
Athleta

Service with Significant Environmental Footprint

1000+ Employees

2017-01-27

As a wholly owned subsidiary of GAP Inc., Athleta is required to make its full B Impact Assessment transparent to meet the terms of B Corp Certification. This PDF contains a completed B Impact Assessment which has been reviewed by B Lab with Athleta against the certification standards. Answers to questions that would reveal sensitive information (e.g those that might advantage competitors or prejudice litigation) are not disclosed and labelled such as:

Full Impact Assessment

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.

OUR MISSION IS TO IGNITE A COMMUNITY OF ACTIVE, HEALTHY, CONFIDENT WOMEN AND GIRLS WHO EMPOWER EACH OTHER TO REALIZE THEIR LIMITLESS POTENTIAL.

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

Stakeholder Engagement Points Earned: 0.3 of 0.4

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 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: 0.4 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 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.

NYSE, Securities and Exchange Commission, Corporate Governance Guidelines

Governing Body Composition Points Earned: 0.4 of 0.5

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: 0.3 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 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 the accuracy and integrity of the financial reports
 - ☒ All audit and non-audit fees of the independent auditor are disclosed
 - ☐ None of the above
 - ☐ N/A - No Audit Committee
 - ☐ N/A - No Board of Directors
-

Shareholder Engagement Points Earned: 0.3 of 0.3

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: 0.3 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: 0.3 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

Breached Code of Ethics Breachment Policy Points Earned: 0.3 of 0.3

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 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

Impact Reporting Points Earned: 0 of 0.9

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: 0.6 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?

2017-01-28

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:

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.

881

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.

811

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.

2667

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.

2191

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.

225

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.

155

Compensation & Wages

Total Wages Points Earned: 0 of 0

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.

10

Paying Above the Minimum Wage Points Earned: 0 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 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

High to Low Pay Ratio Points Earned: 0 of 2.2

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: 0 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: 0.4 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: 0.3 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)

% Above the Minimum Wage Points Earned: 0 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: 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: 0.3 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%

Healthcare Eligibility for Part Time Workers Points Earned: 0.3 of 1.2

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)

Worker Benefits (Hourly)

Healthcare Eligibility for Hourly Workers Points Earned: 1.2 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 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%+

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: 0.1 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 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 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: 0.1 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: 0.1 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?

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

% 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

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: 0.3 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: 0.7 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

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: 0.2 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: 0.3 of 0.3

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: 0.3 of 0.3

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: 0.3 of 0.3

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

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:

347

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:

471

Job Growth Rate Points Earned: 2.7 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 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

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.

3427

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
-

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

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

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

Minority Directors

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

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: 0.1 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: 0.9 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: 0.5 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

Female Executives

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

Women

Minority/Previously Excluded Executives

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

Executives from Underrepresented Populations

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

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

Women

Minority Managers

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

Minority/previously excluded populations

Managers from Underrepresented Groups

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

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

Minority Full-Time Workers

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

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

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

Minority Part-time Workers

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

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: 0.3 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: 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: 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: 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: 0.5 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.

5894

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: 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)

Employees who volunteer can request a \$250 grant for org of choice. Hosted over 10K community events and food & clothing drives for local charities

- ☐ 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.

Athleta consists of Headquarters in SF (270 employees), Retail Stores all over the US (4K employees), and a Distribution Center currently in Ohio (375 employees). We also work with factories abroad.

Local Purchasing and Hiring Policies Points Earned: 0 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

National Sourcing Points Earned: 0.3 of 1.3

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 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

Procurement Staff Practices Points Earned: 0 of 1.3

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: 1.3 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

12

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

Number of Significant Suppliers
Tier 2

0

Purchases from Tier 1 Significant Suppliers

Value of purchases from Significant Suppliers
Tier 1

Purchases from Tier 2 Significant Suppliers

Value of purchases from Significant Suppliers
Tier 2

Purchases from Local Suppliers

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: 0.9 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
-

Supplier Code of Conduct Remediation Points Earned: 0.9 of 0.9

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: 0.2 of 0.2

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

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 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: 0.9 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: 0.9 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: 0.5 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

Social or Environmental Purchases Points Earned: 0.9 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

Supply Chain Poverty Alleviation

Supporting Underserved Suppliers Points Earned: 0 of 0

Does your company source from and/or provide support to populations in low-income, poor, or very poor markets through your supply chain purchasing practices?

- ☒ Yes
- ☐ No (you may skip the rest of this section)

Purchasing From Underserved Suppliers Points Earned: 0 of 0

Do you purchase directly from underserved suppliers in low-income, poor, or very poor markets?

Types Of Underserved Suppliers Points Earned: 0 of 0

What types of suppliers from underserved markets are in your supply chain?

- ☐ Small-scale Factories in Underserved Markets
- ☒ Fair Wage/ Labor Certified Plantation/Estate Farms in Underserved Markets
- ☐ Worker or Producer-Owned Cooperatives
- ☐ Small-Holder Small Scale Farms/Suppliers in Underserved Markets (less than 50 employees)
- ☐ Micro-entrepreneurs/artisans in underserved markets

Beneficial Trade Terms for Underserved Suppliers Points Earned: 0 of 0

Are any of the following trade terms provided to underserved suppliers?

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

- ☐ A premium is paid beyond market price for community support and development
- ☐ Input materials come from a relationship where contracts are signed and executed for the next year
- ☐ Input materials come from a relationship where the contract price was partially or fully paid in advance to significant suppliers (including loans through a partner organization)
- ☐ Pricing of product is determined collaboratively with suppliers
- ☐ Onsite visits are made to suppliers on at least an annual basis.
- ☒ None of the above

% Purchases with Beneficial Trade Terms Points Earned: 0 of 0

What % of your cost of materials comes from the stated under-served supplier groups that received the previous trade terms?

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

Purchases from Suppliers with Beneficial Terms Points Earned: 0 of 0

What is the total cost of materials sourced through the previous trade terms?

Tracking Supplier Premiums Points Earned: 0 of 0.6

Do you track the premium paid to suppliers?

- ☐ Yes
- ☒ No

Premium Paid to Suppliers Points Earned: 0 of 0

If yes, what is the average premium paid to suppliers in the last year (either on product or wage)?

Methodology to Determine Premium Paid Points Available: 0

Describe in the text box the methodology your company uses to calculate producer price premium.

Innovative Supply Chain Poverty Alleviation Points Available: 0

Is there something different or innovative about the company's approach to fair-trade sourcing that has changed the industry? Is this something replicable, unique at the time it was created, and that has been emulated by other organizations? Please explain.

Support for Small-Scale Suppliers Points Earned: 0 of 0

Does the company provide or participate in support services for underserved suppliers?

This question factors into a calculated question that contributes to your overall score. The answer to this question affects questions you'll encounter further on in your assessment.

- ☐ Capacity building to improve the efficiency of operations for the supplier
- ☐ Capacity building to improve the social or environmental practices of the supplier
- ☐ Support and training to improve quality and maintain quality assurance for the supplier
- ☒ We do not purchase directly from underserved suppliers, or we do not provide capacity building services

% of Purchases from Supported Small-Scale Suppliers Points Earned: 0 of 0

What % of your total cost of materials (excluding labor) comes from suppliers that have received the above capacity building support?

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

Verification of Fair Wages and Working Conditions Points Earned: 0 of 0

Are working conditions and wages of suppliers verified to meet credible standards to ensure dignity and equitable economic empowerment for employees? If so, what methodology is used to determine standards?

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

- ☒ Suppliers meet third party certification standards (such as Fair Trade Certification)
- ☐ Workers receive wage equivalent to or greater than a third party fair or living wage calculation for the relevant industry/product/market
- ☐ Suppliers are not verified to meet third party labor standards
- ☐ None of the above.

Purchasing From Underserved Suppliers Points Earned: 0 of 0

What % of your cost of materials comes from under-served supplier groups that are verified for labor and wage practices as previously described?

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

9.6

Wage and Working Conditions Screening Points Earned: 0.6 of 0.6

How are wage and working conditions screened and monitored to ensure that continual compliance with the previous standards?

- ☒ Suppliers are verified or certified by a third party to meet standards
- ☐ Company visits and reviews supplier facilities and documents compliance with the standards above
- ☐ None of the above

Third Party Certification of Supply Chain Points Earned: 0 of 0

Are the company's trade practices or purchases certified by a third party, including any of the following?

- ☐ Fair Trade International
- ☒ Fair Trade USA
- ☐ Rainforest Alliance
- ☐ Other (Please Describe)

Tracking Impact on Workers Points Earned: 0 of 0.6

Does your company track the impact of your work with small-scale suppliers on the lives of suppliers' employees?

- ☐ Yes
- ☒ No

Tracking Impact Explanation Points Available: 0

If your company tracks the impact of your work with small-scale suppliers on the lives of suppliers' employees, please explain how.

Innovative Supply Chain Poverty Alleviation Points Available: 0

Is there something different or innovative about the company's approach to sourcing from small-scale suppliers that has changed the industry? Is this something replicable, unique at the time it was created, and that has been emulated by other organizations? Please explain.

Supply Chain Transparency Points Earned: 0.6 of 0.6

Do customers and/or the public have access to information about the company's supply chain practices?

- ☐ Customers have access to information about suppliers being sourced from, including their location
- ☒ Customers can access information on the social and environmental standards required of suppliers
- ☐ None of the above

Environment

Facilities Size Points Earned: 0 of 0

Total square footage of all company facilities

813048

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
-

Recycling Programs Points Earned: 0.2 of 0.7

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: 0.2 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

Chemical Management Points Earned: 0.7 of 0.7

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: 0.2 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: 0.4 of 1.6

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: 0.4 of 1.6

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:

43986

Total Renewable Energy Use Points Earned: 0 of 0

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

0

Total Water Use Points Earned: 0 of 0

Total water use (liters) during the last 12 months

23843198

Energy Use Reductions Points Earned: 0.6 of 3.1

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

Low Impact Renewable Energy Use Points Earned: 0.6 of 3.1

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: 1.6 of 1.6

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: 0.5 of 1.6

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)

Athleta (& Gap's) RSL is publicly available on the Afirm Group AG website

- ☐ N/A
- ☐ None of the above

Environmentally Preferred Materials Points Earned: 0.6 of 1.6

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

Monitoring and Reporting Greenhouse Gas Emissions Points Earned: 0.1 of 0.6

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

Non-hazardous Waste Generated Points Earned: 0 of 0

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

1822

Total Hazardous Waste Produced Points Earned: 0 of 0

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

0

Total Waste Disposed Points Earned: 0 of 0

Waste Disposed (metric tonnes) during the last 12 months

943

Total Waste Recycled Points Earned: 0 of 0

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

880

Total Scope 1 GHGs Points Earned: 0 of 0

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

307

Total Scope 2 GHGs Points Earned: 0 of 0

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

4421

Total Scope 3 GHGs Points Earned: 0 of 0

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

7071

Greenhouse Gas Reduction Strategies Points Earned: 0.4 of 0.6

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

Carbon Intensity Points Earned: 0.6 of 0.6

What is your current Carbon Intensity for Scopes 1 and 2 (measured in metric tons of CO2/\$million of revenue), not including the use of carbon credits or offsets?

Carbon Intensity Points Earned: 0.6 of 0.6

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.

% GHG Emissions Offset Points Earned: 0 of 0.3

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

Reducing Waste

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

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 1.2

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 of 0.6

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 0.6

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

Reducing Carbon Emissions from Transportation Points Earned: 1 of 1.5

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: 0.4 of 1.5

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: 0.4 of 1.5

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: 0.4 of 1.5

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

Tracking Chemicals in the Supply Chain Points Earned: 0.5 of 1.5

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: 0.7 of 0.7

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: 0.7 of 0.7

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: 0.7 of 0.7

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: 0.7 of 0.7

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: 0.7 of 0.7

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: 0.4 of 1.5

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: 0.7 of 1.5

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

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

Suppliers Reducing Waste Points Earned: 0.7 of 1.5

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: 1.5 of 1.5

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: 0.4 of 0.7

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

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 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.

Resource Conservation

Resource Conservation Overview Points Available: 0

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

Resource Conservation Description Points Earned: 0 of 0

Which of the following most accurately describes the method in which your product or service conserves or diverts resources?

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

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

% Energy Reduction Points Earned: 0 of 0

What is the average % energy reduction achieved by the product or service?

% Water Reduction Points Earned: 0 of 0

What is the average % water reduction achieved by the product or service?

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 CO2 saved/off-set

kWh Generated 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 generated with cleaner alternative

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

Waste Diverted 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 waste saved from landfill or incineration

Revenue from Resource Conservation

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.

Verification of Resource Conservation Points Earned: 0 of 1.1

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

Please 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 Resource Conservation Points Earned: 0 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 Resource Conservation Points Available: 0

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

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

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.

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

Waste Diverted 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 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

Customer Products & Services Introduction

Positive Impact of Product/Service Points Available: 0

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

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, educational tools, games and software)
- ☐ Increased economic opportunity for underserved groups (e.g. financial or insurance services or benefits consulting for the underserved, new mechanisms to connect products to market)
- ☐ Increased operational success or capital for purpose driven or underserved enterprises (e.g. impact investing or fundraising platforms, non-profit accounting services)
- ☐ Increased social and/or environmental impact for businesses or other organizations (e.g. sustainability consulting)
- ☐ Increased Access to Arts, Media, or Culture (e.g. independent media, artisanal crafts, photography, information services)
- ☐ None of the above

Total Customer Individuals Points Earned: 0 of

0 Total Number of Customers

Individuals:

Total Customer Organizations Points Earned: 0 of 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/circumstance 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.

Individuals Served Points Earned: 0 of 0

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 Served Points Earned: 0 of 0

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

Communities Served Points Earned: 0 of 0

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

Organizations Served Points Earned: 0 of 0

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

Governments Served Points Earned: 0 of 0

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

Client Tracking Methods Points Available: 0

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

Verification of Health Outcomes Points Earned: 0.8 of 1.7

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

Select all that apply.

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

Efficacy of Health Product/Service Points Earned: 0 of 1.7

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

- ☐ Yes
- ☐ No
- ☒ NA

Innovative Health Products Points Available: 0

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?

Negative Impact Management Points Earned: 0 of 1.7

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

- ☐ Yes
- ☒ No

Serving In Need Populations

Impact on Underserved Populations Points Earned: 0 of 0

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

- ☐ Yes
- ☒ No

Underserved Beneficiaries Overview Points Earned: 0 of 0

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

N/A

Underserved Beneficiary Types Points Available: 0

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

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

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

Impact on Underserved Populations Description Points Available: 0

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

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

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

Low-Income Communities Served Points Available: 0

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

Low Income

- ☐ Urban
- ☐ Rural
- ☐ Peri-urban

Poor Communities Served Points Available: 0

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

Poor

- ☐ Urban
- ☐ Rural
- ☐ Peri-urban

Very Poor Communities Served Points Available: 0

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

Very poor

- ☐ Urban
- ☐ Rural
- ☐ Peri-urban

Underserved Group Demographics Points Available: 0

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

Not all beneficiary populations are themselves under-served groups.

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

Underserved Client Tracking Points Available: 0

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

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

Revenue from Serving In Need Populations Points Available: 0

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

% of Customers In-need Points Available: 0

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

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

In-Need Individuals Served Points Available: 0

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

Underserved Households Points Available: 0

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

In-Need Communities Served Points Available: 0

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

In-need Organizations Served Points Available: 0

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

Underserved Government Entities Points Available: 0

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

Client Tracking Methods Points Earned: 0 of 0

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

N/A

Increasing Accessibility for Underserved Groups Points Earned: 0 of 1.8

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

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

Innovative Practices to Increase Accessibility Points Earned: 0 of 0

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

N/A

Poor Clients Served Points Earned: 0 of 0

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

Low-Income Households Served Points Earned: 0 of 0

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

Percent of Beneficiaries Poor or Very Poor Points Earned: 0 of 14.4

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

Revenue Products Benefiting Bottom of Pyramid Points Earned: 0 of 0

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

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

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

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

Disclosure Pornography 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.
Pornography

- ☐ 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

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 Earned: 0 of 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.

Does not apply

Disclosure Practices

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

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

Company is not formally registered in accordance with domestic regulations

- ☐ Yes
☒ No

Tax Reduction Through Corporate Shells Points Earned: 0 of 0

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

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

- ☐ Yes
☒ No
-

Facilities located in sensitive ecosystems Points Earned: 0 of 0

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

Company facilities are located adjacent to or in sensitive ecosystems

- ☐ Yes
☒ No
-

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

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

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

- ☐ Yes
☒ No
-

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

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 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

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

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

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

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

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

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
-

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

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
