ☐ Yes
☐ No
☒ Don't Know
-

Please indicate if any of the following statements are true regarding your company's significant suppliers. Significant Suppliers have had material fines or sanctions in the last five years regarding the issues indicated in the goal Disclosure Penalties.

- ☐ Yes
- ☐ No
- ☒ Don't Know
-

Business in Conflict Zones Points Earned: 0 of 0

Please indicate if any of the following statements are true regarding your company's significant suppliers. Significant Suppliers exploitatively operate in conflict zones

- ☐ True
- ☒ False
- ☐ Don't Know
-

Other Disclosures

Other Disclosures Points Earned: 0 of 0

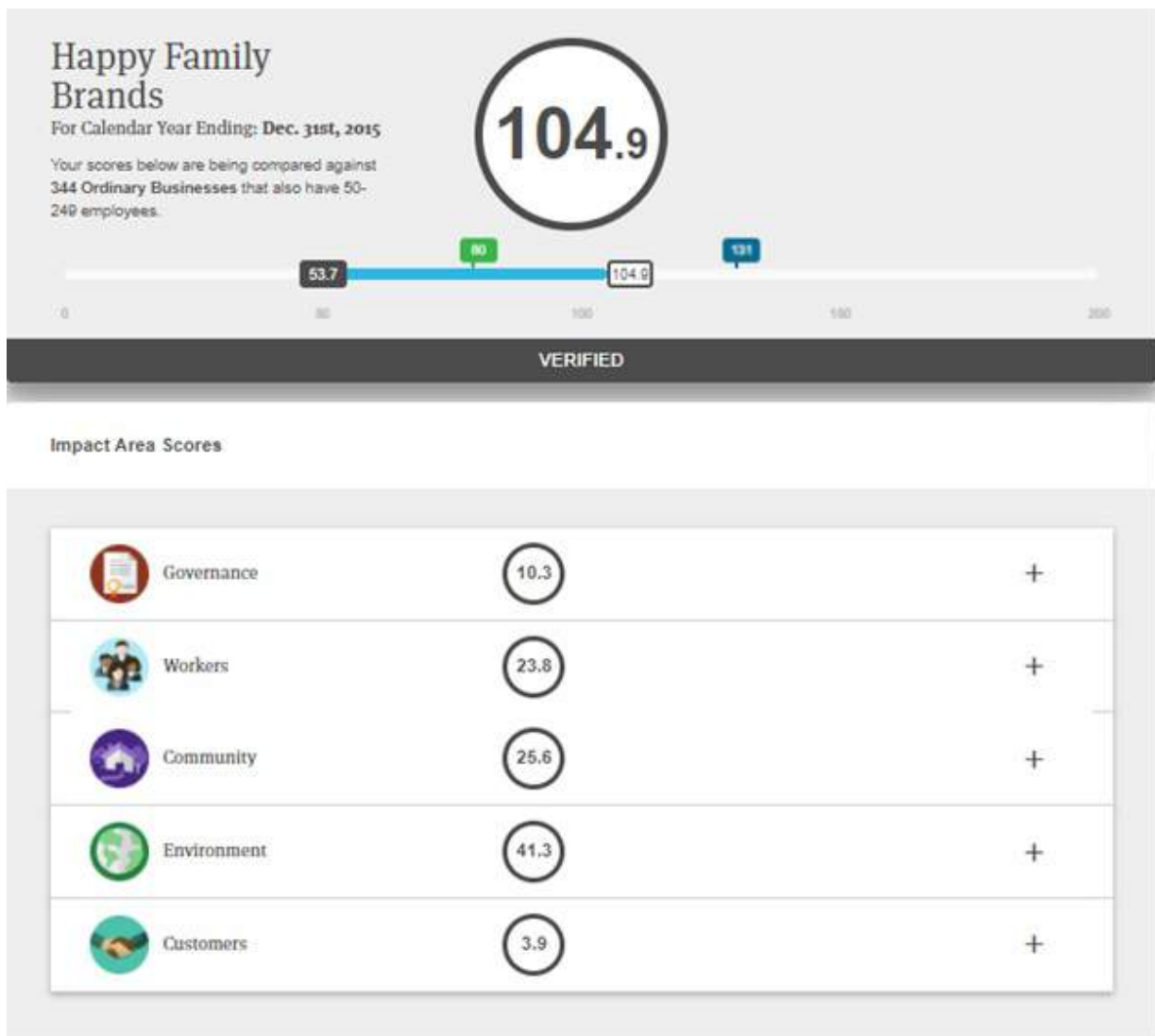
Are there any other sensitive aspects of the business that are necessary to disclose?

If this does not apply to you, please type "does not apply" in the area below.

does not apply

Happy Family Brands Assessment

Version: Wholesale/Retail Track / 50-249 Employees / Developed Market



for more information visit:
www.bcorporation.net/community/happy-family-brands

Governance

Governance: Mission & Engagement

GV1.1 Select the description that best describes your business. [Not Weighted]

- ☐ Positive social/environmental impact is desirable but not a particular focus for our business.
- ☐ Social and environmental impact is frequently considered but it isn't a high priority.
- ☐ We consider social and environmental impact in some aspects of our business but infrequently.
- ☒ We consistently incorporate social and environmental impact into decision-making because we consider it important to the success and profitability of our business.
- ☐ We treat our social/environmental impact as a primary measure of success for our business and prioritize it even in cases where it may not drive profitability.

GV1.2 Does your company have a corporate mission statement, and does it include any of the following? [Less Weighted]

- ☐ No written statement
- ☐ A written corporate mission statement that does not include a social or environmental commitment
- ☐ A general commitment to social and/or environmental responsibility and stewardship
- ☒ A commitment to a specific positive social impact (e.g. poverty alleviation, sustainable economic development)
- ☐ A commitment to a specific positive environmental impact (e.g. reducing waste to landfill with upcycled products)
- ☐ A commitment to serve a target beneficiary group in need (e.g. low income customers, smallholder farmers)

GV1.3 Please type or paste your mission statement here. [Not Weighted]

Our mission is to change the trajectory of children's health through nutrition.

GV1.4a Which type of employee training does your company provide regarding its social and environmental mission? [Equally Weighted]

- ☐ No social or environmental mission
- ☐ No training on the company's social and environmental mission
- ☐ Only informal inclusion in orientation, training and/or instruction
- ☒ Specific, formal training integrated into new employee and new manager training
- ☒ Specific, formal training integrated into ongoing employee and manager training
- ☒ Workers articulate goals and achievements on 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

- GV1.4b Does the Board of Directors or equivalent governing body review the company's social or environmental performance on at least an annual basis? [Equally Weighted]
- ☐ No
☐ Yes - The Board receives a general update on the company's social and/or environmental performance
☒ Yes - The Board reviews key performance indicators (KPIs) on the company's social and/or environmental performance
☐ N/A - No Board of Directors or equivalent governing body
- GV1.6 What proportion of full-time managers have social or environmental mission-related responsibilities or expectations outlined in their job description? [Equally Weighted]
- ☐ 0% ☐ 1-49% ☒ 50-99% ☐ 100%
- GV1.7 What portion of management had a formal written performance evaluation/review in the last year that included social and/or environmental goals? [Equally Weighted]
- ☐ 0 ☒ 1-49% ☐ 50-99% ☐ 100%
- GV1.8 Is the compensation of your CEO and those who directly report to the CEO tied to achieving specific social and environmental metrics or objectives? [Equally Weighted]
- ☐ No
☐ Yes, CEO/President compensation
☒ Yes, other senior management team member(s) compensation
- GV1.8a In the last year, how did the company solicit specific feedback from its external stakeholders (excluding employees and investors) regarding the company's social and environmental performance? [Less Weighted]
- ☐ No formal stakeholder engagement
☐ Annual stakeholder meeting
☒ Online stakeholder forum to provide/report social or environmental concerns or feedback
☒ Meetings or other engagement mechanisms with local community members
☒ Meetings or other engagement mechanisms with social or environmental advocacy groups
☐ Community/environmental representation on an advisory board.
☐ Third party or anonymous surveys about social/environmental performance
☒ Other (please describe)
 Other: Happy Mama engagement
- GV1.10 Are there key performance indicators (KPIs) or metrics that your company tracks at least annually to determine if you are meeting your social or environmental objectives? [Equally Weighted]
- ☐ We don't track key social or environmental performance indicators
☒ We measure KPIs/metrics or outputs that we have identified and defined in order to determine if we are achieving our social and environmental objectives
☐ We measure social and environmental outcomes over time (examples: 3rd-party impact assessments, progress out of poverty indexing, beneficiary outcome surveys, etc.)

Governance: Corporate Accountability

GV2.1a What is the company's highest level of corporate oversight? [Less Weighted]

- ☐ Owner/Manager only
- ☐ Non-Fiduciary Advisory Board
- ☒ Board of Directors or Equivalent

GV2.2a Which of the following apply to your company's Board of Directors or equivalent governing body? [Heavily Weighted]

- ☒ Meets at least twice annually
- ☐ Includes at least 1 independent member
- ☐ Includes at least 50% independent members
- ☒ Oversees executive compensation
- ☐ Has an Audit Committee with at least 1 independent member
- ☐ Has a Compensation Committee with at least 1 independent member
- ☐ Company is a cooperative and elects Board from membership
- ☐ None of the above
- ☐ N/A - No Board of Directors or equivalent

GV2.3a Which of the following stakeholder groups or relevant independent experts have voting seats on the Board of Directors or equivalent governing body? [Less Weighted]

- ☒ Executive employee representative
- ☐ Non-executive employee representative
- ☐ Community expertise (e.g. local university representative)
- ☐ Environmental expertise (e.g. environmental nonprofits)
- ☐ Customers
- ☐ None of the above
- ☐ N/A - no Board of Directors or other governing body

Governance: Ethics

GV3.1b Does the company maintain any of the following financial controls? [Equally Weighted]

- ☐ None
- ☒ 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
- ☒ Fraud risk assessment is conducted at least annually and any internal control deficiencies identified are communicated to BoD and senior management.
- ☒ Lines of financial reporting, responsibilities and limits for the authorization, approval and verification of disbursements are all documented in writing
- ☒ Document financial control activities, which at the minimum cover controls around cash disbursement, accounts receivable, accounts payable, and inventory management

GV3.3a Which of the following anti-corruption reporting and prevention systems are in place? [Equally Weighted]

- ☒ Written employee whistle-blowing policy provides legal protection to workers, with strict confidentiality easily accessible and circulated to all employees
- ☒ Helpline or anonymous mechanism to report grievances/concerns
- ☒ Individual or department oversight with direct access to Board of Directors
- ☐ Other (please describe)
- ☐ None of the above

GV3.4 Which of the following describes how your company instructs employees regarding your Code of Ethics about behavioral expectations, bribery and corruption? [Equally Weighted]

- ☐ No Code of Business Conduct (or equivalent policy) or training on the Code
- ☒ 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 on-going 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)

Other: Danone Online training course & codes

GV3.7 Is there an annual conflict of interest questionnaire filled out by all board members and officers? [Less Weighted]

- ☐ Yes ☒ No ☐ N/A - No Board of Directors or equivalent

Governance: Transparency

GV4.1a Does the company produce financials that are verified annually by an independent source through an Audit or Review? [Equally Weighted]

- ☐ No
- ☐ Yes, through a review
- ☒ Yes, through an audit

GV4.2a Does the company have a formal process to share financial information with its full-time employees? [Equally Weighted]

- ☐ No
- ☒ Yes - the company shares financial information if employees ask for them
- ☒ Yes - the company discloses all financial information (except salary info) at least yearly
- ☒ Yes - the company discloses all financial information (except salary info) at least quarterly
- ☐ Yes - The company has complete transparency of financial information and formally empowers all employees and departments to actively participate in financial planning (i.e. Open Book Management)
- ☐ Yes- In addition to sharing financials the company also has an intentional education program around shared financials

GV4.3a Do all full-time employees have access to written information that identifies all material owners and investors of the company? [Equally Weighted]

☒ Yes ☐ No

GV4.5b Does the company publicly share information on its social and/or environmental performance? If so, how? [Equally Weighted]

- ☐ No public reporting on social or environmental performance
- ☒ Specific quantifiable social and/or environmental indicators or outcomes are made public
- ☐ Company sets public targets and shares progress to those targets
- ☐ Information is shared/updated annually
- ☐ Information is presented in a formal report that allows comparison to previous time periods
- ☒ Information adheres to a comprehensive third party standard (ex. GRI or B Impact Assessment)
- ☒ A third party has validated the information shared
- ☐ Impact reporting is integrated with financial reporting

GV4.6 Is your product or service covered by a written consumer warranty or client protection policy? [Less Weighted]

☒ Yes ☐ No

GV4.7 Is there a publicly-known mechanism through which customers can provide product feedback, ask questions, or file complaints? [Less Weighted]

- ☐ No
- ☐ Yes, there is a mechanism for feedback to be sent only privately to company
- ☒ Yes, there is a mechanism where feedback is made transparent to the public

Governance: Governance Metrics

GV5.1 On what date did your last fiscal year end? [Not Weighted]

12/31/2015

GV5.2 Reporting currency [Not Weighted]

☒ US Dollar - USD

GV5.3 Total Earned Revenue

From the last fiscal year

From the fiscal year before last

GV5.4 EBIT (Earnings Before Interest & Taxes)

From the last fiscal year

From the fiscal year before last

GV5.5 Net Income

From the last fiscal year

From the fiscal year before last

Workers

Workers: Worker Metrics

WR1.1 Are the majority of your employees paid on a fixed salary or a daily/hourly wage? [Not Weighted]

☒ Fixed Salary ☐ Daily/Hourly Wage

WR1.2 Number of Total Full-Time Workers

Current Total Full-Time Workers 98.00

Total Full-Time Workers 12 months ago 69.00

WR1.3 Number of Total Part-Time Workers

Current Total Part-Time Workers 2.00

Total Part-Time Workers 12 months ago 1.00

WR1.4 Number of Total Temporary Workers

Current Total Temporary Workers 6.00

Total Temporary Workers 12 months ago 3.00

Workers: Compensation & Wages

WR2.1 Total Wages (including bonuses) [Not Weighted]

WR2.2 What is the company's lowest wage calculated on an hourly basis? [Not Weighted]

WR2.5 What % above living wage did your lowest-paid worker (excluding interns) receive during the last fiscal year? [Equally Weighted]

☐ 0% or below

☐ 1-14%

☐ 15-24%

☒ 25%+

☐ N/A - No living wage data available for country of operations

WR2.7a What multiple is the highest compensated individual paid (inclusive of bonus) as compared to the lowest paid full-time worker? [Equally Weighted]

☐ >20x ☐ 16-20x ☒ 11-15x ☐ 6-10x ☐ 1-5x

WR2.9a Based on a company referenced compensation study in the last two years, how does your company's compensation structure (excluding executive management) compare with the market? [Equally Weighted]

- ☐ Don't Know: Have not referenced a compensation survey
- ☐ 1st quartile (0-24th percentile)
- ☐ 2nd quartile (25-49th percentile)
- ☒ 3rd quartile (50-74th percentile)
- ☐ 4th quartile (75-100th percentile)

WR2.10 Which of the following are true about the company's bonus plan: [Less Weighted]

- ☐ Bonuses are given but there is no formal plan
- ☒ Formal guidelines on the structure of the bonus plan (e.g. eligibility, profit/revenue target tied to the bonus pool, allocation criteria) are disseminated and accessible to all workers
- ☒ All full-time and part-time workers are eligible in the plan
- ☐ None of the above

WR2.12 What % of full-time and part-time employees, excluding founders and executives, received a bonus in the last fiscal year? [Equally Weighted]

- ☐ 0%
- ☐ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☒ 75-99%
- ☐ 100%
- ☐ N/A

Workers: Compensation & Wages (Salaried)

WR2.5.8a Subtracting for inflation increase, what was the average % increase in wage/salary paid to non-executive workers in the last fiscal year? [Equally Weighted]

- ☐ 0-2%
- ☒ 3-5%
- ☐ 6-15%
- ☐ >15%
- ☐ N/A - No workers last year

WR2.5.11a In the last fiscal year, the company's bonus plan for non-executives represented what % of the company's salary base? [Equally Weighted]

- ☐ No bonus payout, or no bonus plan
- ☐ <1%
- ☐ 1-5%
- ☒ 6-15%
- ☐ >15%

Workers: Benefits

WR3.1a Does the company's healthcare plan available to all full-time workers include any of the following practices? [Heavily Weighted]

- ☒ Coinsurance of 80%+ covered by healthcare plan
- ☒ Company pays 80%+ of individual premium
- ☒ Company pays 80%+ of family coverage premium
- ☒ Out-of-pocket maximum for individual coverage of \$2000 or less (net of company HSA or equivalent contribution)
- ☐ Annual deductible for individual coverage of \$1000 or less (net of company HSA or equivalent contribution)
- ☒ Co-payment of \$20 or less per primary care visit paid for by worker
- ☒ Prescription drug coverage where workers pay \$10 or less for generic drugs, \$30 or less for brand name drugs and \$50 or less for non-formulary drugs
- ☐ Explicit policy of transgender inclusive healthcare coverage
- ☐ None of the above

WR3.2a What % of full-time workers are enrolled in a health care plan offered by your company? [Equally Weighted]

- ☐ <70% ☒ 70-79% ☐ 80-89% ☐ 90-99% ☐ 100%

WR3.3 At what juncture do your part time employees qualify for health care benefits? [Equally Weighted]

- ☒ No additional health insurance benefits provided by the company to part time workers
- ☐ 30+ hours per week
- ☐ 25-30 hours per week
- ☐ 20-24 hours per week
- ☐ 15-19 hours per week
- ☐ <15 hours per week
- ☐ N/A - Company has no part-time employees

WR3.5 What % of part-time workers who work more than 20 hours a week are enrolled in the private healthcare plan offered by your company? [Equally Weighted]

- ☐ No additional health insurance benefits provided by the company to part time workers
- ☐ 0%
- ☐ 1-39%
- ☐ 40-59%
- ☐ 60-79%
- ☐ 80%+
- ☒ N/A - No part-time workers working more than 20 hours per week

WR3.6a Does your company have an Employee Retirement Plan available for workers? If so, which of the following apply? [Equally Weighted]

- ☐ Retirement plan is not available for all tenured workers
- ☒ Retirement plan is available with no company match
- ☐ Partially matched of 4% or less
- ☐ Partially matched greater than 4%
- ☐ Full match of 4% or less
- ☐ Full match greater than 4%
- ☐ Plan includes Socially-Responsible Investing option

WR3.12 What additional benefits are offered to full-time tenured workers? [Heavily Weighted]

- ☐ No additional benefits
- ☒ Dental insurance
- ☒ Short-term disability
- ☒ Long-term disability
- ☒ Structured account mechanism for qualified medical expenses (e.g. HSA, HRA, FSA)
- ☒ Domestic partner, civil union, and/or same-sex marriage spousal benefits
- ☒ Life insurance
- ☐ Other benefits (please describe)

Workers: Worker Benefits (Salaried)

WR3.5.7a What is the annual minimum number of paid days off (including holidays) for full-time employees? [Equally Weighted]

- ☐ 0-15 work days
- ☐ 16-22 work days
- ☐ 23-29 work days
- ☒ 30-35 work days
- ☐ 36+ work days

WR3.5.8a What is the minimum number of weeks salaried workers receive paid primary caregiver leave, either through the company or the government? [Equally Weighted]

- ☐ 0-5 weeks
- ☐ 6-11 weeks
- ☒ 12-17 weeks
- ☐ 18-23 weeks
- ☐ 24+ weeks

WR3.5.9 What is the minimum paid secondary caregiver leave offered to tenured workers either through the company or the government? [Less Weighted]

- ☐ None
- ☐ Up to 2 weeks
- ☐ 2 to 5 weeks
- ☒ Greater than 5 weeks

WR3.5.10 What is the minimum amount of severance offered in practice and in writing to all full-time tenured workers? [Less Weighted]

- ☐ <2 weeks ☒ 2-4 weeks ☐ 5-6 weeks ☐ 7+ weeks

Workers: Training & Education

WR4.1 Which of the following is true of intern hiring practices? [Equally Weighted]

- ☒ There is a formalized policy/program outlining the objectives of internships or internship programs for participants
- ☒ Company partners with education institutions to provide internship opportunities
- ☒ Interns are paid a living wage
- ☐ Interns receive formal performance reviews
- ☒ Interns have a formal opportunity to provide feedback on experience
- ☒ Interns have been hired on as full time permanent employees in the past two years
- ☒ Intern tenures are restricted to not exceed 1 year if interns are not currently enrolled in school
- ☐ None of the above apply to my intern programs
- ☐ N/A - Company does not employ interns

WR4.1a What % of positions above entry level have been filled with internal candidates in the last 12 months? [Equally Weighted]

- ☐ 0% ☒ 1-24% ☐ 25-49% ☐ 50-74% ☐ 75%+

WR4.1b What % of employees have been internally promoted within the last 12 months? [Equally Weighted]

- ☐ 0% ☒ 1-5% ☐ 6-15% ☐ >15%

WR4.5 How many paid days of professional development do the majority of full time workers receive (in a single year)? [Equally Weighted]

- ☒ No formal policy
- ☐ 0 days
- ☐ 1-4 days
- ☐ 5-9 days
- ☐ 10+ days

WR4.6 Do new and existing managers get regular training and coaching on the following? [Equally Weighted]

- ☒ Providing ongoing praise and corrective feedback
- ☒ Conflict negotiation and resolution
- ☒ Group dynamics and optimal team functioning
- ☒ Performance evaluation systems
- ☒ Other (please describe)
- ☐ None of the above

Other: David Allen Getting Things Done- 1/2 day training course; Dannon Skill Development Webinars (i.e. Excel, PowerPoint); Running Effective Meetings in a Growing Company Workshop; ADP Total Source Webinars; The Five Dysfunctions of a Team Workshop Series

Workers: Training & Education (Salaried)

WR4.2a Excluding newly hired workers, what % of full-time and part-time workers received the following types of formal training during the last 12 months?

| 0% | 1-24% | 25-49% | 50-74% | 75%+ | Don't know | |
|-----------------------|-----------------------|----------------------------------|-----------------------|----------------------------------|-----------------------|---|
| <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Skills-based training to advance core job responsibilities |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | Skills-based training on cross-job functions (i.e. training beyond regular job responsibilities, e.g. public speaking training or management training for non-managers) |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | Training on life skills for personal development (i.e. literacy, personal financial planning, etc.) |

WR4.5.3a What % of full-time workers have participated in external professional development opportunities or lifelong learning opportunities in the past fiscal year? [Equally Weighted]

☐ 0%
 ☐ 1-24%
 ☐ 25-49%
 ☐ 50-74%
 ☒ 75%+

WR4.5.4 What % of full-time workers received advancement or reimbursement for continuing education opportunities in the last fiscal year? [Equally Weighted]

☐ 0
 ☒ 1-5%
 ☐ 6-15%
 ☐ >15%

WR4.5.8a For what % of terminated full-time employees are formal outplacement services provided? [Less Weighted]

☐ 0%
 ☐ 1-24%
 ☐ 25-49%
 ☒ 50-74%
 ☐ 75%+

Workers: Worker Ownership

WR5.1 What % of all full-time employees have been granted stock, stock options or stock equivalents (including participation in an ESOP or other qualified ownership plans) in the company? [Equally Weighted]

☐ 0%
☒ 1-24%
☐ 25-49%
☐ 50-74%
☐ 75-99%
☐ 100%
☐ N/A

WR5.2 What % of the company is owned or formally reserved as part of a written plan for full-time workers and management (including founders/executives)? [Equally Weighted]

- ☐ 0%
- ☒ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75-99%
- ☐ 100%
- ☐ N/A
- ☐ Don't Know

WR5.4 What % of the company is owned by full-time workers who are non-executive employees and non-founders? [Heavily Weighted]

- ☒ 0%
- ☐ 1-4%
- ☐ 5-24%
- ☐ 25-49%
- ☐ 50%+
- ☐ N/A
- ☐ Don't Know

Workers: Management & Worker Communication

WR6.1 Is there a formal consistent process for providing performance feedback to all tenured employees which includes any of the following? [Heavily Weighted]

- ☒ Is conducted on at least an annual basis
- ☒ Includes peer and subordinate input
- ☒ Provides written guidance for career development
- ☒ Includes social and environmental goals
- ☒ Clearly identifies achievable goals
- ☒ Follows a 360-degree feedback process
- ☐ None of the above

WR6.2 Does your company have a written employee handbook that workers have access to and includes any of the following information? [Less Weighted]

- ☐ No written employee handbook
- ☒ A non-discrimination statement
- ☒ An anti-harassment policy
- ☒ Statement on work hours
- ☒ Pay and performance issues
- ☒ Policies on benefits, training and leave
- ☒ Grievance resolution
- ☒ Disciplinary procedures and possible sanctions
- ☐ Statement regarding workers' right to bargain collectively and freedom of association
- ☒ Prohibition of child labor and forced/compulsory labor

WR6.3a What percent of your employees are 'Satisfied' or 'Engaged'? [Heavily Weighted]

- ☐ N/A
- ☐ <65%
- ☐ 65-80%
- ☒ 81-90%
- ☐ >90%

WR6.5 Which of the following employee metrics are regularly collected, monitored and made transparent to all employees? [Less Weighted]

- ☒ Retention and turnover metrics
- ☒ Diversity metrics
- ☐ None

WR6.6 Which of the following is included in your company's termination policy? [Equally Weighted]

- ☐ No written notice required prior to termination
- ☐ Required written notice of worker performance only
- ☒ Required written notice of worker performance and a stated probationary period
- ☐ N/A - No written termination policy

Workers: Management & Worker Communication (Salaried)

WR6.5.4a What is the average tenure of your current workforce? [Equally Weighted]

- ☐ <12 months
- ☐ 1-3 years
- ☒ 3-5 years
- ☐ >5 years

Workers: Job Flexibility/Corporate Culture

WR7.5 Do company policies support any of the following health and wellness initiatives above insurer-provided programs?
[Equally Weighted]

- ☐ Company does not offer any formal health and wellness initiatives
- ☒ Company sponsors and encourages workers to participate in health and wellness activities during the workweek (i.e. walking or steps programs)
- ☒ Company offers incentives for workers to complete health risk assessments or participate in health and wellness activities (e.g., a fund for exercise equipment, subsidized gym membership, etc.)
- ☐ Over 25% of workers have completed a health risk assessment in the last 12 months
- ☒ Employees have access to behavioral health counseling services, web resources or Employee Assistance Programs
- ☒ Spouses, partners, or children of employees provided access to behavioral health counseling services, web resources or Employee Assistance Programs
- ☒ Company has policies and programs in place to prevent ergonomic-related injuries in the workspace
- ☐ Management receives reports on aggregate participation in worker wellness programs
- ☐ Other (please describe)

Workers: Job Flexibility/Corporate Culture (Salaried)

WR7.5.2a Does the company offer any of the following job flexibility options, whenever feasible, in writing and in practice for the majority of workers? [Equally Weighted]

- ☐ Part-time work schedules at the request of workers
- ☒ Flex-time work schedules (allowing freedom to vary start and stop times)
- ☒ Telecommuting (working from home one or more days per week)
- ☐ Job-sharing
- ☐ None of the above

WR7.5.3 Which of the following flexible workplace practices occurred in the past 12 months? [Equally Weighted]

- ☐ Managers or executives worked part-time or in a job-share
- ☒ Managers or executives are in a telecommuting position
- ☒ We hired new people into permanent positions that are telecommuting
- ☒ We hired new people into permanent positions that are part-time or job-share
- ☒ We have transitioned staff into part-time, job-share, or telecommuting positions
- ☐ Other (please describe)
- ☐ None of the above

WR7.5.4c Which of the following supplementary benefits are offered to employees? [Heavily Weighted]

- ☐ Onsite childcare
- ☐ Offsite subsidized child care
- ☒ Counseling services
- ☒ Free or subsidized meal
- ☒ Policy to support breastfeeding mothers
- ☒ Other (please describe)
- ☐ None

Other: In addition to a supportive 6-month maternity policy to assist parents after a child's birth, we also have a nursery in our office where employees can bring their young children should circumstances arise that they need to bring them to the office.

WR7.5.6a Which of the following are true of career development and promotion policies and practices? [Less Weighted]

- ☐ Employees who seek to take a short-term leave/sabbatical will have his/her job guaranteed upon return
- ☐ Efforts will be made to find a place for employees who seek to take a long-term leave/sabbatical upon return
- ☒ Employees are able to make lateral moves or change career direction or pace when possible
- ☐ None of the above

Workers: Occupational Health & Safety

WR9.4 Does the company have any of the following practices with regards to management's commitment to worker health and safety? [Equally Weighted]

- ☐ Written safety and health policy to minimize on-the-job employee accidents and injuries
- ☐ Safety and health integrated into overall management planning process and workers are involved in safety planning, resource allocation, audits, etc.
- ☐ Safety and health concerns communicated through regular safety and health trainings
- ☐ Specific safety and health program goals and objectives, with specific indicators to measure progress
- ☐ Senior management addresses safety issues through written word or in company gatherings at least quarterly
- ☐ Formal safety reporting system for employees to submit their safety concerns
- ☐ Safety procedures easily accessible for all on site personnel, including workers, non-managerial staff, and visitors
- ☐ Participation in an external program demonstrating commitment and excellence in safety and health (e.g. Voluntary Protection Program)
- ☒ N/A - No manufacturing or wholesale facilities
- ☐ None of the above

WR9.5 Which of the following is included in your company's practices related to inspections/audits: [Equally Weighted]

- ☐ Written procedure for performing safety and health inspections
- ☐ Routine safety and health inspections at least quarterly
- ☐ Information discovered through analyses is used to improve safety processes (e.g. baseline hazards analysis, accident/incident analysis, employee concerns, sampling results from inspections)
- ☐ Results of the routine inspections are documented
- ☐ Inspection reports clearly indicate what needs to be corrected with documented accountability for closure
- ☒ N/A - No manufacturing or wholesale facilities
- ☐ None of the above

Community

Community: Job Creation

CM2.1 Number of full-time and part-time jobs that have been added to your company's payroll. Enter 0 if none or if your company has no workers.

Last 12 months: 29.00

Prior 12 months: 20.00

CM2.2b By what % has your worker base grown over the last 12 months? [Heavily Weighted]

☐ 0% (Has not grown on a net basis) ☐ 1-14% ☐ 15-24% ☒ 25%+

CM2.3 Number of full-time and part-time workers that departed/left the company during the last 12 months. [Not Weighted]

CM2.4a What was the attrition rate at the company for full-time and tenured part-time workers for the last 12 months? [Heavily Weighted]

☐ ☒ ☐ ☐

CM2.5 What % of workers (including full-time and part-time and temporary workers) are verified/self-identified to be a part of the following groups?

0% 1-9% 10-19% 20-29% 30%+ Don't Know

☐ ☐ ☐ ☐ ☐ ☒ Individuals residing in a low income area

☒ ☐ ☐ ☐ ☐ ☐ Other chronically underemployed populations (e.g. individuals who are formerly incarcerated or homeless)

CM2.6 What % of your workers are employed in company facilities located in low-income communities? [Equally Weighted]

☒ <10% ☐ 10-19% ☐ 20-29% ☐ 30%+ ☐ Don't Know

CM2.7 What % of your Significant Suppliers are located in low-income communities or create employment opportunities for other chronically underemployed populations? [Less Weighted]

☒ <10% ☐ 10-19% ☐ 20-30% ☐ >30% ☐ Don't Know

Community: Diversity & Inclusion

CM3.1 Number of total full-time and part-time female employees. [Not Weighted]

64.00

CM3.2 What % of the company is owned by the following groups?

| 0% | 1-9% | 10-24% | 25-49% | 50%+ | Don't know | |
|-----------------------|----------------------------------|-----------------------|-----------------------|-----------------------|----------------------------------|--|
| <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Women and/or individuals from underrepresented populations, including low-income communities |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | Nonprofit organization(s) |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | Individuals that qualify as non-accredited investors |

CM3.3 Optional unweighted metrics: Approximately what % of your company's ownership is held by individuals from the following groups?

Women

Low income communities

Other underrepresented populations (e.g. minorities, LGBT community, individuals with disabilities, etc.)

CM3.5 What % of the members of your Board of Directors (or equivalent) are women or individuals from other underrepresented populations? [Equally Weighted]

- ☐ 0%
☐ 1-9%
☐ 10-24%
☐ 25-49%
☒ 50%+
☐ Don't know
☐ N/A - No board of directors or equivalent

CM3.6 Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?

| | |
|---|-----|
| Women | 40% |
| Low income communities | 0% |
| Minority/previously excluded populations | 0% |
| Other underrepresented populations (e.g. minorities, LGBT community, individuals with disabilities, etc.) | 20% |

CM3.7 What % of management are women and/or individuals from underrepresented populations, including low-income communities? [Equally Weighted]

- ☐ 0% ☐ 1-9% ☐ 10-24% ☐ 25-49% ☒ 50%+ ☐ Don't know

CM3.8 Optional unweighted metrics: Approximately what % of management is from the following groups?

Women

56%

Low income communities

Other underrepresented populations (eg - minorities, LGBT community, individuals with disabilities, etc.)

CM3.9 Does the % of ethnic minorities employed at your company equal or exceed the % of ethnic minorities in your metro area? [Equally Weighted]



CM3.10 Is average compensation for men and women equal in comparable managerial and non-managerial roles?

| Yes | No | Don't know | N/A - Only one gender represented | |
|----------------------------------|-----------------------|-----------------------|-----------------------------------|----------------|
| <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Managerial |
| <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Non-managerial |

CM3.11 What % of your Significant Suppliers are majority owned by women or individuals from underrepresented populations? [Equally Weighted]

☐ 0%
 ☒ 1-9%
 ☐ 10-19%
 ☐ 20-29%
 ☐ 30%+
 ☐ Don't Know

CM3.12 Does the company have a written policy giving preference to suppliers owned by women or individuals from underrepresented populations? [Less Weighted]

☒ Yes
 ☐ No
 ☐ N/A: Such policies are illegal in my country of operations

CM3.13 What % of the following employment categories are women or individuals from minority or underrepresented populations?

| 0% | 1-9% | 10-24% | 25-39% | 40-49% | 50%+ | Don't know | N/A | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|----------------------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Non-managerial full-time workers |

CM3.18 Does the company provide specific content in worker training on inclusion and diversity issues related to any of the following specific underrepresented groups? [Equally Weighted]

- ☒ Gender inclusiveness
- ☒ Minorities
- ☒ LGBT community
- ☒ Individuals with disabilities
- ☐ Other underrepresented groups (please describe)
- ☐ None of the Above

Community: Civic Engagement & Giving

CM4.1a Does your company have a formal corporate citizenship program (with allocated resources) in place that includes the following: [Equally Weighted]

- ☒ Statement on the intended social or environmental impact of company's charitable contributions
- ☒ Cash and in-kind donations (excluding political causes)
- ☒ Volunteer and pro bono service
- ☒ Formal donations commitment (e.g. 1% for the planet)
- ☐ Matching individual workers' charitable donations
- ☒ Allowing workers and/or customers to select charities to receive company's donations
- ☒ Other (please describe)
- ☐ None of the above

Other: Project Peanut Butter and Feed Foundation co-branding projects. Partnerships: Recycle Bank, Spoon Foundation, The Small Things, See Mommy Run, March of Dimes, and AllergyKids. \$50k donation to TATA (Talk About Treating Autism).

CM4.2b Are full-time employees granted in writing any of the following options for volunteer service? [Equally Weighted]

- ☐ Non-paid time off
- ☒ Paid time off
- ☐ 20 hours or more a year of paid time off
- ☒ Workers offered incentives for volunteerism (office parties, competitions with prizes, etc.)
- ☐ Do not offer paid or unpaid time off

CM4.3 What % of employees took paid time off for volunteer service last year? [Equally Weighted]

- ☐ 0% ☐ 1-24% ☐ 25-49% ☐ 50-74% ☒ >75% ☐ Don't know

CM4.4a Does your company monitor and record volunteer hours of company workers? [Less Weighted]

- ☐ We do not currently monitor and record our hours contributed
- ☐ Our company monitors and records hours contributed (no increase targets)
- ☒ Our company monitors hours contributed and has specific increase targets
- ☐ Our company monitors hours contributed and has met specific increase targets during the reporting period

CM4.5 Number of hours volunteered by full-time and part-time employees of the organization during the last fiscal year. [Not Weighted]

394.00

CM4.6b What was the % of per capita worker volunteer, community service, or pro bono time donated in the reporting period? [Equally Weighted]

- ☐ 0%
- ☒ 0.1-0.5% of time
- ☐ 0.6-1% of time
- ☐ 1.1-2% of time
- ☐ >2% of time
- ☐ Don't know / not monitored

CM4.7 Total amount (in currency terms) donated to registered charities in the last fiscal year. [Not Weighted]

CM4.8b What was the equivalent % of revenue donated to charity during the last fiscal year? [Most Heavily Weighted]

- ☐ No donations last FY
- ☐ Less than 0.1% of revenues
- ☒ 0.1-0.4% of revenues
- ☐ 0.5-0.9% of revenues
- ☐ 1-1.9% of revenues
- ☐ 2%+ of revenues
- ☐ Don't know

CM4.9 Which organizations does your company support? [Not Weighted]

Project Peanut Butter, Talking about Curing Autism, Healthy Child Healthy World, Allergy Kids Foundation, The Neurological Foundation, Just Label It (Organic Voices), OTA Annual Campaign, Room to Grow, Celiac Foundation, Cystinosis Research Foundation, A Precious Child, Bikes 4 Kids, Bugs, FISH, Family Resource Center, Healthy Learning Paths, NY Foundling, RESPOND, Sprout, Traveling Stories, Wilder Foundation

CM4.10 Which of the following volunteer and charitable giving practices did your company employ in the last fiscal year? [Equally Weighted]

- ☐ Company contributed the majority of its cash, service and in-kind donations to local markets it sourced from or operates in
- ☒ Company has public facing partnership with a service/charitable organizations
- ☒ Company provided facilities for community events or trainings
- ☒ Other innovative engagement practices (please describe)
- ☐ None of the above

Other: We held an internal bake sale to raise money for the Idaho Humane Society, incentivized by offering a van of puppies and kittens to play with for 2 hours if we raised \$250.

CM4.11 Has your company worked with policymakers and/or stakeholders (including competitors) to develop or advocate for increased adoption of social and environmental standards or voluntary practices in your industry in the past two years? [Equally Weighted]

- ☒ Yes, company has offered support in name and/or signed petitions
- ☒ Yes, company has provided active staff time or financial support
- ☒ Yes, company has directly introduced, testified, made recommendations or provided expertise to advance standards
- ☒ Yes, company has worked with other industry players on a cooperative initiative
- ☒ Yes, and efforts resulted in a specific institutional, industry or regulatory reform
- ☐ Other (please describe)
- ☐ None of the above

Community: Local Involvement

CM5.1a 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. [Not Weighted]

We have two offices, one in New York City, and one in Boise, Idaho. Our CEO and Founder leads our NYC office, and our COO and Founding Partner leads the Boise, Idaho office. We have ~32 employees in NYC, ~56 in Boise and ~10 working remotely in various states.

CM5.2 Does the company have the following written local purchasing or hiring policies in place? [Equally Weighted]

- ☐ No written local purchasing or hiring policy in place
- ☒ Written preference at each facility to purchase from local suppliers
- ☒ Ready-to-use lists of preferred local suppliers/vendors for specific facilities
- ☐ Written preference for hiring and recruiting local managers
- ☐ Incentives for staff to live within 20 miles of local company facility
- ☐ Other (please describe)

CM5.3a What % of your company's expenses (excluding labor) was spent with independent suppliers local to the company's headquarters or relevant production facilities? [Equally Weighted]

- ☒ <20% ☐ 20-39% ☐ 40-59% ☐ 60%+ ☐ Don't know

CM5.4a Is the majority (over 50%) of the company's ownership located locally to at least two-thirds of the company's workforce? [Equally Weighted]

- ☐ Yes ☒ No ☐ Don't know

CM5.5a What % of your company's Cost of Goods Sold (including value adding activities) was spent within the country of operations, from in-country registered companies or national citizens? [Equally Weighted]

- ☐ 0% ☐ 1-19% ☐ 20-39% ☒ 40-59% ☐ 60-79% ☐ 80%+

CM5.8 Is the majority of your company's banking services provided by an institution with any of the following characteristics? [Equally Weighted]

- ☐ A certified CDFI or national equivalent social investment organization
- ☐ A Certified B Corporation
- ☐ A member of the Global Alliance for Banking on Values
- ☐ A cooperative bank or credit union
- ☐ A local bank committed to serving the community
- ☐ An independently owned bank
- ☒ None of the above

Community: Suppliers, Distributors & Product

CM6.1 Please select the types of companies that represent your Significant Suppliers: [Not Weighted]

- ☒ Product Manufacturers
- ☐ Professional Service Firms (Consulting, Legal, Accounting)
- ☐ Independent Contractors
- ☐ Marketing/Advertising
- ☐ Office Supplies
- ☐ Benefits Providers
- ☐ Technology
- ☒ Raw materials
- ☐ Farms
- ☐ Other

CM6.2 Does your company screen and/or evaluate Significant Suppliers for social and environmental impact? [Not Weighted]

- ☒ Yes ☐ No

CM6.4 What is the social and environmental screen that is used for a majority of your company's Significant Suppliers: [Equally Weighted]

- ☐ No formal screening process in place
- ☒ Screened for negative practices or regulatory non-compliance (e.g. no child labor)
- ☒ Screened for positive practices beyond what is required by regulations (environmentally-friendly manufacturing process; excellent labor practices, etc.)

CM6.5a When monitoring and evaluating the on-going social and environmental performance of the majority of Significant Suppliers, which of the following apply? [Equally Weighted]

- ☐ No formal supplier monitoring and evaluation process
- ☒ Significant Suppliers are evaluated based on company's own criteria
- ☒ Significant Suppliers are evaluated based on social and environmental standards best-in-class third-party certification for your industry (ISO, SA8000, etc.)
- ☒ Company visits a majority of Significant Suppliers on-site

CM6.6a What is the average tenure of your relationships with Significant Suppliers? [Equally Weighted]

- ☐ Less than 12 months
☐ 13-36 months
☒ 37-60 months
☐ 61 months or more
☐ Don't know

CM6.7a Is there a formal written Supplier Code of Conduct policy that specifically holds the company's suppliers accountable for social and environmental performance? [Equally Weighted]

- ☒ Yes ☐ No

CM6.8a In the cases where suppliers were not yet adhering to the supplier code of conduct, which of the following remediation practices have been implemented before determining whether to terminate the relationship? [Equally Weighted]

- ☐ Company has fully disclosed to the public any material breaches of conduct by suppliers that have occurred in the past 5 years
☒ Company formulated a corrective action plan with suppliers with goals and timeline for improvement
☒ Company provided training and education to address non-compliance and poor performance
☒ Company required a time period for suppliers to make changes to adhere to code of conduct or otherwise terminated contract
☐ N/A - No Supplier Code of Conduct
☐ None of the above

CM6.9 Which suppliers are assessed for Supplier Code of Conduct compliance at least every other year? [Heavily Weighted]

- ☒ All primary suppliers of core products or principal raw materials
☒ All primary suppliers of non-core products
☐ All sub-contractors responsible for the majority of an order
☐ None
☐ N/A - No Supplier Code of Conduct

CM6.11 What % of Significant Suppliers (on currency basis) are made transparent on the company's website? [Equally Weighted]

- ☐ 0% ☒ 1-49% ☐ 50-79% ☐ 80%+ ☐ Don't know

CM6.12a What % of Significant Suppliers (on currency basis) are subjected to regular quality assurance reviews or audits? [Equally Weighted]

- ☐ 0-49% ☐ 50-62% ☐ 63-75% ☒ >75%

CM6.13 Do you have a program that identifies suppliers in need of support, education and/or training? If so, which of the following characteristics apply to your program? [Equally Weighted]

- ☐ Company reviews all Significant Suppliers for potential training needs
- ☐ Company has a formal education and support program for selected Significant Suppliers
- ☒ Company sets goals and expectations with suppliers to improve their social and environmental performance
- ☐ Company provides incentives for suppliers with strong social and environmental performance
- ☒ Other (describe)
- ☐ No formal supplier development program

Other: Review Sedex results and discuss opportunities for improvement

CM6.16 Which of the following describe your relationships with all your company's independent contractors? [Equally Weighted]

- ☒ Formal routine process for independent contractors to receive post-project/contract performance feedback
- ☒ Formal routine process for independent contractors to communicate post-project or post-contract feedback to the company
- ☒ Independent contractors are verified to either work on a time-bound basis, or else split their time with work for other clients. Contractors not meeting either criteria have been offered employment.
- ☐ Independent contractors are paid a living wage (when calculated as hourly wage when living wage data is available)
- ☐ We have independent contractors, but have not engaged in any of these practices
- ☐ N/A - We haven't used independent contractors in the last year

CM6.21 What % of materials or products purchased have third party social or environmental certification or approval, or are from Significant Suppliers that are purpose driven or have third party company level certification or approval? [Equally Weighted]

- ☐ 0 ☐ 1-19% ☐ 20-39% ☐ 40-60% ☒ 60%+ ☐ Don't know

CM6.22a During the last fiscal year, what % of revenues are generated from products that have a certification that assesses the product or production process for the product (including certifications related to social and environmental performance)? [Equally Weighted]

- ☐ 0%
☐ 1-9%
☐ 10-24%
☐ 25-74%
☒ 75-99%
☐ 100%
☐ Don't know
☐ N/A

CM6.23a Do you use an established methodology to manage quality assurance issues? [Equally Weighted]

- ☒ Yes ☐ No

Environment

Environment: Environment Introduction

EN1.27 What kind of facilities does your business primarily operate in? [Not Weighted]

- ☐ Company owned office space
 - ☒ Leased office space
 - ☐ Co-working Space
 - ☐ Virtual/ Home Offices
-

Environment: Land, Office, Plant

EN2.2a What % of company facilities (by area, both owned by company or leased) are certified to meet the requirements of an accredited green building program? [Equally Weighted]

- ☐ <20%
- ☒ 20-49%
- ☐ 50-79%
- ☐ 80%+
- ☐ N/A - Company has virtual office

Answer(s): <http://www.usgbc.org/projects/td-bank-new-york-ny-40-fulton-st>

NY sq foot = 7,759

Boise sq foot = 10,000

EN2.3a What % of the square footage of all company facilities is located in previously constructed buildings? [Equally Weighted]

- ☐ 0%
- ☐ 1-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75-99%
- ☒ 100%
- ☐ N/A

EN2.4 Does the company have a company-wide recovery and recycling program that includes the following? [Equally Weighted]

- ☒ Paper
- ☒ Cardboard
- ☒ Plastic
- ☒ Glass & metal
- ☒ Composting
- ☐ None of the above

EN2.6a Does your company have an environmental management system that includes any of the following? [Heavily Weighted]

- ☒ Policy statement documenting the organization's commitment to the environment
- ☒ Assessment undertaken of the environmental impact of the organization's business activities
- ☒ Stated objectives and targets for environmental aspects of the organization's operations
- ☒ Programming designed, with allocated resources, to achieve these targets
- ☐ Periodic compliance and auditing to evaluate programs conducted
- ☐ None of the above

EN2.11b Has your company integrated environmental considerations into the design process of products and services? [Equally Weighted]

☒ Yes ☐ No

EN2.12 Which of the following environmentally preferred products have been purchased for the majority of your corporate facilities? [Equally Weighted]

- ☒ Non-toxic janitorial products
- ☒ Unbleached / chlorine free paper products
- ☒ Soy-based inks or other low VOC inks
- ☒ Recycled/environmentally preferred office supplies (paper, pens, notebooks, etc.)
- ☒ Other (please describe)
- ☐ None of the above

Other: Organic snack and beverage options for employees. No VOC paint. Used recycled carpet tiles. Energy Star kitchen appliances

EN2.14 Does your company have a program in place to identify and eliminate potential chemicals and materials of concern in your product and/or process and identify and phase-in safer alternatives (e.g. chemical/material options with reduced toxicity)? [Equally Weighted]

- ☐ Company has completed a study of all materials (including scarce metals and minerals) in product and chemicals to 1000ppm level
- ☐ Company has completed a study of all materials in product and chemicals to 100ppm level
- ☐ Company has undergone an evaluation of products and processes to identify potential toxic contaminants from production
- ☒ Company has identified specific chemicals of concern classes (e.g., carcinogens, mutagens, reproductive toxins, endocrine disruptors, persistent or bioaccumulative substances)
- ☒ Company has established a Restricted Substances List (RSL), has a positive screen or other decision process for chemicals
- ☒ Company has established metrics and goals for the reduction or elimination of chemicals of concern
- ☐ Company publicly discloses the chemicals and/or materials in your product (e.g., on a label, website, via 800 number for information, etc.)
- ☐ There are no potential chemicals or materials of concern in my industry
- ☐ None of the above

EN2.14a Which of the following are true of how your company encourages good environmental stewardship in how employees manage their virtual offices? [Heavily Weighted]

- ☐ N/A
- ☒ There is a written policy encouraging environmentally preferred products and practices in employee virtual offices (recycling, etc.)
- ☒ Company shares resources with employees regarding environmental stewardship in home offices (i.e. energy efficiency, recycling, etc.)
- ☐ Policy in place for the safe disposal of e-waste and other hazardous materials purchased for employee home offices.
- ☒ Employees are provided with a list of environmentally preferred vendors for office supplies
- ☐ None of the above

EN2.15 Does the company have a written and circulated environmentally preferable purchasing (EPP) policy that includes any of the following? [Equally Weighted]

- ☐ Building and construction
- ☒ Carpets
- ☒ Cleaning
- ☒ Electronics
- ☐ Fleets
- ☒ Food or food services
- ☐ Landscaping
- ☒ Meetings and conferences
- ☒ Office supplies
- ☒ Paper
- ☒ Product input materials
- ☐ Other (please describe)
- ☐ N/A - No environmentally preferable purchasing policy

Other: Danone purchasing policy and specific ingredient policies- Palm Oil & Paper products.

EN2.18 Does your company have any programs or policies in place to reduce the environmental footprint caused by travel/commuting? [Equally Weighted]

- ☒ Employees are subsidized/incentivized for use of public transportation, carpooling, or biking to work
- ☒ Facilities are designed to facilitate use of public transportation, biking, or cleaner burning vehicles (e.g. electric chargers)
- ☒ Employees are encouraged to use virtual meeting technology to reduce in person meetings
- ☒ Company has a written policy limiting corporate travel
- ☐ None of the above

EN2.20 Does the company monitor indoor environmental quality to ensure a healthy and comfortable work space, avoiding "Sick Building Syndrome"? [Less Weighted]

- ☐ Yes ☒ No ☐ NA

EN2.22a If you lease your facilities, have you worked with your landlord to implement/maintain any of the following? [Equally Weighted]

- ☒ Energy efficiency improvements
- ☒ Water efficiency improvements
- ☒ Waste reduction programs (including recycling)
- ☐ None of the above
- ☐ N/A - Company does not lease majority of facilities

EN2.23 Does your company measure and manage the following environmental inputs and outputs in a context-based manner? [Equally Weighted]

- ☐ Water
- ☒ Solid waste
- ☒ Greenhouse gas (GHG)
- ☐ None of the above

Environment: Inputs

EN3.1a Does your company monitor, record and/or report its energy usage? [Equally Weighted]

- ☐ We do not currently monitor and record usage
- ☐ We monitor and record usage (no reduction targets)
- ☒ We monitor and record usage, and have specific reduction targets
- ☐ We monitor usage and have met specific reduction targets during the last fiscal year

EN3.1b Does your company monitor, record and/or report its water usage? [Equally Weighted]

- ☐ We do not currently monitor and record our usage
- ☒ We monitor and record usage (no reduction targets)
- ☐ We monitor and record usage, and have specific reduction targets
- ☐ We monitor usage and have met specific reduction targets during the last fiscal year

EN3.2 Total energy used (Gigajoules) during the last 12 months: [Not Weighted]

777.34

EN3.3 Total energy used from renewable resources (Gigajoules) during the last 12 months: [Not Weighted]

143.96

EN3.4 Total water use (liters) during the last 12 months [Not Weighted]

1,464,424.40

EN3.5 Have conservation and efficiency improvements led to energy savings for your facilities? If so, by how much? [Heavily Weighted]

☐ 0% ☒ 1-4% ☐ 5-9% ☐ 10-14% ☐ 15-20% ☐ >20% ☐ Don't know

Answer(s): We reached this percentage by comparing our historical energy usage (pre-energy efficiency improvements) to current usage data (post-energy efficiency improvements), accounting for growth by revenue.

EN3.6a What % of energy use is produced from low-impact renewable sources? [Heavily Weighted]

☐ 0% ☒ 1-24% ☐ 25-49% ☐ 50-74% ☐ 75-99% ☐ 100% ☐ Don't know

Answer(s): Idaho Power is Idaho's only utility provider sourcing renewable energy. We reached this percentage by dividing out the renewable energy from total energy used.

EN3.7a Has the company increased its % use of low impact renewable energy annually at its corporate facilities? [Equally Weighted]

☐ Yes ☒ No ☐ Already Maximized (100% low impact renewable)

EN3.8a For which of the following systems have you used energy conservation/ efficiency measures for your corporate facilities in the past year? [Equally Weighted]

☒ Equipment: Energy Star Appliances / Automatic Sleep Modes / After-Hour Timers / etc.

☒ Lighting: Natural Light / CF Bulbs / Occupancy Sensors / Daylight Dimmers / Task Lighting / etc.

☐ HVAC: Programmable Thermostat / Timers / Occupancy Sensors / Shade Sun-Exposed Walls / Double-Paned Windows / etc.

☐ Other (please specify)

☐ None of the above

☐ N/A - We utilize virtual office

EN3.10a Which of the following water conservation methods have been implemented at the majority of your corporate offices: [Equally Weighted]

☐ Low-flow faucets/taps, toilets/urinals, showerheads

☐ Grey-water usage for irrigation

☒ Low-volume irrigation

☐ Harvest rainwater

☐ Other (please describe)

☐ None

☐ N/A: My company has a virtual office

EN3.12 For what percentage of your products on a revenue basis has your company performed Life Cycle Assessments or had their environmental impact certified by a third party? [Equally Weighted]

- ☐ 0%
☒ 1-24%
☐ 25-49%
☐ 50-74%
☐ 75-99%
☐ 100%
☐ No formal life cycle study, but life cycle considerations taken into materials selection
☐ N/A: My revenue is generated from a service and a LCA can not be conducted

EN3.15 What % of your revenues are from the sale of products that have been awarded Cradle To Cradle certification? [Equally Weighted]

- ☒ 0%
☐ 1-24%
☐ 25-49%
☐ 50-74%
☐ 75-99%
☐ 100%
☐ N/A: My revenues are generated from a service and an LCA cannot be conducted.

EN3.16a What is the % of recycled, renewable, or other environmentally preferred materials in your product? [Equally Weighted]

- ☐ 0%
☐ 1-24%
☐ 25-49%
☐ 50-74%
☒ 75-99%
☐ 100%
☐ N/A - Company does not sell a physical product

Answer(s): Calculated based on volume of organic ingredients and packaging, subtracting out non-organic and virgin packaging material.

EN3.17 Have any of your products, including packaging, been source reduced in the last fiscal year? [Equally Weighted]

- ☒ Yes ☐ No ☐ N/A: My revenues are generated from a service so source reduction cannot be conducted.

Answer(s): Examples include: eliminated the usage of corrugate paperboard inners in our yogis and creamies products; reduced the amount of plastic in our puff canisters.

Environment: Outputs

EN4.1 Please select the option that best describe how you monitor and record the following emissions:

| Company does not currently monitor and record emissions | Company monitors and records emissions (no reduction targets) | Company monitors emissions and has specific reduction targets | Company monitors emissions and has met specific reduction targets during the reporting period | Eliminated emissions of this by-product entirely | N/A | |
|---|---|---|---|--|-----------------------|---|
| <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Scopes 1 and 2 greenhouse gas (GHG) emissions |

EN4.5 Waste Disposed (metric tonnes) during the last 12 months [Not Weighted]

80.25

EN4.6 Waste Disposed: Recycled/Reused (metric tonnes) during the last 12 months [Not Weighted]

49.12

EN4.7 Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:

| | |
|----------|-----------|
| Scope 1: | 11.40 |
| Scope 2: | 69.72 |
| Scope 3: | 11,268.00 |

EN4.11a What % of Scopes 1 and 2 GHG emissions has been saved due to efficiency improvements implemented by your company? [Heavily Weighted]

☐ 0% ☒ 1-4% ☐ 5-9% ☐ 10-14% ☐ 15-20% ☐ >20% ☐ Don't Know

EN4.12 If your company purchased certified carbon credits in the reporting period, what % of GHG emissions were off-set? [Less Weighted]

☐ 0%
☐ 1-24%
☐ 25-49%
☐ 50-74%
☐ 75-99%
☒ 100%
☐ Don't know
☐ N/A - No carbon offsets purchased

Answer(s): We offset 100% of office energy use and employee business travel.

- EN4.13 Does your company have a formal program to evaluate how to reduce its generation of hazardous, universal, and/or non-hazardous waste? [Equally Weighted]
- ☒ Yes
☐ No
☐ Already maximized - we have achieved Zero Waste
- EN4.17 Is hazardous waste always disposed of responsibly, in a way that the company can verify? [Equally Weighted]
- ☒ Yes
☐ No
☐ N/A - We have eliminated hazardous waste
- EN4.19a Does the company have in place an active end-of-life product/component reclamation program to increase the useful life of parts and components? [Equally Weighted]
- ☐ Yes ☒ No ☐ N/A

Environment: Transportation, Distribution & Suppliers

- EN5.2a Does the company currently use any of the following specific practices to reduce carbon emissions from transportation? [Equally Weighted]
- ☒ Company policy and practice that requires inbound freight or shipping to be transported via lowest impact methods (such as avoiding shipment by air transport)
☒ Company policy and practice that requires outbound freight or shipping is transported via lowest impact methods
☐ None of the above
- EN5.3 Have you reduced the ton miles (relative to revenues) of your distribution and supply chain, and if so, by how much? [Equally Weighted]
- ☒ 0%
☐ 1-9%
☐ 10%-20%
☐ 21-50%
☐ >50%
☐ Not tracked / Unknown
- EN5.3 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?
- | 0% | 1-9% | 10-19% | 20-29% | 30%+ | Don't know | |
|-----------------------|-----------------------|-----------------------|----------------------------------|----------------------------------|-----------------------|--|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | Cost of Goods Sold (excluding labor) |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | Raw materials (in currency terms) grown or harvested |

EN5.4a Does your company do any of the following to track chemicals in the supply chain for the majority of materials? [Equally Weighted]

- ☐ Do not track chemicals in the supply chain
- ☒ Require suppliers to disclose specified chemicals of concern
- ☒ Ask suppliers if they know all the chemical ingredients intentionally added to their product and all residuals of high concern present in the product (asking if they know only, not to provide the data to you)
- ☒ Require suppliers to provide chemical information to a third party
- ☐ Disclose all by-products, contaminants or trace materials to the public

EN5.5 What % of Significant Suppliers track and report the following:

| 0% | 1-24% | 25-49% | 50-74% | 75%+ | Don't Know | |
|-----------------------|----------------------------------|-----------------------|----------------------------------|----------------------------------|-----------------------|---|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | Energy usage |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | Water usage |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | Any hazardous or toxic air or water emissions |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | Generation/recycling/reduction of solid waste |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | Generation/recycling/reduction of hazardous waste |
| <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | GHG Emissions |

EN5.6 What % of Significant Suppliers have achieved the following?

| 0% | 1-24% | 25-49% | 50-74% | 75%+ | Don't Know | |
|-----------------------|----------------------------------|----------------------------------|----------------------------------|----------------------------------|-----------------------|--|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | Used at least 10% renewable energy at their facilities |
| <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Reduced GHG emissions or use of ozone-depleting substances by at least 10% in the past two years |
| <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Implemented initiatives to reduce waste at the source or divert waste from landfills/incineration by at least 10 % in the past two years |
| <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Recycled water on site or use close-loop or other water recovery systems to reduce the use of potable water |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | Responsibly disposed of all hazardous waste generated from production |

Impact Business Models

Impact Business Models: Mission Locked

IBM1.2 Separate from a mission statement, has your company done any of the following to legally ensure that its social or environmental mission will be maintained over time, regardless of company ownership? [Equally Weighted]

- ☒ Signed a contract or board resolution to amend or adopt a legal form that requires consideration of employees, community, and the environment (i.e. Signed B Corp Term sheet but have not yet adopted stakeholder consideration)
 - ☐ Amended corporate governing documents to require the consideration of employees, community and the environment (e.g. Amended Articles of Incorporation)
 - ☐ Has a specific legal entity/governance structure that preserves mission (i.e. cooperative)
 - ☐ Legal entity/governance structure preserves mission and requires stakeholder consideration (i.e. Benefit Corp or cooperative that has amended governing documents to include stakeholder consideration)
 - ☐ Other - Please describe
 - ☐ None of the above
-

Impact Business Models: Worker Business Models Introduction

IBM2.2 Is your company structured to benefit its employees in the following way? [Not Weighted]

- ☐ Ownership structures that provide significant equity (>40%) and empowerment to all employees (i.e. employee-owned companies/cooperative)
 - ☒ No
-

Impact Business Models: Customer Models Introduction

IBM15.1a Does your product/service address a social or economic problem for or through your customers? [Not Weighted]

- ☒ Yes ☐ No
-

Impact Business Models: Customer Products & Services Introduction

IBM16.2 How would you describe the positive outcome for customers created by your product/service? [Not Weighted]

Our mission is to change the trajectory of children's health through nutrition. We do this by removing toxins from baby food products, providing nutritionally dense products that use superfoods, and by educating consumers on the importance of proper nutrition during the first 1000 days of life. Our nutrition guidelines call for no added sugar, minimal added sodium and products that are allergy friendly. The outcome of all of this is healthier children with healthier eating habits, lower levels of toxins in children's bodies and lower incidences of health problems.

IBM16.3a Which of the following most closely matches the outcome and/or problem solved for your customers as defined above?
[Not Weighted]

- ☐ Access to products/services that fulfill basic human needs for individuals without prior access (e.g. providers of electricity or clean drinking water to rural poor communities, affordable housing projects, waste and sanitation systems or disposal)
- ☒ Improved or Maintained Health/Wellness (e.g. medical equipment, medical services and medicines, preventative health services or products, healthy living products, exercise and sporting products, prescription eyeglasses)
- ☐ Improved Education or Skills Development (e.g. schools, textbooks, tutoring services, career leadership training, education tools, games and software)
- ☐ Increased economic opportunity for underserved groups (e.g. financial or insurance services or benefits consulting for the underserved, new mechanisms to connect products to market)
- ☐ Increased operational success or capital for purpose driven or underserved enterprises (e.g. impact investing or fundraising platforms, non-profit accounting services)
- ☐ Increased social and/or environmental impact for businesses or other organizations (e.g. sustainability consulting)
- ☐ Increased Access to Arts, Media, or Culture (e.g. independent media, artisanal crafts, photography, information services)
- ☐ None of the above

IBM116.4 Total Number of Customers

Individuals:

Organizations:

Impact Business Models: Health & Wellness Improvement

IBM36.2 Which of the following best describes your health related product or service? [Not Weighted]

- ☒ Our product reduces health risk, such as by producing healthy alternatives to products that are traditionally unhealthy or toxic to consumers (healthy food alternatives that meet rigorous government standards, BPA free, etc.)
- ☐ Our product/service contributes to the positive development of individual health and well-being (wellness programs, sporting equipment)
- ☐ Our product/service supports healthcare through improving the efficiency or access to healthcare systems (health insurance, drug tracking, hospital equipment, etc.)
- ☐ Our product/service directly provides healthcare that cures or prevents illness/disability
- ☐ None of the above

IBM36.3 What is the severity of the health issue or issues addressed by your product/service? [Not Weighted]

- ☐ Low
- ☐ Mid
- ☐ High
- ☐ My product/service enables healthcare that cures or prevents illnesses/disabilities of all kinds
- ☒ My product/service does not address a particular ailment, it contributes to overall positive health outcomes
- ☐ Don't know

IBM36.4 Which of the following best describes the extent to which your product/service contributes to the positive health outcome? [Not Weighted]

- ☐ My product/service has been demonstrated to effectively and substantially address the stated health problem, independent of other factors
- ☒ My product contributes to the stated positive health outcome, but does so dependent upon other resources/circumstances outside of our control

IBM36.5 What % of your total revenues last fiscal year were from the previous products or services? [Not Weighted]
49%

IBM36.6 This is a calculated question based on your previous answers: "What were your total revenues last fiscal year from products or services that promote health?" and "Total revenue from the last fiscal year" [Not Weighted]

IBM136.7 How many customers/clients/beneficiaries were served through the provision of the previous products or services during the last 12 months? Please provide figures that are as accurate as possible. Estimates within +/- 5% acceptable. Do not double count.

Individuals

Households

Communities

Businesses/Non-Profits

Governments

IBM36.8 Please provide a brief description of how you track your customer/client/beneficiary figures. [Not Weighted]

We track household penetration through IRI. This is not reflective of 100% of our sales, for example does not include natural channel, online sales, Costco and International. IRI represents roughly 70% of our total sales.

IBM36.12 How do you verify that your product contributes to the outcome previously selected? [Least Weighted]

- ☐ We have a track record of successful verified positive outcomes and have created case studies based on these.
- ☒ There is secondary research that supports the link between our type of product and the stated outcome.
- ☐ We conduct our own direct research to track the outcomes produced for all our customers, such as impact-related surveys
- ☐ We have third party certifications or verifications that verify the efficacy of our product/service in delivering outcomes
- ☐ We have performed, commissioned, or partnered with scientifically designed impact or outcome assessments to systematically learn about our product's impact
- ☐ Our product is too early stage to have research or studies that link our product to positive outcomes
- ☐ We cannot provide verification of our outcomes at this time.

IBM36.13 If direct research on your product/service has been performed, did the results confirm that a desired outcome is being achieved? [Least Weighted]

- ☐ Yes ☐ No ☒ NA

IBM36.14 Is there something different or innovative about the company's health product/service that has changed the industry? Is this something that is replicable, unique at the time that it was created, and that has been emulated by other organizations? [Not Weighted]

When Happy Family launched in 2006, organic baby food represented only 5% of the market. Today this has increased to 24%. We helped to raise awareness of organic in general and educate families as to why it is important. This education has helped to grow the industry to where it is today.

IBM36.19 Does your company also measure and manage the negative or unintended outcomes generated by this business model? [Least Weighted]

☐ Yes ☒ No

Impact Business Models: Health Outcomes (Partial)

Impact Business Models: Serving In Need Populations

IBM59.1 Does your product/service benefit underserved populations, either directly or by supporting organizations that directly serve them? [Not Weighted]

☐ Yes ☒ No

IBM59.3 If your beneficiaries are underserved individuals, which of the following underserved populations do they belong to? If you serve organizations that serve the underserved, which of the following populations are your client's beneficiaries? [Not Weighted]

- ☐ Low income, poor, or very poor
- ☐ Other populations underserved in your product/service category, which can include minorities, veterans, disabled individuals
- ☒ Individuals who are not underserved in your product/service category (do not continue)

IBM59.4 Which of the following best describes how your product/service benefits underserved populations previously described? [Not Weighted]

- ☐ My product/service helps the financial viability of purpose-driven enterprises, which in turn allows them to continue to serve their underserved target population (ex. marketing or accounting services for a social service agency)
- ☒ My product/service directly helps purpose driven enterprises improve positive impact for their underserved beneficiaries, but is not designed specifically for that underserved population (e.g. teaching curriculum sold to low income schools)
- ☐ My product/service directly helps purpose driven enterprises improve positive impact for their underserved beneficiaries, and is specifically designed to benefit that underserved population (e.g. teacher training/curriculum specifically designed to address challenges of teaching low income students)
- ☐ My product/service is directly used by the previous underserved populations (e.g. products marketed to or designed for the underserved)

IBM59.6 If relevant, which of the following beneficiary groups is your product/service targeting? [Not Weighted]

- ☒ Young children (younger than 5 years old)
- ☐ Children and adolescents (5 years of age or older but younger than 18)
- ☐ Adults
- ☐ Elderly/older adults
- ☐ Persons with disabilities
- ☐ Minority/previously excluded populations
- ☒ Women
- ☒ Pregnant women
- ☐ Other at risk populations
- ☐ None of the above

IBM59.7 Which of the following statements are true about your in-need customers/ clients? [Not Weighted]

- ☐ Most customers/clients continue with us year by year and latest figures for the year roughly reflect the total number of beneficiaries to date
- ☐ Customers/clients we reach each year are in addition to previous customers/clients and total number served should be calculated by adding together the numbers for each year
- ☒ Don't know - we don't sell direct to customers/clients

IBM59.8 How much revenue is generated through sale to the previously selected beneficiary group(s) or nonprofit(s)? [Not Weighted]

- ☒ Not tracked / unknown

IBM59.9 What % of customers/end beneficiaries of your product or service are from an underserved population identified previously? If you serve purpose driven enterprises, please respond with the % of your revenues generated from services provided that benefited the previously selected underserved in the last fiscal year. [Not Weighted]

- ☒ Not tracked / unknown

IBM59.10 This is a calculated question based on your previous answers: "Which of the following best describes how your product/service benefits underserved populations described previously?" and "What % of customers/end beneficiaries of your product or service are from an underserved population identified previously?" [Not Weighted]

IBM159.12 How many customers/clients served qualify in the previously selected underserved populations during the last 12 months? Do not duplicate individuals and households. Estimates within +/- 5% are acceptable.

Individuals

Households

Communities

Businesses/Non-Profits

Governments

IBM59.14 Which of the following products/services attributes assist in targeting the previously selected underserved communities:
[Least Weighted]

- ☐ Product/service is accompanied by a zero-interest or below-market financing option (directly from company or through finance partner) with small repayment amounts to provide the poor access to purchase
- ☐ Company utilizes a cross-subsidization model whereby higher pricing for middle and high-income clients facilitates offering lower/subsidized pricing for low income clients/customers
- ☐ Product/service pricing model includes transparent pricing for all customers
- ☐ Vendor provides training on safe use and/or maintenance of the product/service
- ☒ These product/service attributes do not apply to our company (Skip the remainder of this section)

IBM159.16 If relevant, how many customers/clients served in the last 12 months qualify as poor or very poor, with incomes below \$2/day? Do not double-count (e.g. if you report 5 households, do not also report the number of individuals in those 5 households). Estimates within +/- 5% acceptable.

Individuals

Households

IBM59.17 What % of customers/beneficiaries qualify as poor or very poor with incomes below \$2.00 per day? [Heavily Weighted]

- ☒ Not tracked / unknown

IBM59.18 How much revenue is generated through sale to clients/customers that live on less than \$2/day? [Not Weighted]

- ☒ Not tracked / unknown

Impact Business Models: Environmental Models Introduction

IBM59.1 Are your company's products or process structured to restore or preserve the environment in any of the following ways?
[Not Weighted]

- ☒ 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

Impact Business Models: Designed to Conserve Wholesale Process

IBM79.2 Which of the following statements are true about your environmental wholesale practices? [Not Weighted]

- ☐ Company annually measures and publicly reports energy usage, water usage, carbon emissions and waste output
- ☐ Company has reviewed life cycle impact of 50%+ of products in terms of dollar volume
- ☐ 25%+ of outbound transportation/distribution fleet is powered by clean emissions vehicles
- ☐ Design of majority of products substitutes a critical energy intensive manufacturing step that is of concern in your industry (i.e. steam recycling, sun drying vs. gas oven heating, etc)
- ☐ The design of a majority of products substitutes a critical water intensive manufacturing step that is of concern in the industry (i.e. water recycling, water reuse, and water substitution)
- ☐ The design of a majority of products substitutes a critical chemical intensive manufacturing step that is of concern in the industry (i.e. toxic chemical elimination)
- ☐ Design of a core product can demonstrate a significant source-reduction in inputs (per unit basis) compared to industry average
- ☐ A majority of significant suppliers have been verified to recycle, reuse or compost 75%+ of solid wastes from harvesting or manufacturing process
- ☐ A majority of significant suppliers have been verified to recycle, reuse or treat all liquid waste and return to water table at same quality diverted
- ☐ At least 25% of Significant Suppliers' energy is sourced from 15% onsite renewables or 75% of energy derived from other renewable sources (RECs)

IBM79.3 How many of the previous statements were true about your business? [Equally Weighted]

- ☒ 0-3 of 10 questions
- ☐ 4 of 10 questions
- ☐ 5 of 10 questions
- ☐ 6 of 10 questions
- ☐ 7 of 10 questions
- ☐ 8 or more of 10 questions

IBM79.4 If tracked, what were the number of metric tons of carbon (CO2) off-set by your environmental practices? [Not Weighted]

- ☒ Not tracked / unknown

Impact Business Models: Environment Products & Services Introduction

IBM80.1 In what way or ways does your product/service conserve the environment? [Not Weighted]

- ☐ 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 or auditing)
- ☐ None of the above

IBM80.2 Does your product or service have any third-party certifications? If so, please list certifications. [Not Weighted]

USDA organic, Non-GMO, Kosher, BCorp

Impact Business Models: Toxin Reduction / Remediation

IBM85.1 Tell us more about how your product or service reduces use of toxic or hazardous substances, prevents pollution or remediates discharges to air, land or water [Not Weighted]

Organic farming practices eliminates harmful chemicals on land.

IBM85.2 Which of the following product or service descriptions apply? [Not Weighted]

- ☐ Product minimizes need of toxic chemicals compared to market alternatives (non-GMO)
- ☒ Product/services use less toxic/hazardous chemicals or materials than market alternatives (i.e. non-toxic cleaners, organic food, integrated pest management for agriculture)
- ☐ Product/service remediates environmental damage after discharges to air, land or water (i.e. brownfield remediation, oil spill clean-up)
- ☐ Product/service directly prevents pollution or hazardous discharge (i.e. pollution management technologies)
- ☐ These descriptions do not apply to our company's product/service (Skip the remainder of this section)

IBM85.3 What is the average % toxic/hazardous material reduction or pollution prevention (by weight or volume) achieved by the product or service? [Not Weighted]

100%

IBM85.4 What % of your total revenues last fiscal year were from the previous products or services? [Not Weighted]

98%

IBM85.5 This is a calculated question based on your previous answers: "What were your total revenues last fiscal year from products or services that provide toxic/hazardous substance reduction?" and "Total revenue from the last fiscal year" [Not Weighted]

IBM85.6 This is a calculated question based on your previous answers: "Which of the following product or service descriptions apply?" and "What % of your revenues last fiscal year were related to the products that provide toxic/hazardous substance reduction?" [6x]

IBM185.7 If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Metric tons of GHG/CO2 equivalent

kWh saved/off-set

Metric tons of waste saved from landfill or incineration

Liters of water saved/off-set

IBM85.11 How do you verify that your product contributes to the outcome previously selected? [Least Weighted]

- ☐ We have a track record of successful, verified positive outcomes and have created case studies based on these.
- ☒ There is secondary research that supports the link between our type of product and the stated outcome.
- ☐ We conduct our own direct research to track the outcomes produced for all our customers, such as impact-related surveys
- ☒ We have third party certifications or verifications that verify the efficacy of our product/service in delivering outcomes
- ☐ We have performed, commissioned, or partnered with scientifically designed impact or outcome assessments to systematically learn about our product's impact
- ☐ Our product is too early stage to have research or studies that link our product to positive outcomes
- ☐ We cannot provide verification of our outcomes at this time.

IBM85.12 If direct research on your product/service has been performed, did the results confirm that a desired outcome is being achieved? [Least Weighted]

☐ Yes ☐ No ☒ N/A - No direct research conducted

IBM85.13 Does your company also measure and manage the negative or unintended outcomes generated by this business model? [Least Weighted]

☐ Yes ☒ No

Disclosure Questionnaire

Disclosure Questionnaire: Disclosure Industries

DQ1.1 Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.

Yes No

- ☐ ☒ Any product or activity deemed illegal under host country laws or regulations or international conventions and agreements
- ☐ ☒ Alcohol (excluding beer and wine)
- ☐ ☒ Commercial logging and logging equipment
- ☐ ☒ Firearms, weapons or munitions
- ☐ ☒ Genetically modified organisms
- ☐ ☒ Fossil fuel-based oil or coal utility
- ☐ ☒ Ozone depleting substances subject to international phase-out
- ☐ ☒ Persistent organic pollutants (POPs) that are banned or scheduled to be phased out of production
- ☐ ☒ Pesticides/herbicides subject to international phase-out or bans
- ☐ ☒ Pharmaceuticals subject to international phase-outs or bans
- ☐ ☒ Pornography
- ☐ ☒ Radioactive materials
- ☐ ☒ Tobacco
- ☐ ☒ Unbonded asbestos fibers
- ☐ ☒ Wildlife or wildlife products regulated under the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES)

DQ1.2 If you selected "Yes" previously, please provide a detailed explanation of the company's involvement here. [Not Weighted]

Does not apply

Disclosure Questionnaire: Disclosure Practices

DQ2.1 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 "True." If false, select "False."

| True | False | Yes | No |
|-----------------------|----------------------------------|--|----|
| <input type="radio"/> | <input checked="" type="radio"/> | | |
| | | Company is not formally registered in accordance with domestic regulations | |
| <input type="radio"/> | <input checked="" type="radio"/> | | |
| | | Company has reduced or minimized taxes through the use of corporate shells or structural means | |
| <input type="radio"/> | <input checked="" type="radio"/> | | |
| | | Company facilities are located adjacent to or in sensitive ecosystems | |
| <input type="radio"/> | <input checked="" type="radio"/> | | |
| | | 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 | |
| <input type="radio"/> | <input checked="" type="radio"/> | | |
| | | Overtime work for hourly workers is compulsory | |
| <input type="radio"/> | <input checked="" type="radio"/> | | |
| | | Company uses workers who are prisoners | |
| <input type="radio"/> | <input checked="" type="radio"/> | | |
| | | Company prohibits workers from freely associating and bargaining collectively for the terms of one's employment | |
| <input type="radio"/> | <input checked="" type="radio"/> | | |
| | | Animal testing is conducted | |
| <input type="radio"/> | <input checked="" type="radio"/> | | |
| | | Company exploitatively operates in conflict zones | |
| <input type="radio"/> | <input checked="" type="radio"/> | | |
| | | Company employs individuals on zero-hour contracts | |

DQ2.2 If you selected "True" previously, please provide a detailed explanation of the company's engagement in these practices here. [Not Weighted]

Does not apply

Disclosure Questionnaire: Disclosure Outcomes

DQ3.1 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 "True." If false, select "False."

| True | False | Yes | No |
|-----------------------|----------------------------------|--|----|
| <input type="radio"/> | <input checked="" type="radio"/> | | |
| | | Company has had an operational or on-the-job fatality | |
| <input type="radio"/> | <input checked="" type="radio"/> | | |
| | | Company sites have experienced accidental discharges to air, land or water of hazardous substances | |
| <input type="radio"/> | <input checked="" type="radio"/> | | |
| | | Construction or operation of company facilities resulted in physical resettlement or economic displacement involving 5,000 or more people near your facility | |
| <input type="radio"/> | <input checked="" type="radio"/> | | |
| | | Material recalls due to quality control issues | |
| <input type="radio"/> | <input checked="" type="radio"/> | | |
| | | Material litigation or arbitration against company | |
| <input type="radio"/> | <input checked="" type="radio"/> | | |
| | | Company has filed for bankruptcy | |
| <input type="radio"/> | <input checked="" type="radio"/> | | |
| | | Company has had material breaches of individual's confidential information | |

DQ3.2 If you selected "True" previously, please provide a detailed explanation of the company's experience related to the previous statement here. [Not Weighted]

Disclosure Questionnaire: Disclosure Penalties

DQ4.1 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.

| Yes | No | |
|-----------------------|----------------------------------|--|
| <input type="radio"/> | <input checked="" type="radio"/> | Diversity and equal opportunity |
| <input type="radio"/> | <input checked="" type="radio"/> | Employee safety or workplace conditions |
| <input type="radio"/> | <input checked="" type="radio"/> | Environmental issues |
| <input type="radio"/> | <input checked="" type="radio"/> | Financial reporting |
| <input type="radio"/> | <input checked="" type="radio"/> | Geographic operations or international affairs |
| <input type="radio"/> | <input checked="" type="radio"/> | Investments or Loans |
| <input type="radio"/> | <input checked="" type="radio"/> | Labor issues (internal and supply chain) |
| <input type="radio"/> | <input checked="" type="radio"/> | Marketing |
| <input type="radio"/> | <input checked="" type="radio"/> | Political contributions |
| <input type="radio"/> | <input checked="" type="radio"/> | Product safety |
| <input type="radio"/> | <input checked="" type="radio"/> | Taxes |
| <input type="radio"/> | <input checked="" type="radio"/> | Animal welfare |
| <input type="radio"/> | <input checked="" type="radio"/> | Bribery, fraud or corruption |

DQ4.2 If you selected "Yes" previously, please provide a detailed explanation of the complaint/fine/sanction here. [Not Weighted]

Disclosure Questionnaire: Supplier Disclosure

DQ5.1 Please indicate if any of the following statements are true regarding your company's significant suppliers.

| True | False | Don't Know | |
|-----------------------|----------------------------------|----------------------------------|--|
| <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | Significant Suppliers employ workers under the age of 15 (or other minimum work age covered by the International Labour Organization Convention No. 138) |
| <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | Significant suppliers use any workers who are prisoners |
| <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | Significant Suppliers have had an operational or on-the-job fatality |
| <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | Significant Suppliers' sites have experienced accidental discharges to air, land or water of hazardous substances |
| <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | Construction or operation of Significant Suppliers' facilities resulted in physical resettlement or economic displacement involving 5,000 or more people near their facility |
| <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | Construction or operation of Significant Suppliers involved large scale land acquisition |
| <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | Construction or operation of Significant Suppliers involved large scale land conversion and/or degradation |
| <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | Construction or operation of Significant Suppliers involved the construction or refurbishment of dams |
| <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | Significant Suppliers have had material fines or sanctions in the last five years regarding the issues indicated in DQ4.1 |
| <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | Significant Suppliers exploitatively operate in conflict zones |

Disclosure Questionnaire: Other Disclosures

DQ6.1 Are there any other sensitive aspects of the business that are necessary to disclose? [Not Weighted]

Does not apply